



Safety & Security



ANNUAL SECURITY REPORT

Crime statistics and Security Policies for the 2024-2025 Academic Year

South Central College Campus Locations	
North Mankato	Faribault
Address: 1920 Lee BLD, North Mankato, MN 56003	Address: 1225 3 rd ST SW, Faribault, MN 55021
Phone: 507-389-7200	Phone: 507-332-5800

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REPORT INTRODUCTION

In 1990, Congress enacted the *Crime Awareness and Campus Security Act of 1990* (Title II of Public Law 101-542), which amended the *Higher Education Act of 1965 (HEA)*. This act required all postsecondary institutions participating in HEA's Title IV student financial assistance programs to disclose campus crime statistics and security information. The act was amended in 1992, 1998, 2000 and 2008. The 1998 amendments renamed the law the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* in memory of a student who was slain in her dorm room in 1986. It is generally referred to as the *Clery Act* and is in section 485(f) of the *HEA*.

On March 7, 2013, the *Violence Against Women Reauthorization Act of 2013 (VAWA)* (Public Law 113-14) was signed into law. VAWA includes amendments to the *Clery Act*. These changes require institutions to disclose statistics, policies and programs related to dating violence, domestic violence, sexual assault and stalking, among other changes.

South Central College publishes the Annual Security Report each year by October 1. The report is distributed to all potential students on the college application form and prospective employees on the job announcement via direct link to the report. All current students, faculty and staff are sent an email that briefly describes the report and also contains the exact Internet address where it can be found. <https://southcentral.edu/security/campus-security.html>. Printed copies of the report are available, at no cost, upon request from Admissions and Human Resources.

The South Central College Safety & Security Department is recognized as the primary campus department responsible for providing security services for students, faculty, staff and campus visitors. The department is comprised of fulltime professional and part-time paraprofessional officers. Public Safety Officers are **NOT** licensed police officers and do not possess the power of arrest as defined by Minnesota State Statute, but have been granted the authority by the Institution's President to enforce institution policy, which is not inconsistent with federal, state or local law, and to make citizens arrests when necessary.

The North Mankato and Faribault Police Departments provide fully licensed police protection for South Central College campuses. The Safety & Security Department has developed a working relationship with the North Mankato and Faribault Police Department that allows for immediate response to all crimes, emergencies, or requests for service generated by the campus.

The South Central College Safety & Security Department compiles all required information and statistics for this report. Statistics are collected using incident reports and from other reporting authorities including, but not limited to, local law enforcement agencies and officials of South Central College who have significant responsibility for student and campus activities. These college officials, known as Campus Security Authorities, include individuals in departments such as:

Name	Title	Email
Katie Hewitt	Interim Vice President of Finance and Operations	katie.hewitt@southcentral.edu
Tim Sisk	Safety and Security Program Manager	timothy.sisk@southcentral.edu
Brian Tiegs	Director of Human Resources	brian.tiegs@southcentral.edu
Cristen Cox	Dean of Arts & Sciences	cristen.cox@southcentral.edu
Liz Thompson	Dean of Health Sciences	liz.thompson@southcentral.edu
Andrew Mettler	Professional Nursing Program Director/Nursing Instructor	andrew.mettler@southcentral.edu
Dan Boddy	Autobody Instructor	dan.boddy@southcentral.edu
Candy Mortenson-Kimpel	Nursing Instructor	candy.mortenson@southcentral.edu
Becky Griebel	EMS Coordinator and Consultant	becky.griebel@southcentral.edu
Ian Pearson	Intensive Care Paramedic/Program Director	ian.pearson@southcentral.edu
Amy Brown	Paramedic Instructor	amy.brown@southcentral.edu
John Harper	Vice President of Diversity, Equity and Inclusion and Faribault Campus Liaison	john.harper@southcentral.edu
Amy Durand	Dean of Agriculture	amy.durand@southcentral.edu
Gabe McCall	Director of Facilities	gabriel.mccall@southcentral.edu
Judy Endres	Vice President of Student Affairs	judy.endres@southcentral.edu
Kristin Underwood	Director of Customized Workforce Education	kristin.underwood@southcentral.edu
Jordan Orzoff	Vice President of Strategic Enrollment and Institutional Effectiveness	jordan.orzoff@southcentral.edu
Laura Attenberger	Vice President of Academic Affairs	laura.attenberger@southcentral.edu
Brian Yingst	Director of Student Success	brian.yingst@southcentral.edu
Matthew Leisen	Academic Advisor	matthew.leisen@southcentral.edu
Angie James	Academic Advisor	angela.james@southcentral.edu
Elizabeth Prange	Academic Advisor	elizabeth.prange@southcentral.edu
Abdi Sabri	Academic Advisor	abdi.sabrie@southcentral.edu
Todd Hayden	Director of TRIO	todd.hayden@southcentral.edu
Jana Bouma	TRIO Advisor	jana.bouma@southcentral.edu
Nicole Emerson	Assistant Director for Student Life	nicole.emerson@southcentral.edu
Neil Winberg	Trio Advisor	Neil.Winberg@southcentral.edu
Nik Proehl	Academic Advisor	nik.proehl@southcentral.edu
Abbey Lane	Academic Advisor	abbey.lane@southcentral.edu

It is the policy of South Central College to report all criminal activity to the North Mankato and Faribault Police Departments by reporting incidents directly to their office or to the Campus Safety and Security Department. All crimes or potential crimes that are reported to the campus Safety & Security Department will be forwarded to the North Mankato and Faribault Police Departments. It is also South Central College's position that all campus community members are responsible for reporting any criminal activity they become aware of to the Campus Safety and Security Department, located in the Administration office Room #A190 – Phone (507) 389-7412.

Location	Address	Phone Number	Website
North Mankato Police Department	1001 Belgrade Avenue, North Mankato, MN 56003	(507) 931-1570 or Call 911	https://www.northmankato.com/services/public_safety/police.php
Faribault Police Department	25 4th St NW, Faribault, MN 55021	(507) 334-0990 or Call 911	https://www.ci.faribault.mn.us/149/Police

South Central College urges all campus entities that are excluded from mandatory reporting, such as professional mental health counselors and pastoral counselors, to advise clients who are victims of crime to report those incidents to campus or local law enforcement authorities, and to report confidential information used strictly for statistical purposes to the Safety & Security Department.

GEOGRAPHY

Pursuant to the Act, the Safety & Security Department monitors criminal activity and publishes this report containing a three-year statistical history of select crimes or incidents that occur. The statistics are gathered from four specific geographic areas; 1) campus, 2) residence halls (subset of campus if applicable), 3) non-campus property or institution sanctioned buildings or property and 4) public property that is adjacent to campus, and are submitted on an annual basis to the U.S. Department of Education.

The following definitions are taken from the Higher Education Act of 1965, 485(f) (20 U.S.C. 1092(f)), the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act”, and are used to classify the locations listed in the South Central College Crime Statistics.

Campus: The term “campus” means 1) any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and 2) property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor).

Residential Facilities: South Central College is a Two-Year school that does **NOT** have residential facilities.

North Mankato Campus property includes:

North Mankato SCC includes a 48.03-acre property with 4 Buildings. One education institution, one Heating and Cooling Facility and two out buildings for maintenance services.

Faribault Campus property includes:

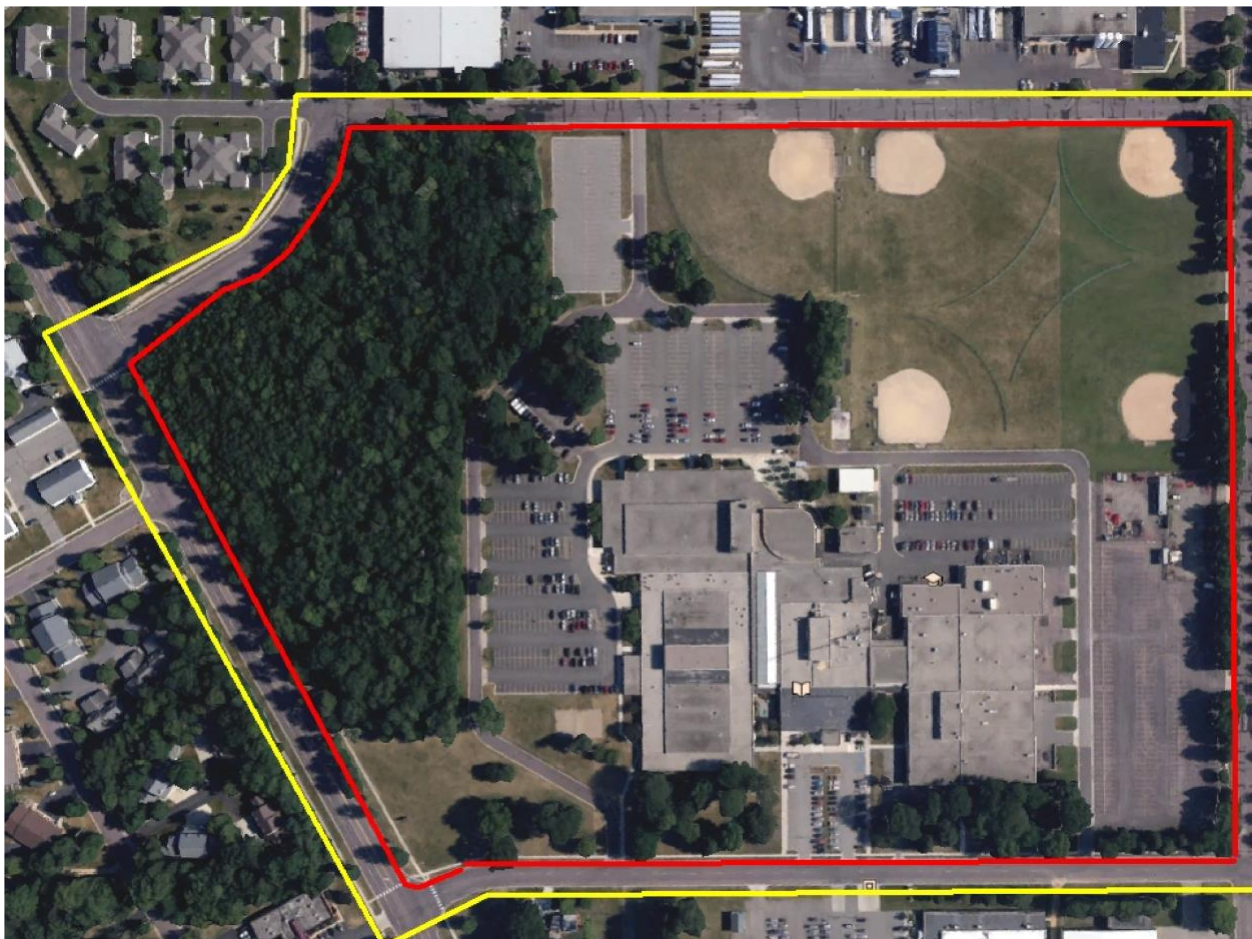
Faribault SCC includes a 7.4-acre property with 3 Buildings. One education institution, and two out buildings for storage, parking and maintenance services.

Non-Campus Building or Property: The term “non-campus building or property” means 1) any building or property owned or controlled by an institution; and 2) any building or property (other than a branch campus) owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution’s educational purposes, is used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property: The term “public property” means all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution’s educational purposes.

South Central College public property includes adjacent streets, parking lots, sidewalks, stairwells.

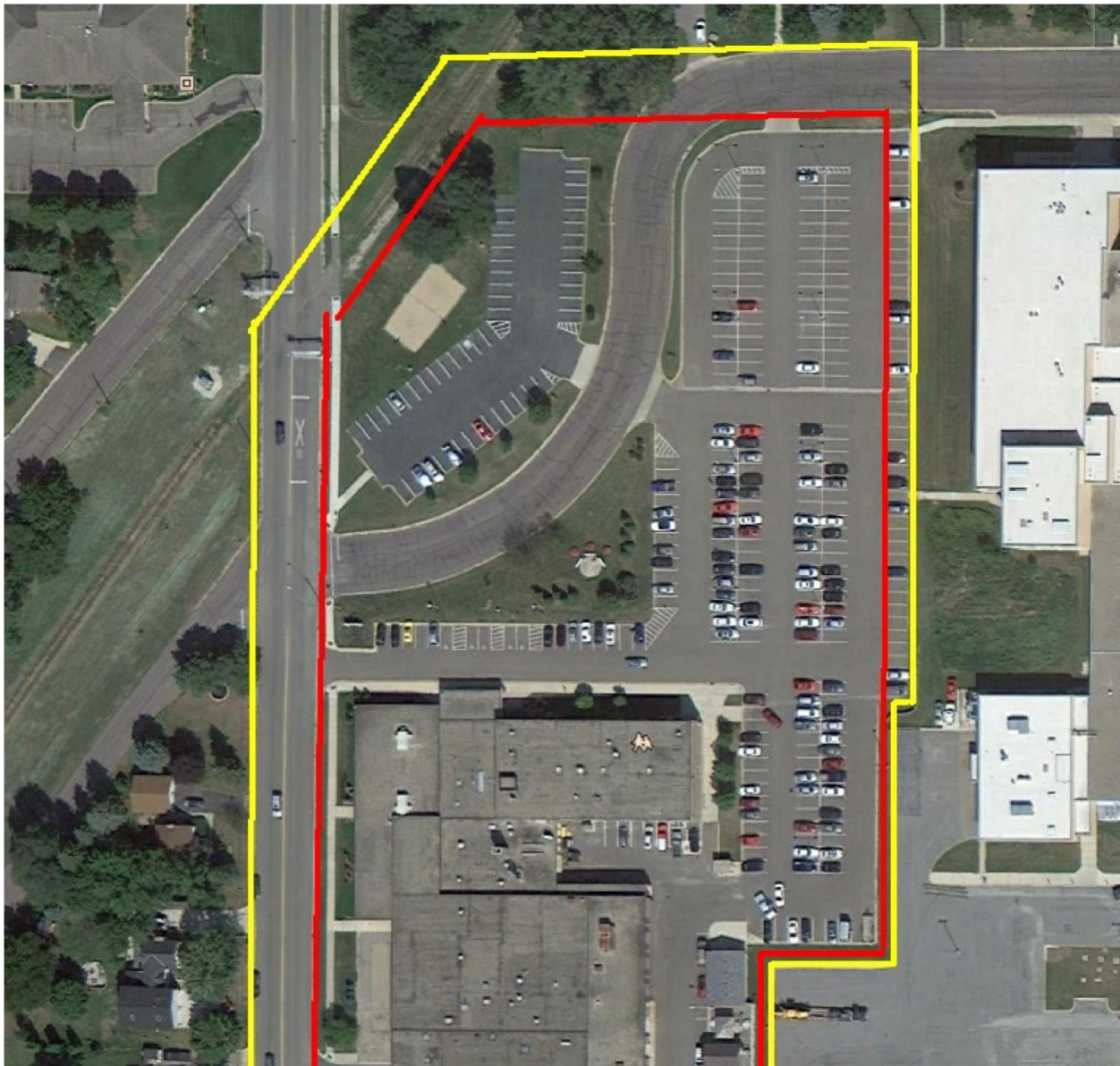
North Mankato Campus Map



North Mankato Description:

The red line surrounding the campus indicates owned property of the college. The yellow line surrounding the campus indicates public property reportable areas of the college. The campus property encompasses a large area that in a clockwise motion is bordered on the north by James Drive, is bordered on the east by Tower Boulevard, is bordered on the south by Lee Boulevard and is bordered on the west by Lookout Drive. Each of these streets that surround the campus would constitute our reportable public property to the opposite side of the street inclusive of the sidewalk.

Faribault Campus Map



Faribault Campus Description:

The red line surrounding the campus indicates owned property of the college. The yellow line surrounding the campus indicates public property reportable areas of the college. The campus property encompasses a large area that in a clockwise motion is bordered on the north by a portion of an abandoned rail line and then as well by Third Street Southwest. On the east side, there is Faribault High School property. To the northernmost east side Faribault High School owns the easternmost row of parking in the parking lot. This is also bordered by a stone retaining wall separating the parking lot from the green space next to the high school. Further to the south, the eastern border then includes a fence line owned by the high school which runs south from the end of the high school green space. The eastern border then transitions into garages and storage buildings owned by South Central College all the way to the southern point of the eastern boundary. On the southern boundary, South Central College owns parking spaces adjoining an access road to the high school parking lot. This access road is owned by the Faribault High School. On the west border is Prairie Avenue and college property adjoins this all along this street to the north up to the abandoned rail line again.

TYPES OF CRIMES

Types of Crimes required Under the Clery Act, (Include definitions) – (See Appendix 1)

Criminal homicide:

- Murder and non-negligent manslaughter
- Negligent Manslaughter

Sex Offenses:

- Rape
- Fondling
- Incest
- Statutory rape

Robbery

- Aggravated assault

- Burglary

- Motor vehicle theft

- Arson

Arrests and referrals for disciplinary actions, including:

- Arrests for liquor law violations, drug law violations, and illegal weapons possession.

- Persons who were referred to campus disciplinary action for liquor law violations, drug law violations, and illegal weapons possession.

Hate crimes, including:

- The number of the following crimes that are determined to be hate crimes:

Larceny-theft
Simple assault
Intimidation
Destruction/damage/vandalism of property

For each hate crime recorded an institution must identify the category of bias that motivated the crime. For the purposes of this, the categories of bias include the victim's actual or perceived:

Race
Gender
Gender identity
Religion
Sexual orientation
Ethnicity
National origin
Disability

Dating violence
Domestic violence
Stalking

STATISTICS

Campus Criminal Offenses-North Mankato	Year	On Campus	Non-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Sex Offenses, Rape	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Sex Offenses, Fondling	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Sex Offenses, Incest	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Sex Offenses, Statutory Rape	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Robbery	2023	0	0	0	0
	2022	0	0	0	0

	2021	0	0	0	0
Aggravated Assault	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Burglary	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2022	0	0	0	0
	2021	2	0	0	2
Liquor Law Arrests	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Drug Law Arrests	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0
	2022	2	0	0	2
	2021	0	0	0	0
Drug law Violations Referred for Disciplinary Action	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Arson	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Domestic Violence	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Dating Violence	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Stalking	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0

Bias Motivated Crimes-North Mankato

Hate/Bias Crime Statistics-North Mankato Campus

- 2023: No hate/bias crimes reported.

- 2022
 - There was one reported Hate Crimes in 2022. Reported Crime(s): Racial Bias
 - 1 Incident, Destruction/Damage/Vandalism of Property (Located On-Campus; Category Race Related)
- 2021: No hate/bias crimes reported.

Campus Criminal Offenses-Faribault	Year	On Campus	Non-Campus	Public Property	Total
Murder/Non-Negligent Manslaughter	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Negligent Manslaughter	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Sex Offenses, Rape	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Sex Offenses, Fondling	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Sex Offenses, Incest	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Sex Offenses, Statutory Rape	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Robbery	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Aggravated Assault	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Burglary	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Liquor Law Arrests	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Drug Law Arrests	2023	0	0	0	0
	2022	0	0	0	0

	2021	0	0	0	0
Weapons Law Arrests	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Drug law Violations Referred for Disciplinary Action	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Arson	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Domestic Violence	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Dating Violence	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0
Stalking	2023	0	0	0	0
	2022	0	0	0	0
	2021	0	0	0	0

Bias Motivated Crimes-Faribault

Hate/Bias Crime Statistics-Faribault Campus

- 2023: No hate/bias crimes reported.
- 2022: No hate/bias crimes reported.
- 2021: No hate/bias crimes reported.

EMERGENCY RESPONSE AND TIMELY WARNING

South Central College is required by policy and fire code to have evacuation and emergency operations plans in place. Evacuation plans and emergency procedures can be found posted in each classroom, and are available on the Safety and Security Department page of the college website. South Central College also has a current Emergency Operations Plan based on the all-hazards concept, incorporating the National Incident Management System and coordinated with the system office and local emergency response agencies. This plan is used to respond to any level of emergency impacting South Central College and outlines the responsibilities and actions necessary to protect life, property and the environment. Some of the processes and procedures are included in this report.

EMERGENCY PROCEDURES

MEDICAL EMERGENCY

- **Call 911** for all urgent medical emergencies. Give the closest door number to dispatch, and have somebody greet emergency personnel.
- Call SCC Safety and Security at (507) 995-1419.
- Provide First Aid, if trained to do so.
- Have somebody retrieve the closest AED and/or Trauma Bag if needed.

FIRE/ EVACUATION

- Pull nearest fire alarm.
- **Call 911.**
- Shut off all machinery/equipment if it's safe to do so.
- Close doors/windows if it's safe to do so.
- Evacuate the building and assist anyone requiring help to evacuate.
- Assemble in the Designated Evacuation Areas and remain there.
- Never re-enter the building unless instructed to do so by Emergency Personnel.

TORNADO/ SHELTER IN PLACE

- Remain inside the building.
- Proceed quickly and calmly to the nearest shelter area indicated on the Safety Map.
- Close all doors, including fire doors.
- If a tornado strike is immediate, cover your head, stay away from windows, and get into a crouched position.
- Remain sheltered until the "All Clear" is announced.
- **Call 911** if injuries require medical attention.

ACTIVE VIOLENT ASSAILANT

- RUN, HIDE, FIGHT**
- **RUN:** If a safe path is available, RUN. Do not hesitate and get out. Once out, **call 911.**
 - **HIDE:** If you cannot get out safely, HIDE. Be quiet and silence your phone. Block/Barricade entrances and lock doors.
 - **FIGHT:** If your life is in danger, FIGHT. Use improvised weapons and try to disable the shooter. Fight like your life depends on it.

BOMB THREAT

- PHONE CALL THREAT**
- Remain calm and have somebody **dial 911** and call SCC Safety and Security using a separate phone.
 - Gather as much detail as possible, keep the caller on the phone as long as possible and do not hang up, even if the caller does.
 - Complete a Bomb Threat Checklist (available on the SCC Safety and Security webpage).

Find out more about SCC Safety and Security at:

www.southcentral.edu/safety

View Campus Safety Maps, sign up for Emergency Notification "Star-Alerts", and more!



*South Central College
a member of the Minnesota State system*

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July 20, 2018 4:47 PM

SCC FARIBAUT CAMPUS EVACUATION ROUTE MAP



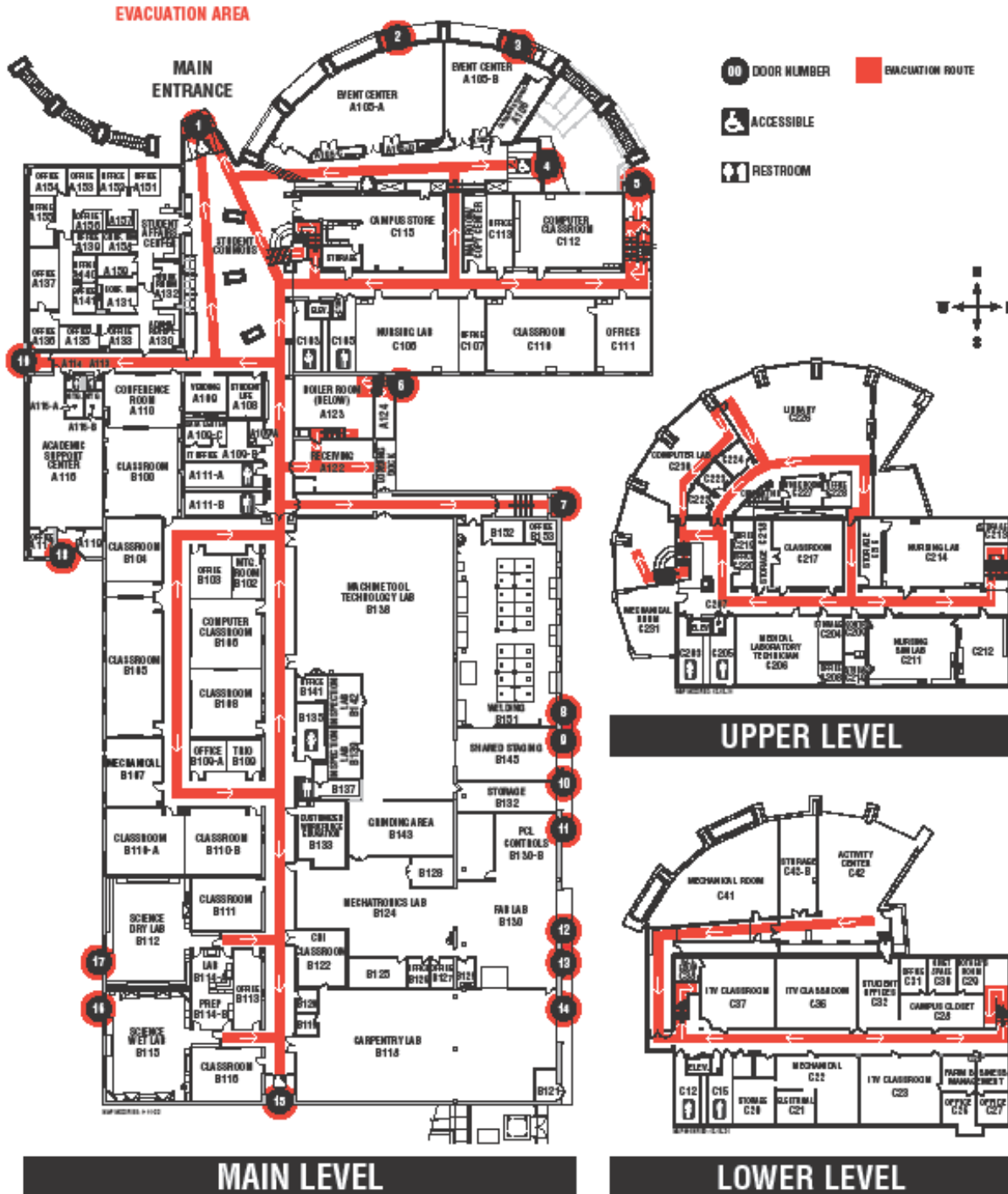
Faribault Campus
1225 Third Street SW
Faribault, MN 55021
(507) 332-5800 or 1-800-422-0391
FAX 507-332-5888

Disability Services

Accessibility Services

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MOD 0122 July 20, 2024



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MODIFIED: July 24, 2024



Emergency Response: South Central College will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health and safety of students, faculty or staff occurring on campus. South Central College has numerous systems in place for communicating information quickly. Some or all of these methods of communication may be activated in the event of an immediate threat. These methods of communication include but are not limited to:

Active messaging: South Central College has the ability to address the campus through a public address system that covers all interior campus offices, classrooms and public spaces.

Passive messaging: South Central College will provide emergency information via the main web page. The administration will use campus wide mass email and any other available media such as signs, reader boards and internal closed circuit televisions to disseminate emergency notifications to students, faculty and staff. Twitter and Facebook social media will also be used to disseminate emergency notification either individually or through the Star Alert system.

Individual messaging: South Central College utilizes an emergency notification system branded Star Alert, provided by Blackboard Connect, which disseminates emergency notification through SMS text, direct phone calls and email, at the selection of the recipient. This is an opt out/in system.

Upon enrollment or hiring students/faculty/staff are automatically enrolled in the system using the Star ID to associate them with South Central College. Students, faculty and staff are sent an automatic email, activating their account and encouraging them to enter additional phone and/or cell numbers, email addresses and selecting other deliver options for receiving emergency notifications. The emergency notification system is updated (daily, weekly, etc.)

Students, faculty and staff have the option of permanently opting out of Star Alert should they choose. For additional information on access, issues concerning individual accounts or other questions contact: Help Desk at Email: helpdesk@southcentral.edu

South Central College, upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health and safety of students or employees occurring on campus:

1. A South Central College official will verify that a legitimate emergency or dangerous situation exists, even if all of the pertinent details are not known or are available at the time.
2. South Central College officials, in coordination with and at the advice of local first responders, will determine the appropriate segment(s) of the campus community to receive notification.
3. South Central College will, without delay, and taking into account the safety of the community, determine the content of the notification, unless issuing a notification will, in the professional judgement of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The following persons or organization(s) are responsible for emergency notification dissemination:

- The College President, Public Information Officer, Human Resources Director and Safety and Security Program Manager are responsible for emergency notification dissemination.

South Central College after ensuring that local first responders are notified, will activate the active messaging system to provide emergency notification to the campus community. An immediate Star Alert containing pertinent emergency notification and information will be disseminated. Other passive and individual messaging will provide redundant and detailed emergency information as soon as reasonably possible. South Central College will provide follow-up information to the community as needed.

South Central College will test the emergency response and evacuation procedures annually in accordance with this policy and applicable state and federal regulations. Tests may be announced or unannounced and emergency response and evacuation procedures will be publicized in conjunction with at least one test per calendar year. Results of each test will be documented and include a description of the exercise, the date, time, and whether it was announced or unannounced. This information will be maintained by Safety & Security Program Manager and stored in the safety department hard drive. Records for all Clery related requirements are maintained for seven years and available upon request.

Timely Warning: South Central College will issue a timely warning for all Clery Act crimes reported to Campus Security Authorities or local police agencies and considered by South Central College officials to represent a serious or continuing threat to students, faculty and staff. Timely warning will not be limited to violent crimes or crimes against persons, and may include crimes against property or other types of serious or continuing threats. Timely Warning Notices will withhold the name of victims as confidential.

Issuance of a Timely Warning is determined on a case-by-case basis. Factors included are the nature of the crime or threat, the continuing danger to the campus community and the possible risk of compromising law enforcement efforts. South Central College will consult with local law enforcement and other officials when determining the need and content of any Timely Warning.

The intent of a Timely Warning is to enable the campus community to protect themselves and will include all information that would promote safety and aid in the prevention of similar crimes or protection from specific threats. Timely Warnings will be disseminated using the Star Alert text and email features, campus email system, or any other passive or individual method of notification to students, faculty and staff.

CAMPUS SECURITY POLICIES

Any South Central College student, faculty or staff member should call **911** from campus phone or **911** from a cell phone to report an emergency situation or crime.

Crimes can also be reported directly to the Safety & Security Department at 507-389-7412. Please notify those listed above anytime **911** services are requested (fire, law enforcement, medical) on campus.

All criminal activity occurring on campus should be reported immediately to South Central College Safety & Security Department or others listed above, in person at the Department of Public Safety or at South Central College Safety and Security Department or others listed above in room A190 or by telephone at 507-389-7412. If the victim chooses, an additional report can be filed with the appropriate local law enforcement agency. South Central College Safety & Security Department or others listed above can assist the complainant in completing reports. Internal reports may be shared with other departments on campus as necessary to complete an investigation and/ or to ensure the safety of the campus community. The Safety & Security Department or others listed above will assist Police Department(s) with investigations as required. Depending on many factors South Central College may or may not hold reports of crime in confidence and may be required by law to release information based on the events or nature of the crime. Whenever possible South Central College will attempt to protect the identity of crime victims.

In addition, crimes can be reported to any of the Campus Security Authorities listed above who have significant responsibility for student and campus activities (not including counselors).

South Central College is not required to report statistics for crimes reported to a pastoral or professional counselor. Pastoral and professional counselors, if and when they deem appropriate, are encouraged to inform the persons they are counseling, of any procedures to report crimes on a voluntary, confidential basis for including in the annual disclosure of crime statistics.

South Central College, in partnership with these agencies, monitors and records criminal activity and violations of student conduct by students at non-campus locations of student organizations officially recognized by the institution, including student organizations.

South Central College security personnel and officials **ARE NOT** certified or sworn peace officers and do not possess law enforcement (arrest) authority. South Central College personnel may utilize private person arrest authority pursuant to Minnesota State Statute 629.37 when appropriate. South Central College, does not have any student organizations officially recognized by the institution, or campus or non-campus housing facilities.

South Central College annually reviews the physical security infrastructure to ensure appropriate steps are taken to maintain and enhance the safety and security of the campus. Landscaping and lighting are checked by General Maintenance Workers monthly and discrepancies are addressed immediately. The campus works closely and routinely with the system Emergency Preparedness and Security Specialist and the Facilities department to evaluate campus physical security and vulnerability, programming resources to address any potential threats, vulnerabilities or contingencies.

The campus and all facilities are open during the following hours:

Building	Monday - Thursday	Friday
North Mankato	6:30 a.m. – 10:30 p.m.	6:30 a.m. – 7:00 p.m.
Faribault	6:30 a.m. – 9:00 p.m.	6:30 a.m. – 7:00 p.m.

Campus facilities, offices, classrooms and other spaces use a combination of keyless entry, keys issued to authorized personnel only, and manually operated locks. Typically, maintenance opens and/or grants access, and secures all facility access points after hours.

South Central College provides the following programs at the frequency noted, to inform students, faculty and staff about campus security procedures and practices:

Program	Frequency/Dates	Audience
Faculty/Staff In-Service and Work Shops	January, April, August	Staff and Faculty
New Student Orientation	August	New Students
Welcome Back	August	Returning Students

South Central College encourages students, faculty and staff to be responsible for their own security and the security of others by following the tips provided:

Protect your property:

- Personal property (purses, backpacks, calculators, cell phones, etc.) should never be left unattended. Take such items with you if you are leaving the office, or classroom.
- Take valuables home with you during vacations and school breaks.
- Park your bike where you can keep an eye on it if possible. Always lock your bike.

Protect your automobile:

- Always lock your car doors and never leave your keys or valuable items such as cameras, wallets, etc. in plain sight or on the seats in the vehicle.
- Try to park your car in a well-lit area.

Protect yourself at night:

- Avoid walking alone at night.
- Refrain from taking shortcuts; walk where there is plenty of light and traffic.

Protect yourself walking and jogging:

- Avoid walking and jogging alone after dark. If you must travel alone at night, call for someone to escort you to your on-campus destination.
- Walk along well-lit routes.
- Be alert to your surroundings. If you suspect you are being followed, run in a different direction, go to the other side of the street and yell for help, or head quickly for a lighted area or a group of people.
- Have your keys ready when returning to your vehicle, and keep your personal or valuable items concealed and close to your body.

Help us protect you:

- Watch for suspicious persons in and around college buildings and in parking lots. Do not pursue them. Call **911** first and then
 1. Suspicious activity:
 - (a) If you see any suspicious activity or people on or near campus, call law enforcement. Do not assume that what you observe is an innocent activity or that it has already been reported.
 - (b) Do not assume the person is a visitor or college staff member that you have not seen before.
 2. Suspicious people may be:
 - (a) Loitering about at unusual hours and locations; running, especially if something of value is being carried.
 - (b) Exhibiting unusual mental or physical symptoms. Person(s) could be under the influence of drugs or otherwise needing medical or psychiatric assistance.
 - (c) Carrying property that might be suspicious, depending on the circumstances, going from room to room trying door handles.
- Report all thefts and property loss immediately to the Safety & Security Department.
- Be security conscious at all times.

SEXUAL ASSAULT AND RELATED OFFENSES

South Central College does not discriminate on the basis of sex in its educational programs and sexual harassment and sexual violence are types of sex discrimination. Sexual violence includes a continuum of conduct that includes sexual assault, non-forcible sex acts, dating and relations violence, stalking, as well as aiding acts of sexual violence. Sexual assault and related offenses are governed and adjudicated under Minnesota State Board Policy 1B.3 Sexual Violence Policy, the Violence Against Women Act as amended and the Clery Act as amended. As a result, South Central College issues this statement of policy to inform the community of our comprehensive plan addressing sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus and when it is reported to a South Central College official. In this context, South Central College prohibits the offenses of domestic violence, dating violence, sexual assault and stalking and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the university community.

For a complete copy of Minnesota State Board Policy 1B.3 Sexual Violence Policy, visit <http://www.minnstate.edu/board/policy/1b03.html>.

Definitions: The following definitions apply:

Affirmative Consent: Consent is informed, freely given, and mutually understood willingness to participate in sexual activity that is expressed by clear, unambiguous, and affirmative words or actions. It is the responsibility of the person who wants to engage in sexual activity to ensure that the other person has consented to engage in the sexual activity. Consent must be present throughout the entire sexual activity and can be revoked at any time. If coercion, intimidation, threats, and/or physical

force are used, there is no consent. If the complainant is mentally or physically incapacitated or impaired so that the complainant cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes conditions due to alcohol or drug consumption, or being asleep or unconscious. A lack of protest, absence of resistance, or silence alone does not constitute consent, and past consent to sexual activities does not imply ongoing future consent. The existence of a dating relationship between the people involved or the existence of a past sexual relationship does not prove the presence of, or otherwise provide the basis for, an assumption of consent. Whether the respondent has taken advantage of a position of influence over the complainant may be a factor in determining consent.

Sexual Assault: an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting system. A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. An actual, attempted, or threatened sexual act with another person without that a person's consent. Sexual assault is often a criminal act that can be prosecuted under Minnesota law, as well as form the basis for discipline under Minnesota State student conduct codes and employee disciplinary standards. Sexual assault includes but is not limited to:

1. Involvement without consent in any sexual act in which there is force, expressed or implied, or use of duress or deception upon the victim. Forced sexual intercourse is included in this definition, as are the acts commonly referred to as "date rape" or "acquaintance rape." This definition also includes the coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another.
2. Involvement in any sexual act when the victim is unable to give consent.
3. Intentional and unwelcome touching, or coercing, forcing, or attempting to coerce or force another to touch a person's intimate parts (defined as primary genital area, groin, inner thigh, buttocks, or breast).
4. Offensive sexual behavior that is directed at another such as indecent exposure or voyeurism.

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

Fondling: is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: is defined as nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: is defined as nonforcible sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence: The term "domestic violence" means felony or misdemeanor crimes of violence committed—

1. By a current or former spouse or intimate partner of the victim;

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

Dating Violence: The term “dating violence” means violence committed by a person – who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Stalking: The term “stalking” means engaging in a course of conduct directed at a specific person that is unwanted, unwelcome, or unreciprocated; and that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress.

1. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
2. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
3. Reasonable persons means a reasonable person under similar circumstances and with similar identities to the victim.

Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

South Central College engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking. South Central College has developed an annual educational campaign consisting of an online courses to new students and employees as part of new employee orientation. Primary prevention and awareness programs are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome. Environmental risk and protective factors are considered as they occur on the individual, relationship, institutional, community and societal levels.

Procedures for Reporting a Complaint: South Central College has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of

counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. South Central College will make such accommodations, if the complainant requests them and if they are reasonably available, regardless of whether the complainant chooses to report the crime to the South Central College Safety & Security Department or local law enforcement. Students and employees should contact Human Resources at (507) 389-7219.

After an incident of sexual assault or domestic violence, the victim should consider seeking medical attention as soon as possible at :

Name	Location	Phone Number
Mayo Clinic Health Systems	1025 Marsh St., Mankato, MN 56001	(507) 625-4031
Allina Health Faribault Medical Center	200 State Ave, Faribault, MN 55021	(507) 334-6451

In Minnesota, evidence may be collected even if you chose not to make a report to law enforcement. Evidence collected during a medical forensic exam will only be tested if a report is made to law enforcement.

Under Minnesota law, the county in which the sexual assault or rape occurred is responsible for the cost of collecting evidence during your medical forensic examination. The county must pay regardless of whether or not you report to law enforcement. After your medical forensic examination has been performed, the county may be reimbursed from your insurance with your permission. Counties must obtain your approval prior to billing your insurance. Whether or not the county uses your insurance is your choice. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease.

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

Location	Address	Phone Number	Website
North Mankato Police Department	1001 Belgrade Avenue, North Mankato, MN 56003	(507) 931-1570	https://www.northmankato.com/services/public_safety/police.php
Faribault Police Department	25 4th St NW, Faribault, MN 55021	(507) 334-0990	https://www.ci.faribault.mn.us/149/Police

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to the Title IX Coordinator:

Judy Endres

Title IX Coordinator

Faribault Campus – 1225 Third Avenue; Faribault, MN 55021; office located in Student Affairs Center

North Mankato Campus – 1920 Lee Boulevard; North Mankato, MN 56003; office located in Student Affairs Welcome Center

Tel: 507-389-7531

Judy.Endres@southcentral.edu

by calling, writing, going online or coming into the office to report in person and South Central College Campus Safety and Security Department, if the victim so desires. South Central College will provide resources, on campus, off campus or both, to include medical, health, to persons who have been victims of sexual assault, domestic violence, dating violence, or stalking, regardless of where the incident occurred, on or off campus, will apply appropriate disciplinary procedures to those who violate this policy. The procedures set forth below are intended to afford a prompt response to charges of sexual assault, domestic or dating violence, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with South Central College Safety & Security Department (if applicable) or other law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the institution, below are the procedures that the institution will follow as well as a statement of the standard of evidence that will be used during any judicial hearing on campus arising from such a report:

South Central College Safety & Security Department, when informed of an alleged incident of sexual violence, regardless of where the incident occurred, on or off campus, shall promptly assist the complainant, as requested. South Central College may:

1. Provide complainant with written information to access medical care, depending on when reported (immediate vs. delayed report).
2. Assess immediate safety needs of complainant.

3. Assist complainant with contacting local police if complainant requests and provide contact information for local police department.
4. Provide complainant with referrals to on and off campus mental health providers.
5. Assess need to implement interim or long-term protective measures, such as housing changes, change in class schedule, "No Contact" directive between both parties
6. Provide a "No Trespass" directive to accused party if deemed appropriate
7. Provide written instructions on how to apply for an Order of Protection
8. Provide a copy of the Sexual Violence Policy to complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution
9. Inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is
10. Enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation.

When appropriate, South Central College may pursue legal action against a respondent, including, but not limited to, trespass or restraining orders, in addition to disciplinary action under the applicable student or employee conduct standard.

Assistance for Victims - Rights and Options: Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, South Central College will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. In Minnesota, a victim of domestic violence, dating violence, sexual assault or stalking has the following rights:

1. Be informed of prosecutor's decision to decline prosecution or dismiss the case along with information about seeking a protective or harassment order at no fee
2. Protection against employer retaliation for victims to take reasonable time off to attend order for protection or harassment restraining order proceedings
3. Domestic abuse victims have the ability to terminate a lease without penalty
4. Sexual assault victims can make a confidential request for HIV testing of a convicted offender
5. Sexual assault victims do not have to pay the cost of a sexual assault examination
6. Sexual assault victims may not be required to undergo a polygraph examination in order for an investigation or prosecution to proceed.

Further, South Central College complies with Minnesota law in recognizing Orders of Protection and Harassment Restraining Orders. Any person who obtains an order of protection from Minnesota or any reciprocal state (Under VAWA's full faith and credit provision, every state must recognize and enforce protection orders issued in other states, as if issued in the enforcing state) should provide a copy to South Central College Safety & Security Department and the Office of the Title IX Coordinator. A complainant may then meet with South Central College Safety & Security Department to develop a plan, which is a plan for campus officials and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, changing classroom location or allowing a student to complete assignments from home, etc.) South Central College cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s). The victim is required to apply directly for these services. Protection from abuse orders may be available through the local county court at no cost. South Central College may issue an institutional no contact order if deemed appropriate or at the request of

the victim or accused. To the extent of the victim's cooperation and consent, South Central College offices will work cooperatively to ensure that the complainant's health, physical safety, work and academic status are protected, pending the outcome of a formal investigation of the complaint. The victim **will** be provided written notification about options for or available assistance in, and how to request changes to changes to academic, living, or working situations in addition to counseling, health services, visa and immigration assistance and assistance in notifying appropriate local law enforcement. Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/ adjudicating the complaint or delivering resources or support services to the complainant (for example, publicly available record-keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 42 USC 1395 (a) (20).) Further, South Central College will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

Type of Order	Who Can File For One	Where to go for assistance	Criteria for Order
Order for Protection (OFP) Domestic Abuse	<ul style="list-style-type: none"> • Spouses • Former Spouses • Parents and Children • Persons related by blood • Persons who live together or who have lived together in the past • Persons who have a child in common, even if they have not been married or lived together • Persons who have an unborn child in common • Persons involved in a significant romantic or sexual relationship 	<p>Faribault- Visit the Rice County Courthouse. District Court staff will help you complete the paperwork (Affidavit and Petition) needed to ask for a temporary "ex parte" Order for Protection. You are called the "Petitioner" and the person you are filing against is called the "Respondent."</p> <p>North Mankato- Visit the Nicollet County Courthouse. District Court staff will help you complete the paperwork (Affidavit and Petition) needed to ask for a temporary "ex parte" Order for Protection. You are called the "Petitioner" and the person you are filing against is called the "Respondent."</p>	<ul style="list-style-type: none"> • physical harm, bodily injury, or assault; • the infliction of fear of imminent physical harm, bodily injury, or assault; or • terroristic threats, within the meaning of section 609.713, subdivision 1; criminal sexual conduct, within the meaning of section 609.342, 609.343, 609.344, 609.345, or 609.3451; or interference with an emergency call within the meaning of section 609.78, subdivision 2.

		Human Resources can assist students in completing and filing OFP's and harassment orders.	
Harassment Restraining Order (HRO)	Anybody who does not fall under the criteria for the Order for Protection.	To file a Harassment Restraining Order, you must first fill out a Court Administration form titled "Petitioner's Affidavit and Petition for Harassment Restraining Order." You may pick up a copy of this form from the Nicollet County Service Center, or download it from the Minnesota Court System's web site. Provide as many details as possible on the form, and return it to Court Administration.	A single incident of physical or sexual assault or repeated incidents of intrusive or unwanted acts, words, or gestures that have a substantial adverse effect or are intended to have a substantial adverse effect on the safety, security, or privacy of another, regardless of the relationship between the actor and the intended target.

*Criteria for Order reflects Minnesota Statutes

The institution does not publish the name of crime victims nor house identifiable information regarding victims in the Daily Crime Log or online. Victims may request that directory information on file be removed from public sources by request Human Resources at (507) 389-7219

Resources for victims (On-Campus)

Service	Name of Person/Office to Contact	Contact Information
Counseling	Jesse Spencer (North Mankato) Social Worker Candace Ballstadt (Faribault) Social Worker	507-389-7335 507-291-2860
Health Referrals	Jesse Spencer (North Mankato) Social Worker Candace Ballstadt (Faribault) Social Worker	507-389-7335 507-291-2860
Mental Health Referrals	Jesse Spencer (North Mankato) Social Worker Candace Ballstadt (Faribault) Social Worker	507-389-7335 507-291-2860

Victim Advocacy Referrals	Jesse Spencer (North Mankato) Social Worker Candace Ballstadt (Faribault) Social Worker	507-389-7335 507-291-2860
Legal Assistance Referrals	Jesse Spencer (North Mankato) Social Worker Candace Ballstadt (Faribault) Social Worker	507-389-7335 507-291-2860
Financial-aid Assistance	Bonnie Scheffler (North Mankato/Faribault) Financial Aid	507-389-7338
Visa and Immigration	Andrea Rossow (North Mankato/Faribault) International Student Advisor	507-389-7284

Bystanders: Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some of the ways to be an active bystander. If you or someone else is in immediate danger, call 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are OK.
2. Confront people who seclude, hit on, and/or try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in the Annual Security Report or other resources for support in health, counseling, or with legal assistance.

Reducing the Risk of Sexual Assault: You can reduce the chances of sexual assault by doing the following:

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas, it is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags as this can appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cab money.
7. Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.

9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (call 911)
11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink unattended, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they have had, or is acting out of character, get him or her to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
 - a. Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
 - b. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - c. Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come and get you or make up an excuse for you to leave.
 - d. Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave that to stay and be uncomfortable, scared, or worse. Some excuses you could use are needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgement before doing anything you may regret later.

Complainants' rights: are as follows:

1. Complainants have the right to file criminal charges with local law enforcement officials in any sexual assault case
2. They have all of the rights under the crime victims bill of rights, Minn. Stat. §§ 611A.01 – 611A.06, including the right to assistance from the Crime Victims Reparations Board and the commissioner of public safety
3. Complainants are afforded the availability of prompt assistance from campus officials, upon request, in notifying the appropriate campus investigating authorities and law enforcement officials, and, at the direction of law enforcement authorities, assistance in obtaining, securing, and maintaining evidence in connection with a sexual violence incident

4. Campus Security Authorities will assist in preserving for a sexual violence complainant materials relating to a campus disciplinary proceeding
5. Complaints of incidents of sexual violence made to campus security authorities must be promptly and appropriately investigated and resolved
6. Upon a sexual assault complainant's request, South Central College will take action to prevent unwanted contact with the alleged assailant, including, but not limited to, transfer of the complainant and/or the respondent to alternative classes, or to a work site or to alternative college-owned housing, if such alternatives are available and feasible. Any accommodations or protective measures provided to the victim will be maintained in confidence, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.
7. Upon the request of the complainant, students who report sexual assaults to (Minnesota State) and subsequently chose to transfer to another college or university will be provided with information about resources for victims of sexual assault at the college or university to which the complainant is transferring

Investigation and Disciplinary Procedures: Investigations and disciplinary procedures will be conducted by South Central College officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. South Central College officials who conduct investigations and disciplinary procedures will not have any bias or conflict of interest toward either the accuser or the accused.

Procedures used in response to a complaint of sexual violence complainants should avoid requiring complainants to follow any plan of action, to prevent the possibility of re-victimization. The process will be respectful of the needs and rights of individuals involved and they will be treated with dignity. It is never assumed or suggested that the complainant or victim was at fault for the sexual assault or should have behaved differently to prevent the assault. All proceedings will be acted on promptly and conducted within reasonable timeframes. The process will allow for extensions of those timeframes for good cause with written notice to the complainant and the respondent of the delay and the reason for the delay. The process will be consistent with these policies and transparent to the complainant and the respondent. Student complainants and respondents will have the same opportunity to have an appropriate support person or advisor present at any interview or hearing, in a manner consistent with the governing procedures and applicable data practices law. There is no limit on the number and nature of advocates and support persons for either the complainant or the respondent. Employees have the right to representation consistent with the appropriate collective bargaining agreement or personnel plan. All procedures will be conducted in accordance with applicable due process standards and privacy laws. The complainant and respondent will simultaneously be informed, in writing, of the outcome in a timely manner, as permitted by applicable privacy law. Outcomes will be based on a preponderance of evidence standard, meaning that it is more likely than not that the policy, procedure, or code has been violated. The past sexual history of the complainant and respondent are deemed irrelevant except as that history may directly relate to the incident being considered. A respondent's use of any drug, including alcohol, judged to be related to an offense may be considered to be an exacerbating rather than mitigating circumstance.

South Central College takes allegations of sexual violence very seriously and recognizes the consequences such allegations may have on a respondent as well as the complainant. Any individual who knowingly provides false information regarding the filing of a complaint or report of sexual

violence, or who provides false information during the investigation of such a complaint or report, may be subject to discipline or, under certain circumstances, legal action. Complaints of conduct that are found not to violate policy are not assumed to be false.

If a complainant no longer desires to pursue a complaint through South Central College proceeding, South Central College reserves the right to investigate and resolve the complaint as it deems appropriate. South Central College reserves discretion whether to pursue alleged violations of policy under appropriate circumstances, including, but not limited to, a determination that an effective investigation is not feasible because of the passage of time, or because the respondent is no longer a student or employee of South Central College.

The institution will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purposes of this paragraph.

Sanctions: South Central College may, at any time during the report/complaint process, reassign or place on administrative leave an employee alleged to have violated Board Policy 1B.3, in accordance with the procedures in System Procedure 1B.1.1. Such action must be consistent with the applicable collective bargaining agreement or personnel plan.

South Central College may summarily suspend or take other temporary measures against a student alleged to have committed a violation of Board Policy 1B.3, in accordance with System Procedure 1B.1.1 or Board Policy 3.6.

Sanctions that may be imposed if a finding is made that sexual violence has occurred include, but are not limited to, suspension, or expulsion of students, or termination from employment for employees. The appropriate sanction will be determined on a case-by-case basis, taking into account the severity of the conduct, the student's or employee's previous disciplinary history, and other factors as appropriate. Witnesses or victims who report in good faith an incident of sexual violence will not be sanctioned by South Central College for admitting in the report to a violation of the student conduct policy on the use of alcohol or drugs.

Actions by a student or employee intended as retaliation, coercion, discrimination, reprisal, or intimidation against an individual for making a complaint or participating in any way in a report or investigation under this policy are prohibited and are subject to appropriate disciplinary action.

In accordance to the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act, section 121 of the Adam Walsh Child Protection and Safety Act of 2006, and the Family Educational Rights and Privacy Act of 1974, the South Central College Safety & Security Department is providing a link to the Minnesota Sex Offender Registry. This act requires institutions of higher education issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student.

The Minnesota Level 3 Sex Offender Registry is available via Internet. **Information regarding Level 3 sex offenders can be found at <https://coms.doc.state.mn.us/PublicRegistrantSearch/> and information regarding Level 2 offenders is available at the (Local Law Enforcement) Police Department.**

Filing an Appeal: The complainant or the respondent may appeal the decision of the decision maker. An appeal must be filed in writing with the president or designee within ten (10) business days after notification of the decision. The appeal must state specific reasons why the complainant or respondent believes the decision was improper. In a complaint against a president or other official who reports directly to the chancellor, an appeal may be considered by the chancellor whether or not the chancellor served as the decision maker.

For employees represented by a collective bargaining agreement, an appeal under this procedure is separate and distinct from, and is not in any way related to, any contractual protections or procedures. During the pendency of the appeal disciplinary or corrective action taken as a result of the decision shall be enforced. In addition, in cases involving sanctions of suspension for ten (10) days or longer, students shall be informed of their right to a contested case hearing under Minnesota Statutes Chapter 14.

The president or designee shall review the record and determine whether to affirm or modify the decision. The president or designee may receive additional information if the president or designee believes such information would aid in the consideration of the appeal. The decision on appeal shall be made within a reasonable time and the complainant, respondent and designated officer shall be notified in writing of the decision, consistent with applicable state and federal data privacy laws. The decision on appeal exhausts the complainant's and respondents' administrative remedies under this procedure except as provided herein.

DRUG AND ALCOHOL POLICIES

South Central College prohibits the unlawful possession, consumption (use), sale, or distribution of alcohol by all students and employees and enforces all applicable drinking/liquor laws and policies on campus, including Federal law, Minnesota State law, North Mankato Ordinances and institution policy.

The possession or consumption of alcohol is prohibited in all South Central College campus buildings, and applies regardless of age. Consuming alcohol and loitering with an open container of alcohol is a violation of the law in accordance with §130.06 CONSUMPTION OF ALCOHOLIC BEVERAGES ON PUBLIC PROPERTY. The only exception is for special events authorized by the Minnesota State Colleges and Universities Board of Trustees.

Students are subject to the Student Code of Conduct while participating in school sponsored activities at off campus locations- any violations of the Student Code of Conduct while participating in any such activities will be investigated by South Central College Safety & Security Department and the Vice President of Student Affairs.

Students who are found to be in possession of an open container or consuming alcohol while on campus will be subject to disciplinary action for violating the Student Code of Conduct. If students are not cooperative the local Police Departments may be called to assist, and the student may be subject to citation or arrest. **Employees** who are found to be in possession of an open container or consuming alcohol while on campus will be subject to disciplinary action. **Non-students/ non-employees** who are found to be in possession of an open container or consuming alcohol while on campus may be asked to leave campus, may be prohibited from returning for one year, if uncooperative the local Police Departments may be called to assist, and the individual may be subject to citation or arrest.

Students who are believed to be under the influence of alcohol may be subject to disciplinary action for violating the Student Code of Conduct. **Employees** who are believed to be under the influence of alcohol may be subject to disciplinary action. **Non-students/ non-employees** who are believed to be under the influence of alcohol may be asked to leave campus, may be prohibited from returning for one year, and if uncooperative the local Police Departments may be called to assist, and the individual may be subject to citation or arrest.

Illegality of Drugs on Campus and the Enforcement of Federal and State Drug Laws: South Central College enforces Federal, State, and local drug laws regarding the use, possession, and sale of illegal drugs and drug paraphernalia. South Central College forbids the possession, use, or distribution of illegal drugs on campus. This includes but is not limited to possession, sale, and use, growing, manufacturing and making of narcotic drugs. Exceptions would be drugs prescribed by a doctor's order.

Students who are believed to be under the influence of a controlled substance may be subject to disciplinary action for violating the Student Code of Conduct. **Employees** who are believed to be under the influence of a controlled substance may be subject to disciplinary action. **Non-students/ non-employees** who are believed to be under the influence of a controlled substance may be asked to leave campus, may be prohibited from returning for one year, and if uncooperative the local Police Departments may be called to assist, and the individual may be subject to citation or arrest.

For petty misdemeanor crimes, such as possession of marijuana, the following actions will be taken: **Students** who are found to be in violation of the law may be subject to disciplinary action for violating the Student Code of Conduct. If students are not cooperative the local Police Departments may be called to assist, and the student may be subject to citation or arrest. **Employees** who are found to be in violation of the law while on campus may be subject to disciplinary action. **Non-students/ non-employees** who are found to be in violation of the law while on campus may be asked to leave campus, may be prohibited from returning for one year, if uncooperative the local Police Departments may be called to assist, and the individual may be subject to citation or arrest for misdemeanor and felony level drug crimes the local Police Departments will be contacted.

Drug and Alcohol Abuse Education Programs: South Central College recognizes the reality of chemical dependency and is aware of its occasional presence in the higher education community. South Central College encourages and provides reasonable assistance to any student, faculty or staff member who seeks information on chemical dependency or treatment for chemical dependency. Social Workers and Human Resources provide referrals for those seeking help with substance abuse. Annual reminder of policy and resources is sent to all students.

FIREARMS POLICY

Firearms Policy: Board Policy 5.21 Possession or Carry of Firearms

<http://www.mnscu.edu/board/policy/521.html>

Purpose and Scope. The purpose of this policy is to establish restrictions on possession or carry of firearms applicable to the Minnesota State Colleges and Universities System, in accordance with the Minnesota Citizens' Personal Protection Act of 2003, Minnesota Statutes section 624.714, and other applicable law.

Definitions.

Employee. "Employee" means any individual employed by Minnesota State Colleges and Universities, its colleges and universities and the system office, including student employees.

Firearm. "Firearm" means a gun, whether loaded or unloaded, that discharges shot or a projectile by means of an explosive, a gas or compressed air.

Pistol. Means a weapon as defined in Minnesota Statutes section 624.712, subd. 2

Student. "Student" means an individual who is:

1. registered to take or is taking one or more courses, classes, or seminars, credit or noncredit, at any system college or university; or
2. between terms of a continuing course of study at the college or university, such as summer break between spring and fall academic terms; or
3. expelled or suspended from enrollment as a student at the college or university, during the pendency of any adjudication of the student disciplinary action.

Campus property. "Campus property" means the facilities and land owned, leased, or under the primary control of Minnesota State), Minnesota State Colleges and Universities, its Board of Trustees, and system office.

Visitor. "Visitor" means any person who is on campus property, but does not include (1) an employee of the Minnesota State Colleges and Universities acting in the course and scope of their employment; or (2) a student, when that student is on campus property.

No person is permitted to carry or possess a firearm on campus property except as provided in this policy.

Employees.

1. **Prohibition.** Employees are prohibited from possessing or carrying a firearm while acting in the course and scope of their employment, either on or off campus property, regardless of whether the employee has a permit to carry a firearm, except as otherwise provided in this policy.
2. **Employee reporting responsibility.** An employee with a reasonable basis for believing an individual is in possession of or carrying a firearm in violation of this policy has a responsibility to report the suspected act in a timely manner, unless doing so would

subject the employee or others to physical harm. Reports should be made to the official designated in the applicable policy included in this report. This policy shall not prohibit prompt notification to appropriate law enforcement authorities when an immediate threat to personal safety exists. Employees shall not make reports of a suspected violation knowing they are false or in reckless disregard of the truth.

Students. Students are prohibited from possessing or carrying a firearm while on campus property, regardless of whether the student has a permit to carry a firearm, except as otherwise provided in this policy.

Visitors. Visitors are prohibited from possessing or carrying a firearm while on system property, except as otherwise provided in this policy.

Exceptions. The following are exceptions to this policy:

Parking areas. This policy does not prohibit the lawful possession or carry of firearms in a parking area or parking facility.

Authorized uses. This policy does not prohibit:

1. Lawful possession or carry related to an academic use or use at a campus shooting range, such as law enforcement programs, approved in writing by the college or university president; or
2. Transport of an unloaded firearm directly between a parking area or parking facility and the location authorized for its use, or transport of an unloaded firearm directly between a parking area or parking facility and a storage facility provided by the college or university.
3. Possession or carry of a pistol by a visitor who has a lawful permit to carry a pistol pursuant to Minnesota Statutes section 624.714, subd. 1a
4. Possession or carry of a firearm by a licensed peace officer under Minnesota Statutes section 626.84, subd.1(c) or by a qualified law enforcement officer pursuant to 18 United States Code section 926B , when possession or carry is otherwise authorized by law.

Violations. Violations of this policy by students or employees are misconduct subject to discipline, up to and including expulsion or termination in accordance with our Student Code of Conduct Procedure.

Referral to Law Enforcement. South Central College may refer suspected violations of weapons law to appropriate law enforcement authorities, and provide access to investigative or other data as permitted by law.

Appendix 1 Terms and Definitions

Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon (or displays weapon in a threatening manner) or by means likely to produce death or great bodily harm (e.g. victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness).

Arson

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Burglary

The unlawful entry of a structure with the intent to commit a felony or theft.

Affirmative Consent

Consent is informed, freely given, and mutually understood willingness to participate in sexual activity that is expressed by clear, unambiguous, and affirmative words or actions. It is the responsibility of the person who wants to engage in sexual activity to ensure that the other person has consented to engage in the sexual activity. Consent must be present throughout the entire sexual activity and can be revoked at any time. If coercion, intimidation, threats, and/or physical force are used, there is no consent. If the complainant is mentally or physically incapacitated or impaired so that the complainant cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes conditions due to alcohol or drug consumption, or being asleep or unconscious. A lack of protest, absence of resistance, or silence alone does not constitute consent, and past consent to sexual activities does not imply ongoing future consent. The existence of a dating relationship between the people involved or the existence of a past sexual relationship does not prove the presence of, or otherwise provide the basis for, an assumption of consent. Whether the respondent has taken advantage of a position of influence over the complainant may be a factor in determining consent.

Criminal Homicide – Negligent Manslaughter

The killing of another person through gross negligence.

As a general rule, any death caused by the gross negligence of another is classified as Criminal Homicide—Manslaughter by Negligence (b).

Dating and Relationship Violence

Dating and relationship violence includes physical harm or abuse, and threats of physical harm or abuse, arising out of a personal intimate relationship. This violence also may be called domestic abuse or spousal/partner abuse and may be subject to criminal prosecution under Minnesota state law.

Destruction/Damage/Vandalism of Property - To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Drug law violations

Arrests or referrals for the violation of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Intimidation - To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct but without displaying a weapon or subjecting the victim to actual physical attack. Note: This offense includes stalking.

Larceny-theft – The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another person.

Liquor law violations

Arrests or referrals for the violation of laws or ordinances prohibiting the manufacture, sale, transporting, furnishing, or possessing of intoxicating liquor.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle.

Note: A motor vehicle is a self-propelled vehicle that runs on the surface of land and not on rails and that fits one of the following property descriptions:

- **Automobiles** - sedans, coupes, station wagons, convertibles, taxicabs, or other similar motor vehicles that serve the primary purpose of transporting people
- **Buses** - motor vehicles that are specifically designed (but not necessarily used) to transport groups of people on a commercial basis
- **Recreational Vehicles** - motor vehicles that are specifically designed (but not necessarily used) to transport people and also provide them temporary lodging for recreational purposes
- **Trucks** - motor vehicles that are specifically designed (but not necessarily used) to transport cargo
- **Other Motor Vehicles** - any other motor vehicles, e.g., motorcycles, motor scooters, trail bikes, mopeds, snowmobiles, or golf carts.

Murder and Non-negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

As a general rule, any death caused by injuries received in a fight, argument, quarrel, assault, or commission of a crime is classified as Murder and Non-negligent Manslaughter (1a).

Robbery

The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear that force will be used.

Robbery is a vicious type of theft in that it is committed in the presence of the victim. The victim, who usually is the owner or person having custody of the property, is directly confronted by the perpetrator and is threatened with force or is put in fear that force will be used. Robbery involves a theft or larceny but is aggravated by the element of force or threat of force.

Sexual Assault

“Sexual assault” means an actual, attempted, or threatened sexual act with another person without that person’s consent. Sexual assault is often a criminal act that can be prosecuted under Minnesota law, as well as form the basis for discipline under student conduct codes and employee disciplinary standards. Sexual assault includes but is not limited to:

1. Involvement without consent in any sexual act in which there is force, expressed or implied, or use of duress or deception upon the victim. Forced sexual intercourse is included in this definition, as are the acts commonly referred to as “date rape” or “acquaintance rape.” This definition also includes the coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another.
2. Involvement in any sexual act when the victim is unable to give consent.
3. The intentional touching or coercing, forcing, or attempting to coerce or force another to touch an unwilling person’s intimate parts (defined as primary genital area, groin, inner thigh, buttocks, or breast).
4. Offensive sexual behavior that is directed at another such as indecent exposure or voyeurism.

Simple Assault - An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Sex Offenses – Defined

Forcible Sex Offenses.

Any sexual act directed against another person, forcibly and/or against that person’s will or not forcibly or against the person’s will in instances where the victim is incapable of giving consent.

Reported offenses may include:

- **Forcible Rape** - The carnal knowledge of a person, forcibly and/or against that person’s will or not forcibly or against the person’s will in instances where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth).
- **Forcible Sodomy** - Oral or anal sexual intercourse with another person, forcibly and/or against that person’s will or not forcibly or against the person’s will in instances where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

- **Sexual Assault with an Object** - To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will where in instances where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Note: An object or instrument is anything used by the offender other than the offender's genitalia. Examples include but are not limited to a finger, bottle, handgun, or a stick.

- **Forcible Fondling** - The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

Note: Forcible Fondling includes Indecent Liberties and Child Molesting. Because Forcible Fondling is an element of Forcible Rape, Forcible Sodomy, and Sexual Assault with an Object, it should be reported only if it is the sole Forcible Sex Offense committed against a victim.

Sex Offenses, Non-forcible.

Unlawful, non-forcible sexual intercourse.

Reported offenses may include:

- **Incest** - non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** - non-forcible sexual intercourse with a person who is under the statutory age of consent.

Note: If force was used or threatened, or if the victim was incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity, then the offense should be classified as forcible rape, not statutory rape.

Sexual Violence

Sexual violence includes a continuum of conduct that includes sexual assault, and non-forcible sex acts, dating and relationship violence, stalking, as well as aiding acts of sexual violence.

Stalking

Stalking is conduct directed at a specific person that is unwanted, unwelcome, or unreciprocated and that would cause a reasonable person to fear for her or his safety or the safety of others or to suffer substantial emotional distress.

Weapons law violations

Arrests or referrals for the violation of laws or ordinances dealing with weapon offenses.

Resources: 2016 Handbook for Campus Safety and Security Reporting
Title 34: Education [PART 668—STUDENT ASSISTANCE GENERAL PROVISIONS](#)
[Subpart D—Institutional and Financial Assistance Information for Students](#)
Bystander intervention strategies Stanford University’s Office of Sexual Assault &
Relationship Abuse
Various Minnesota State Colleges and Universities Annual Security Reports.

Appendix 2 South Central College Compliance with Federal Legislation

South Central College Policy

4.6 Drug and Alcohol-Free Campus and Worksite Policy

Part 1. Scope of Policy

The South Central College Drug-and Alcohol-Free Campus Policy is for Students and Employees of the South Central College and includes all campus locations.

Part 2. Purpose

South Central College, along with all Minnesota State Colleges and Universities (MnSCU), is committed to ensuring an educational and employment environment where students and employees can work, learn and develop to their full potential. Because the use and abuse of alcohol and controlled substances negatively impacts the ability of students and employees to work, learn and develop to their full potential, and to comply with federal and state laws, South Central College has adopted and will implement the following drug-and alcohol-free campus policy.

Part 3. Drugs, Alcohol Prohibited

The unlawful manufacture, growing, possession, use, dispensation, sale or distribution of controlled substances and the manufacture, use, sale, distribution or possession of alcoholic beverages by South Central College students and employees is strictly prohibited: 1) on South Central College property; 2) while participating in a student activity, activities sponsored by officially recognized student organizations, or an event or activity sponsored or sanctioned by South Central College or Minnesota State Colleges and Universities, including off-site activities; and 3) while performing work, including overtime work and rest breaks.

Subpart A. Exceptions

The use of alcoholic beverages may be permitted only:

1. for South Central College or Minnesota State Colleges and Universities educational/awareness programs; or
2. for a specific event or circumstance authorized by the above.

However, in no case may students or employees violate Liquor Laws.

Subpart B. Employees

No South Central College employee may:

1. report to work under the influence of alcohol, controlled substances or other drugs which affect her/his alertness, coordination, reaction, response, judgment, decision-making or

safety; or

2. operate, use or drive any South Central College or state equipment, machinery or vehicle while under the influence of alcohol, controlled substances or mind-altering drugs.

An employee who is under the influence of alcohol, controlled substances or other mind-altering drugs, or who is taking medically authorized drugs or other substances which may affect job performance, has an affirmative duty to immediately notify the appropriate supervisor that the employee's mental or physical condition precludes her/his ability to operate, use or drive South Central College or state equipment.

Employees are discouraged from consuming alcoholic beverages off-site during lunch or dinner meals when returning to perform work on behalf of South Central College. In any situation subsequent to the intake of alcohol, an employee whose behavior or condition adversely affects her/his performance is subject to discipline.

Since engaging in off-duty sale, purchase, transfer, use or possession of controlled substances may have a negative effect on an employee's ability to perform his/her work, an South Central College employee involved in such circumstances is subject to discipline.

Employees working on federal grants or contracts who are convicted of a criminal drug statute violation occurring in the workplace are required to notify South Central College or Minnesota State Colleges and Universities within five (5) working days of such a conviction.

Part 4. Penalties for Policy Violations

South Central College employees and students who violate this policy are subject to South Central College and system sanctions and may be subject to legal sanctions under local, state or federal law.

South Central College students will be disciplined according to the Student Code of Conduct. Disciplinary sanctions include, but are not limited to, warning, confiscation, restitution, dismissal, suspension, expulsion and referral for prosecution.

South Central College employees covered by a Collective Bargaining Agreement will be disciplined according to the process delineated in the appropriate agreement. Other employees will be disciplined according to the Excluded Administrators Plan or the Commissioner's Plan. Discipline may include, but is not limited to, oral and written reprimand, suspension, termination, and referral for prosecution.

Part 5. Information

South Central College provides voluntary educational programs designed to inform students and staff about the health risks associated with drug and alcohol use, community resources available to provide assistance to individuals dealing with drug and/or alcohol abuse issues, the legal ramifications associated with illegal use of drugs and/or alcohol, and penalties for policy violations under Minnesota Law.

South Central College Student Code of Conduct

Unauthorized use, sale, possession, or presence on campus or at South Central College - sponsored events of alcoholic beverages or controlled substances and/or drug paraphernalia. The state of being under the influence of alcohol or controlled substances on South Central College - controlled property, or at South Central College -sponsored events. A complete copy of the Drug and Alcohol-Free Campus Policy is available for students and employees in the Vice President of Student Affairs Office in the Administration Office room #A186 and the Human Resources Office.

Distribution of Written Policy

South Central College drug and alcohol policies are found in the Annual Campus Crime Report published by the Campus Safety and Security Department (if applicable), South Central College Website, and Human Resources. One or more of these publications is sent or given to every student and employee annually.

The information is also found on the following websites:

College Policies:

<https://southcentral.edu/policy/student-policies.html>

Campus Security Department:

<https://southcentral.edu/security/campus-security.html>

Student Services:

<https://southcentral.edu/campus-life/services.html>

Legal Penalties

Minnesota State Law

Under Minnesota law, it is a crime for any person to drive, operate, or be in physical control of any motor vehicle when the person is under the influence of alcohol or a controlled substance.

A person who commits first-degree driving while impaired is guilty of a felony and may be sentenced to imprisonment for not more than seven years, or to payment of a fine of not more than \$14,000, or both.

Other penalties for violating state laws prohibiting driving under the influence include:

- driver's license suspension or revocation;
- impounding motor vehicles;
- further criminal prosecution

Under Minnesota law, it is also a crime for a person under the age of 21 years to consume, possess or purchase any alcoholic beverages.

- Underage consumption: \$100 fine.
- Possession by persons under 21: \$100 fine.
- Use of false identification for alcohol purchase: \$100 fine.
- Furnishing alcohol to persons under 21: \$3,000 fine and/or 1 year in jail

Guidelines for the sentencing of any person convicted of drug and alcohol-related criminal offenses are established by the Minnesota Sentencing Guidelines Commission. The actual length of a sentence depends upon the individual's criminal and driving history.

Possession or sale of controlled substances, including but not limited to, narcotics, depressants, stimulants, Hallucinogens, and cannabis, is prohibited by Minnesota law. Penalties for controlled substance crimes include:

First Degree

Sale: 10+ grams of cocaine, 50+ grams of other narcotic drug, 200+ doses hallucinogen, 50 kilos marijuana, or 25+ kilos marijuana in a school zone, park zone, or public housing zone.

Possession: 25+ grams cocaine, 500+ grams of other narcotic drug, 500+ doses hallucinogen, 110+ kilos marijuana.

Penalty: 0 to 40 years, 4-year mandatory minimum if prior drug felony; up to \$1,000,000 fine. 0 to 40 years, 2nd offense.

Second Degree

Sale: 3+ grams cocaine, 10+ grams of other narcotic drug, 50+ doses hallucinogen, 25+ kilos marijuana, or sale of a Schedule I or II narcotic drug of 5+ doses hallucinogen or methamphetamine either to a person under 18 or in a school zone, park zone, or public housing zone.

Possession: 6+ grams cocaine, 50+ grams of other narcotic drug, 100+ doses hallucinogen, 50+ kilos marijuana.

Penalty: 0 to 40 years, 3-year mandatory minimum if prior drug felony; up to \$500,000 fine.

Third Degree

Sale: Narcotic drug, 10+ doses hallucinogen, 5+ kilos marijuana, or sale of any Schedule I, II, or III drug (except a Schedule I or II narcotic drug or marijuana) to a person under 18 or employment of person under 18 to sell the same.

Possession: 3+ grams cocaine, 10+ grams of other narcotic drug, 10+ kilos marijuana, and any amount of a Schedule I or II narcotic drug or LSD or methamphetamine or 5+ kilos marijuana in a school zone, park zone, or public housing zone.

Penalty: 0 to 30 years, 2-year mandatory minimum if prior drug felony; up to \$250,000 fine. Between 0-to-30-year(s), 2nd or subsequent offense.

Fourth Degree

Sale: Any Schedule I, II or III drug (except marijuana), or sale of marijuana in a school zone, park zone, or public housing zone or any Schedule IV or V drug to a person under 18 or conspiracy for the same.

Possession: 10 doses hallucinogen, any amount of a Schedule I, II or III drug (except marijuana) with the intent to sell it.

Penalty: 0 to 30 years, 1-year mandatory minimum if prior drug felony; up to \$100,000 fine.

Fifth Degree

Sale: Marijuana, or any Schedule IV drug.

Possession: All Schedule I, II, III, IV drugs except 42.5 grams or less of marijuana. Any prescription drugs obtained through false pretenses or forgery.

Penalty: 0 to 5 years, 6-month mandatory minimum if prior drug felony; up to \$10,000 fine.

Federal Law

Schedule I Drugs (Penalty for possession)

First Offense: 10 years to life, 10-year mandatory minimum; if death or serious injury, 20 year minimum; up to \$4 million fine individual, \$10 million other than individual.

Second Offense: 20 years to life, 20-year mandatory minimum; if death or serious injury, not less than life; up to \$8 million fine individual, \$20 million other than individual.

Schedule II Drugs (Penalty for possession)

First Offense: 5 to 40 years, 5-year mandatory minimum; if death or serious injury, 20 year minimum; up to \$2 million fine individual, \$5 million other than individual.

Second Offense: 10 years to life, 10-year mandatory minimum; if death or serious injury, not less than life; up to \$4 million fine individual, \$10 million other than individual.

Schedule I or Schedule II Controlled Drugs (Penalty for possession)

First Offense: 0 to 20 years, if death or serious injury, 20 year minimum, not more than life; up to \$1 million fine individual, \$5 million other than individual.

Second Offense: 0 to 30 years, if death or serious injury, not less than life; up to \$2 million fine individual, \$10 million other than individual.

Schedule III Drugs (Penalty for possession)

First Offense: 0 to 5 years, up to \$250,000 fine individual, \$1 million other than individual. Second Offense: 0 to 10 years; up to \$500,000 fine individual, \$2 million other than individual.

Schedule IV Drugs (Penalty for possession)

First Offense: 0 to 3 years, up to \$250,000 fine individual, \$1 million other than individual. Second Offense: 0 to 6 years, up to \$500,000 fine individual, \$2 million other than individual.

Schedule V Drugs (Penalty for possession)

First Offense: 0 to 1 year, up to \$100,000 fine individual, \$250,000 other than individual. Second Offense: 0 to 2 years, up to \$200,000 fine individual, \$500,000 other than individual.

Health Risks

The health risks associated with alcohol and illicit drug use and abuse can be significant and can have an impact on physical, mental, social and financial health as well as impact academic success.

Alcohol Use and Abuse:

Alcohol use and abuse can lead to many health consequences which include, but are not limited to: cardiovascular disease, insomnia, compromised immune system, memory loss, diabetes, accidents/trauma/injury, violence, dementia, organ failure (liver cirrhosis), financial difficulties, and depression.

Drinking problems can negatively impact mental health as “alcohol abuse and alcoholism can also worsen existing conditions such as depression or anxiety”. Furthermore, alcohol problems often extend beyond the drinker to his/her spouse and children as well.

Off Campus Resources

Alcoholics Anonymous

Addiction Recovery Technologies

An addiction treatment facility for residents of the Mankato area who are struggling with an alcohol or drug abuse disorder. Services offered include individual treatment, aftercare/continuing care, specialized treatment for adolescents, and comprehensive mental health assessments, among many others.

12 Civic Center Plaza, Mankato
507-345-4670

Alcoholics Anonymous

AA is a fellowship of individuals who desire to stop using alcohol. Meeting times and locations can be found at the website listed below.

1430 5th Ave., Mankato
507-387-2772 or 507-388-8989
mankatoaa.com

Allina Health Faribault Clinic: Psychology

Psychologists help individuals and families work through emotional difficulties through talk therapy. They also evaluate mental health through special assessments.
100 State Ave
Faribault, MN 55021

507-334-3921

<https://wellness.allinahealth.org/locations/63>

Blue Earth County Crisis Intake

Crisis Intake/Case Management Services

Crisis Case Management Services assist adults experiencing a mental health crisis, by:

- Providing crisis assessment and intervention services
- Assisting with referrals to mental health and other service providers
- Providing individuals, family and other community members with information on mental health services and community resources
- Assisting with referrals to providers for mental health or other services
- Screening requests for court commitment
- Helping individuals to access crisis or emergency mental health services, including
- Crisis residential, non-residential and mobile crisis services
- Inpatient psychiatric hospitalization
- Outpatient psychiatric urgent care

To request crisis intake/case management services:

Call (507) 304-4319 and ask to speak with an adult mental health intake worker.

<http://www.co.blue-earth.mn.us/675/Crisis-IntakeCase-Management-Services>

Catholic Charities-Mankato, MN

Catholic Charities of Southern Minnesota is a comprehensive social service agency that provides a full range of programs that help families in crisis, vulnerable adults and seniors, and children of reaching their full potential.

101 2nd Street

Mankato, MN 56001

(507) 387-5586

<https://www.ccsomn.org/mankato/>

Counseling Services of Southern Minnesota

CSSM was established in 1997 with a primary focus to serve children and families. Since that time, the agency has added services for adults, couples, and psychological testing. Most recently, the agency, with support of grants from the Department of Human Services, has added programming to serve infants and young children and provide services to children within area schools.

226 N Broad Street

Mankato, MN 56001

507-931-8040

<http://www.counseling-services.org/>

Dental Hygiene Oral Health Clinic

At Minnesota State Mankato's Dental Hygiene Oral Health Clinic, patients receive thorough, high-quality care at an affordable cost. Students provide a wide range of services, including limited fillings, with the support of experienced faculty members and the aid of advanced technology. Dental insurance plans and medical assistance are accepted.

Minnesota State University, Mankato
128 Clinical Sciences Building, Mankato
507-389-2147

<https://ahn.mnsu.edu/dental/clinic/>

Fountain Centers (Mayo Clinic Health System)

Fountain Centers has been committed to helping individuals and families who have alcohol and other drug problems since 1974 using a whole-person approach which includes underlying mental health and medical issues. This service is offered in several locations in southern MN, including in Albert Lea, Austin, Fairmont, Faribault, Mankato, Owatonna, and Rochester.

Phone (Mankato) 507-625-3372 / (Faribault) 507-344-6413

To contact programs in the other listed program areas, please visit their website at Mayoclinichealthsystem.org/locations/albert-lea/fountain-centers

Health, Food and Nutrition Program (University of Minnesota Extension)

University of Minnesota Extension improves food literacy, physical activity, food safety and healthy food access for Minnesotans and the food service industry.

204 S 5th Street, Suite 330, Mankato
507-304-4141

<https://extension.umn.edu/food-health-and-nutrition#healthcare>

House of Hope

House of Hope is an adult treatment facility that provides a safe environment for individuals who desire to recover from chemical and mental health issues.

1618 3rd Ave., Mankato
507-625-4373

houseofhopemn.com

Lutheran Social Services (LSS)

Lutheran Social Service of MN (LSS) provides service in every county in the state of MN. Services provided in the Mankato and surrounding areas: Adoption and Birth Parent Services, Senior Nutrition, Guardianship Options, Financial Counseling services, Behavioral Health counseling services, Marriage Preparation workshops, Foster Care services, Veteran Services, Crisis Nursery, Personal Support Services, Runaway / Homeless Youth services.

710 S. 2nd Street
Mankato, MN 56001
(507) 625-7660
<https://www.lssmn.org/services>

Mankato Chemical Health, LLC

Mankato Chemical Health LLC is an independently owned and operated chemical dependency treatment facility which provides evidence-based, holistic treatment options. Call or visit their website below for more information:

360 Pierce Ave, North Mankato
507-229-0350
Mankatochemicalhealth.com

Mayo Clinic Health System Financial Assistance

Mayo Clinic's mission is to provide the best care to every patient through integrated clinical practice, education and research. Mayo Clinic strives to benefit humanity through work in these three areas, while supporting the communities in which we live and work. Mayo Clinic appropriately serves patients in difficult financial circumstances and offers financial assistance to those who have an established need to receive medically necessary services.

Mayo Clinic has a long history of providing care to patients regardless of their ability to pay. Our primary value is "the needs of the patient come first." By adhering to guiding principles set forth and approved by Mayo Clinic boards, Mayo Clinic hospitals provide financial assistance to eligible patients for medically necessary services.

<https://mayoclinichealthsystem.org/financial-assistance>

Mayo Clinic Health System Mankato: Behavioral Health

Mental and emotional well-being is essential to your life. Help is available to address the complex mental and emotional needs associated with disorder and addiction.

507-594-4700

<https://mayoclinichealthsystem.org/locations/mankato/services-and-treatments/behavioral-health>

National Alliance on Mental Illness (NAMI)

NAMI, the National Alliance on Mental Illness, is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness through education, support, and advocacy.

PO Box 1175, Mankato

(507) 317-3595

<https://namimn.org/>

Nystrom & Associates, Ltd.

Nystrom & Associates, Ltd. (NAL) is taking major steps, accepting patients, and has already implemented changes to help mitigate the risk of the spread of the global Coronavirus (COVID-19) outbreak. Telehealth appointments started on Wednesday, March 18, 2020 for a limited amount of time until it's determined that the pandemic is over and there is no longer a great threat of any COVID-19 pandemic concerns to the community.

In-person appointments are only available for injection clinic appointments and NEW PSYCHIATRY patient appointments. However, we are asking that NO ONE comes to any in-person appointment if ill or have been in close proximity to someone with COVID-19 within the last 14 days.

201 N Broad St
Mankato, MN 56001
New & Current Clients
507 200-2624

Open Door Health Center

Provides treatment for chronic and acute health conditions, preventive and restorative dental care for low-income, uninsured individuals and families living in the Greater Mankato area. Services include medical, dental and behavioral health services.

Individuals with high-deductible insurance may be eligible for discounts based on our sliding fee system, taking into account their income and household size.

309 Holly Ln, Mankato
507-388-2120
www.odhc.org/

Phoenix Recovery Programs

Phoenix Recovery Programs, Inc. is a private, non-profit organization providing residential services to adolescent males and females recovering from alcohol and/or drug addiction.

54945 210th Ln., Mankato
507-385-0668
Phoenixrecoveryprograms.com

Quit Plan

Provides free tobacco cessation support and services to all residents of the State of Minnesota.

1-888-354-PLAN
<https://www.quitplan.com/index.html>

South Central Crisis Center and Mobile Crisis: Horizon Homes, Inc.

Serving Counties: Blue Earth, Brown, Faribault, Freeborn, Le Sueur, Martin, Nicollet, Rice, Sibley, and Watonwan

24-Hour crisis/warm line for adults and children. The mobile crisis team is able to respond and meet with people that are experiencing a mental health or emotional crisis. You are able to get support in your own home or a community location. Services include crisis beds, outpatient crisis stabilization, mobile crisis team, crisis prevention planning, family education and support, serving people of all ages and referrals to other local services.

24-hour Crisis Line: 1-877-399-3040

Crisis Center

2100 Bassett Dr.

Mankato, MN 56001

507-344-3360

www.horizonhomes.org

Stages of Change, LLC

Stages of Change provides assessment services for chemical use, anger management, and domestic violence as well as alcohol and drug education for adults and adolescents. Other services offered include programs focused on men's and women's cognitive skills, domestic violence intervention, outpatient treatment & relapse prevention, and individual coaching sessions.

100 Warren St. Suite 309, Mankato

507-514-8057

Stagesofchangemn.com

The REACH Youth Drop-In Center

The REACH Drop-In Center supports youth who are at-risk, experiencing homeless or have run away. Services offered at The REACH include independent living skills, job search, employment assistance, college preparation (FAFSA application help and GED preparation), referrals to other community services, homelessness prevention, and many other services.

Drop-In Hours: Monday – Thursday 1:00pm – 5:00pm, Friday by appointment.

125 E Liberty Street, Mankato

507-720-0331

<https://www.lssmn.org/services/youth-homelessness/mankato/the-reach>

Distribution of Annual Notification

The South Central College annually provides the alcohol and drug policies, resources, programs, and health risks to all employees and students through the Annual Compliance and Security Act. Employees and students receive the document via e-mail. A copy of the annual report is located at: [Campus Safety Main \(southcentral.edu\)](http://Campus Safety Main (southcentral.edu))