

Southeastern Baptist Theological Seminary

Wake Forest, NC

Security and Fire Safety Report



The “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act” requires colleges and universities to report annually, information regarding campus security policies and campus crime statistics. This document will serve as Southeastern Baptist Theological Seminary’s Annual Security and Fire Safety Report in compliance with the Clery Act.

In 2013 the Violence Against Women Reauthorization Act (VAWA) was placed into law. Among other provisions, this law amended section 485 of the Higher Education Act of 1965, thus requiring institutions to compile additional statistical data for crimes that are reported to campus police and/or local police agencies, including incidents of sexual assault, domestic violence, dating violence and stalking. This statistical data, as well as information pertaining to policies, procedures, and programs for addressing these crimes will be included in the Annual Security Report.

NOTE: Hereafter, Southeastern Baptist Theological Seminary will be referred to as SEBTS.

Notice of Non-Discrimination

SEBTS does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment, except where discrimination is based on religious exemption allowed by the Department of Education.

Inquiries about Title IX may be referred to SEBTS' Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. SEBTS' Title IX Coordinator is the Director of Campus Security, Michael Lawson. His office is located in Broyhill Hall 204, or you may email mlawson@sebts.edu or call (919) 761-2103.

SEBTS' non-discrimination policy and grievance procedures can be located at <https://www.sebts.edu/about/institutional-info/title-ix/> or <https://judsoncollege.com/about/transparency/title-ix/>.

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to the above links or contact information.

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Introduction

The Department of Campus Security has been designated as the entity responsible for compiling and publishing the SEBTS Annual Security Report. This report provides vital information about security on or about the SEBTS campus and is kept where it can be easily located for reference in the Department of Campus Security, Broyhill Hall. This report is also available online at <https://www.sebts.edu/community-life/CampusSecurity.aspx>. Unless otherwise noted, updates are annual and are posted prior to October 1 each year. All required materials contained in this report are also submitted to the Department of Education via the web-based data collection tool.

The information contained within this report is compiled from data provided by all SEBTS departments as well as all law enforcement agencies with jurisdictional authority over a property owned or controlled by SEBTS and all property adjacent to property owned or controlled by SEBTS.

SEBTS is fully committed to providing the safest environment possible. This report will contain information about initiatives, programs, policies and people who are there to help in any situation, at any given time.

Awareness and Cooperation of the community is integral to the safety and security of the SEBTS community.

Campus Overview

Located within Wake Forest, North Carolina, Southeastern Baptist Theological Seminary (SEBTS) opened its doors in 1950 and over 60 years since then our student body has grown to over 5,600 students. Our reach from Wake Forest, North Carolina, now extends across the globe. We aim to make God's Kingdom vision of people from every tribe, tongue and nation worshipping Christ together a reality on our campus and in our churches (Revelation 7:9).

Southeastern trains Great Commission-minded ministers of the Gospel. The seminary is an institution of higher learning and a Cooperative Program ministry of the Southern Baptist Convention (SBC).

Men and women can be equipped through over 40 different programs with degrees ranging from Associate of Divinity to Doctor of Philosophy, including our flagship degree, the Master of Divinity.

Campus Security Overview

The Department of Campus Security is located in Broyhill Hall. The department consists of five full time personnel and seven part-time personnel. The department has Security Officers available 24 hours a day, 7 days per week, and 365 days per year. SEBTS Security Officers are trained to respond to calls for service on SEBTS' campus. If the call

involves criminal activity, then the Wake Forest Police Department has jurisdiction on all SEBTS property to investigate crimes and file charges. Campus Security does not have any police authority. Campus Security works closely with the Wake Forest Police Department, the Wake Forest Fire Department, and Wake County EMS to provide a safe and secure campus environment. Any criminal activity is handled by the Wake Forest Police Department.

The Department of Campus Security maintains a Criminal Incident and On-Campus Student Housing Fire Log. This log is updated every day and lists all incidents of criminal activity and actual fires that occur on campus. It is available for review and copying by the public at the Department of Campus Security, located in Broyhill Hall.

Clery Act Requirements

The Clery Act requires colleges and universities to:

- Publish an annual report every year by October 1 that contains three years of campus crime statistics and certain campus security policy statements.
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms. The statistics must be gathered from campus police or security, local law enforcement, and other College officials who have “significant responsibility for student and campus activities.”
- Provide “timely warning” notices of those crimes that have occurred and pose an ongoing threat to students and employees.
- Disclose in a public crime log “any crime that occurred on campus or within the patrol jurisdiction of the campus police or the campus security department and is reported to the campus police or security department.”
- Prohibit the institution, or an officer, employee, or agent of the institution, participating in any program under this title from retaliating, intimidating, threatening, coercing, or otherwise discriminating against any individual with respect to the implementation of any provision of the Clery Act.

The Department of Campus Security is responsible for preparing and distributing this report. We work with many other divisions and agencies to compile the information including Student Activities/Life and local law enforcement agencies. We encourage members of the SEBTS community to use this report as a guide for safe practices on and off campus. It is available on the SEBTS website at: <https://www.sebts.edu/community-life/CampusSecurity.aspx>.

Reporting Procedures

The Department of Campus Security operates 24 hours a day, 7 days per week and 365 days per year. When reporting criminal actions or other emergencies, dial 911 from any SEBTS landline telephone and you will be connected directly to the Wake County 911 Center. You may also call (919) 556-9111 to connect to the Wake Forest Police Department directly. After making contact with emergency services, call Campus Security, as well, at (919) 291-1903. It is highly recommended that every member of the SEBTS community program these telephone numbers into their cellular telephone speed dial.

Any call received by Campus Security reporting criminal actions or any other emergency is immediately dealt with. If the person calling has not already called the Wake Forest Police Department or other emergency services, Campus Security will make the call. In response to a call, Campus Security will take any and all required actions to properly and effectively mitigate the incident. Wake Forest Police, Security Personnel, Emergency Medical Services, Fire Department Services, Personnel from other SEBTS departments, and any other personnel necessary will be immediately contacted and given all information available about the incident. Those personnel will then make a decision on the proper and most efficient way to deal with whatever incident is being reported to them.

To ensure that all timely warning reports and annual statistics are accurate and complete, all criminal offenses should be immediately reported to:

Department of Campus Security
Broyhill Hall
Emergency: 911 or (919) 556-9111
Non-Emergency: (919) 291-1903
campussecurity@sebts.edu

The SEBTS community is strongly encouraged to accurately, voluntarily and promptly report crimes, emergencies, potential threats or risks to the Department of Campus Security. The safest community possible cannot be achieved without the active participation of the members of the SEBTS community.

Should a member of the SEBTS community feel uneasy about contacting the Department of Campus Security or wish to informally or anonymously report an incident, they may contact:

SEBTS Student Activities Division
Located in the Akin Student Center
(919) 761-2305

Once contact is made with one of these offices, they will add the statistical data to their records thereby accurately counting the statistic in the annual disclosure report. If the situation is such that a "Timely Warning Notice" may be necessary (see below), then the

Title IX Office or Student Activities will contact Campus Security and convey the facts required to issue a Timely Warning Notice.

The Department of Campus Security encourages everyone that has become the victim or witness of a crime to come forward and report it to the Department of Campus Security. However, on occasion and depending upon the nature of the crime, the victim can refuse to press charges. This is the victim's right and the victim's decision to make. Simply because a report has been filed with the Department of Campus Security or with the Wake Forest Police Department does not mean that criminal charges must follow. Counselors are encouraged to provide victims and witnesses with information about their options to report criminal activity. This can be done by simply contacting the Department of Campus Security and giving the date, locations and description of the crime committed. It is confidential and voluntary and is for the sole purpose of properly and accurately reporting crime statistics in the annual disclosure.

Campus Security Authority

While it is strongly encouraged to report all criminal and emergency incidents directly to Campus Security, Campus Security Authorities are designated to assist in reporting these incidents. "Campus Security Authority" (CSA) is a Clery Act-specific term that encompasses four groups of individuals and/or departments associated with SEBTS. These groups are:

- All Campus Security personnel.
- Any individual who has responsibility for campus security but is not part of Campus Security.
- Any individual who, by way of directive, is required to report criminal incidents to anyone or any other department or organization, in addition to police or security-related personnel.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, Resident Life personnel, Community Life personnel and Student Counseling personnel. An *official* is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of SEBTS. Such officials include:
 - Dean of Students, Associate Dean of Students, Student Counseling Services and counselors not bound by law
 - Director Student Activities
 - House System Leaders
 - Title IX Coordinator
 - Local outside law enforcement with jurisdiction over campus

Examples of individuals who are not CSAs include:

- Faculty members who do not have any responsibility for student and campus activity beyond the classroom; and
- Clerical, maintenance, or cafeteria staff.

CSAs must follow all mandatory reporting procedures, as indicated in Reporting Procedures section of this report.

Campus Security collects and reviews all crime reports from CSAs. All policy, documentation, and records are kept by and under the responsibility of Campus Security and/or designated office.

Emergency Evacuation Procedures and Policies

When any serious incident occurs that constitutes an immediate threat to the health or safety of the SEBTS community, the Department of Campus Security, the Wake Forest Police Department (WFPD), and the Wake Forest Fire Department (WFFD) as well as other SEBTS departments and emergency responders from surrounding jurisdictions are immediately dispatched and will be the first arrivals on the incident scene. These agencies and departments work together in order to properly and effectively mitigate the circumstance. General information about the emergency response and evacuation procedures of SEBTS is publicized each year as part of the institution's compliance reports.

In the event that confirmation has been verified of an incident occurring on campus that constitutes an immediate risk to the health and/or safety of the SEBTS community, procedures as described in the Timely Warning Notices section of this report shall be implemented immediately.

SEBTS will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to health or safety occurring on or near campus. In accordance with the Higher Education Act of 1965 as amended, SEBTS has implemented a comprehensive communications system to provide prompt warning notifications and alerts of immediate threats to health and safety occurring on or near campus. This system utilizes various methods of notification including, but not limited to: Email Notices, the campus wide intercom and phone announcement system, and Cellular Telephone Text Messages. In addition to these mediums of notification, SEBTS will utilize the SEBTS website to flash messages and the SEBTS answering service to record messages.

The Department of Campus Security is primarily responsible for confirming that there is a significant emergency or dangerous situation on campus that could cause an immediate threat to the health and safety of the members of the campus community. Upon notification of an incident, Campus Security will immediately respond, along with other responding agencies, to determine the nature of an incident and any danger it may pose to the rest of campus. This is accomplished in conjunction with other departments on campus, as well, who have been instructed to call Campus Security or 911 in the case of an emergency.

Emergency Notifications will always be sent out, without delay, unless issuing such notification will, in the professional judgment of the first responders, compromise the efforts to assist a victim and/or compromise the efforts to contain, respond to, or

otherwise mitigate the emergency. Campus Security, along with advice from responding agencies, will determine the content of the message to be sent out.

The following offices are responsible for determining, initiating, and communicating any emergency notifications:

1. The Department of Campus Security under the leadership of the Director of Campus Security.
2. The Executive Vice President of Operations
3. The Director of Information Technology

The Communications Office shall be responsible for reporting to local news agencies and addressing outside information requests for the purposes of notifying the larger and local community.

SEBTS will notify the seminary community of its emergency notification, emergency response and evacuation procedures via email. SEBTS will review emergency procedures with at least one drill or exercise each calendar year. These drills or exercises may either be announced or unannounced. The documentation of these tests to include the description, date and time, and whether the test was announced or unannounced will be maintained by Campus Security.

Each occupied undergraduate residence hall is required to conduct a fire drill each semester. Thus, the emergency response and evacuation procedures are tested twice a year. The purpose of the drills is to provide all residents practice in the event there is ever a real fire or other evacuation emergency. The evacuation drills prepare building occupants for an organized evacuation in case of a fire or other emergency. Evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants familiarize themselves with procedures and the location of exits and the sound of the fire alarm. Alarms and other components of the fire safety system are also checked to see that they are functioning properly. Following the drill, residents receive a report and feedback on the evacuation process. It is imperative to know what to do when the alarm sounds and to always evacuate.

Timely Warning Notices

In the event of a reported crime, on-campus or off-campus, that is deemed to constitute an ongoing serious threat to SEBTS, a Timely Warning Notice shall be issued. The Director of Security or the Director's official designee, shall be tasked with judging the necessity of providing a Timely Warning Notice. If such a notice is deemed necessary, the wording for the notice is typically crafted by the Director or the Director's official designee. Should, for any reason, the wording not be crafted by the Director or the Director's official designee, then the notice must be approved by the Director or the Director's official designee prior to its issuance.

Timely Warning Notices shall typically be distributed to the SEBTS community via email, via the campus intercom and phone system, or the current SEBTS Campus Alert System.

Timely Warning Notices are typically distributed for the following types of incidents: Arson, criminal homicide, gas leak, terrorist incident, armed intruder, bomb threat, robbery, etc. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending upon the facts of the case and the information known by the Department of Campus Security. The distinguishing factor in these cases is the presence of an ongoing threat to the SEBTS community.

Timely Warning Notices will be sent out by the Department of Campus Security or the Executive Vice President of Operations' Office in conjunction with the President's Office, Informational Technology Office, and local emergency services to include, but not limited to, the Wake Forest Police Department, the Wake Forest Fire Department, and EMS.

Shelter-in-Place

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, "shelter-in-place" means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic Shelter-in-Place Guidance

If the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belongings (purse, wallet, passport, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter in Binley Chapel or, if Binkley is the affected building, the secondary rally point is the Akin Center. If police, fire department or other first responder personnel are on the scene, follow their instructions.

How You Will Know to Shelter-in-Place

A shelter-in-place notification may come from several sources, including Campus Security, Facilities, Housing, other SEBTS employees, or other local authorities. SEBTS will use the standard means of emergency communications for disseminating the notification. However, other means of communication may also be employed.

How to Shelter-in-Place

No matter where you are, the basic steps of "shelter-in-place" remain generally the same. Should the need ever arise; follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow the instructions from emergency personnel on the scene.

2. Locate a room to shelter inside of. It should be:
 - a. An interior room.
 - b. Above Ground Level.
 - c. Without windows or with the least number of windows possible.
 - d. If there is a large group of people, split equally into several rooms.
3. Close and lock all windows (tighter seal when locked).
4. Close exterior doors.
5. Turn off air conditioners, heaters and fans.
6. Close vents to ventilation systems as you are able.
7. Make a list of the people with you and ask someone to call the list in to Campus Security.
8. Turn on a Radio or Television and listen for further instructions.
9. Make yourself comfortable.

Local Police Departments

SEBTS Campus Security maintains a close working relationship with all federal, state, and local emergency response agencies. Should one of these agencies encounter a SEBTS student and deem that this student has been or is currently engaging in criminal activity, of any kind, that agency will typically contact Campus Security and give official notification of the incident.

Campus Security annually sends a request to the local police department requesting information on any incidents that have occurred involving SEBTS students that may fall within the mandated reporting standards set forth in the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act” and the “Violence Against Women Reauthorization Act.”

Security, Maintenance, and Access to Campus Facilities

Security and access control design standards have been developed for new and renovated buildings owned or controlled by SEBTS. Entrances to residence floors are locked at all times. Exterior doors in all residence hall buildings remain locked at all times. Further, exterior entrances are allowed to be unlocked during official move-in hours each fall. Campus Security conducts mandatory checks during evening hours to verify that all exterior entrances are locked and secured. Campus Security also conducts mandatory checks at random intervals to ensure that all exterior entrances are locked and fully secured. Campus Security further reports any unsafe physical conditions that must be addressed (i.e. Malfunctioning lights, unsafe sidewalks, malfunctioning door locks, etc....). These reports are then forwarded to the appropriate facility/department in order to mitigate the unsafe circumstance as quickly as possible. Facilities and landscapes are maintained in such a manner as to minimize hazardous conditions. When facilities receive maintenance or renovations, all security and safety possibilities are evaluated to ensure the highest level of both. Adequate lighting both inside and out is ensured, properly securing doors are verified, properly securing windows are verified, all landscaping is assessed to ensure that unsafe conditions are not being created. These

considerations and many more are taken into account during every maintenance, renovation, and building cycle at SEBTS. Academic and Administrative buildings are open to the public during normal operating hours; however, during extended breaks and after daily normal operating hours, these facilities are locked and secured.

Campus Security, Facilities, and Housing Staff work together to enforce security measures across campus. Security programs are presented to faculty, staff, and students by request to increase their awareness of safety and security in the residential and academic facilities and on campus grounds.

Education Programs

Campus Security is committed to educating the SEBTS community in security awareness and crime prevention. This effort is meant to encourage community members to be responsible for their own security and the security of others. Campus Security conducts safety training during all orientations for new students as well as additional times when requested by various departments. Campus Security also encourages the SEBTS community to read our annual reports as they provide all of our security measures and policies in one convenient location.

Campus Security Escorts

SEBTS is an open campus. This means that there are no gates or guard posts designed for the sole purpose of keeping those not affiliated with SEBTS out. Members of the SEBTS community are never encouraged to walk alone, especially at night. In the event of an attack or accidental injury, those who walk alone may find themselves in a much direr situation than if they were in a group. However, recognizing the issue that sometimes being alone is inevitable, Campus Security created and implemented a Security Escort Program. This program operates daily from dusk till dawn and provides transportation or a walking escort, by a Campus Security officer, to anyone upon request.

Anyone wishing to take advantage of this free service need simply to contact Campus Security at (919) 291-1903. Again, never walk alone, especially at night!

Run, Hide, Fight

Run, Hide, Fight is a standard program taught by Campus Security to all students, faculty and staff at their respective annual orientations as well as to any group upon request. The effort of this program is to educate the SEBTS community on what to do in the event of an active shooter in their building or in their respective vicinity. Unfortunately, in today's society, the possibility of an active shooter is very real and it is important for all members of the community to know what to do in the event that a situation like this takes place.

Run: While it may not be in everyone's nature to run away, the first thing that anyone should do in the event of an active shooter is attempt to get away. Do not

expose yourself to the shooter, however if you have a safe avenue of escape, do so immediately.

Hide: If your escape avenues are unavailable, yet the shooter is unaware of your location, you should do your best to hide. Find a room or a closet, once inside close the door and lock it if possible. Turn off the lights, silence your telephones, keep quiet and still. If there is a window in the door then do your best to inconspicuously cover it, however if the window is unable to be covered then do your best to stay out of sight if someone were to look through. Remain there and do not open the door for anyone.

Fight: Finally, if there are simply no other options, you must fight. This is the absolute last resort. If all avenues of escape are unavailable and the shooter knows where you are, then you must fight for your life. There are no rules in this fight, do what you must to stay alive.

Active Shooter Training is available, including the *Run, Hide, Fight* video:
<https://www.sebts.edu/community-life/CampusSecurity.aspx>

Remember that help is on the way. Campus Security and Wake Forest PD will respond as quickly as possible. Follow the orders of Law Enforcement when they arrive.

Bomb Threat Awareness

Unfortunately, in today's society, a Bomb Threat is a very real possibility and it is very important for anyone that receives a Bomb Threat to follow proper procedures. Bomb Threat procedures are published and made available in the Security Appendix to the Employee Handbook available to all staff and faculty. Campus Security is also available to teach a class upon request. These classes are designed to give individuals the proper tools to gather as much information as possible during the call about location of the alleged device, construction of the alleged device, identity of the caller, and location of the caller as well as any other pertinent information possible. This course also gives instruction on what to listen for in the background during the call and what steps to take for recording any information obtained and what steps to take at the conclusion of the call.

Security Awareness Programs

In addition to the above programs, during orientation in the fall and spring, students are informed of services offered by the Department of Campus Security. Video and slide presentations during the orientation process outline ways to maintain personal safety and residence hall security. Students are told about crime on-campus and in surrounding neighborhoods. Similar information is presented to new employees. Crime Prevention Programs and Sexual Assault Prevention Programs are offered on a continual basis and are posted on the SEBTS website. A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. When time is of the essence, information is released to the SEBTS community through security alerts posted

through computer memos sent over SEBTS's electronic mail system, the campus intercom/phone system, and texting system.

Alcohol and Drug Policies

SEBTS recognizes that the misuse and abuse of alcohol and narcotics is a persistent social and health problem of major proportion in our society and that it interferes with the goals and objectives of any educational institution.

Anyone on the campus of SEBTS shall be subject to all state, federal, and local laws concerning the possession and use of alcohol. Therefore, anyone found in violation of these laws and regulations may be prosecuted. Further, it shall be the policy of SEBTS that alcohol is not permitted upon any property owned or controlled by SEBTS. In addition, the SEBTS Student Handbook and the SEBTS Faculty and Staff Handbook prohibits members of the SEBTS community from partaking of alcohol or having it in their possession at any time.

Use, possession, manufacture, sale, distribution and transportation of illegal drugs and drug paraphernalia is prohibited. Anyone found to be involved in illegal drugs, either on or off-campus, will be subject to disciplinary action which may include dismissal from the SEBTS and/or criminal prosecution.

Policy (from SEBTS Employee Handbook)

DRUG AND ALCOHOL POLICY

Scripture tells us plainly that in whatever we do, (including what we eat or drink as well as in our words or deeds) we are to do all things for the glory of God (I Corinthians 10:31, Colossians 3:17). Scripture also indicates that our conduct is supposed to serve as a witness to the Gospel of Jesus Christ. With these truths in mind, Southeastern Baptist Theological Seminary and Judson College at Southeastern (SEBTS) strive to create a learning environment that not only fosters excellence in education but also facilitates Christian growth. We desire to be a community whose conduct and reputation glorify God and serve as a witness to His goodness in all we do. Therefore, all students, faculty, and staff are expected to live according to the highest standards of Christian behavior.

In addition, to the above-mentioned Scriptural principles and motivations, SEBTS also strives to comply with federal regulations for learning communities such as the Drug-Free Schools and Communities Act Amendments of 1989 and the Drug-Free Workplace Act of 1988. The regulations require all schools and institutions of higher education to adopt and implement a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees on SEBTS property or as part of any SEBTS activity.

The Department of Education requires SEBTS by law to distribute this Drug and Alcohol Prevention Policy on an annual basis to all students and employees. If a student or employee has any questions regarding this policy or wishes to receive further

information on the institution's Drug-Free Schools and Communities Act and Drug-Free Workplace Act program, the student or employee should contact the Dean of Students Office or the Humans Resources Office.

Standards of Conduct

SEBTS supports and endorses the Federal Drug-Free Workplace Act of 1988 (41 USC § 701 et seq.) and the Drug-Free Schools and Communities Act amendments of 1989 (20 USC § 1145(g)). Pursuant to these Acts, the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, including illicit drugs or abuse of alcohol (as defined in these Acts) by an employee or student on the property of SEBTS or as part of any SEBTS activities is prohibited, and shall be subject to disciplinary action in accordance with applicable policies of the institution. For employees, SEBTS will take appropriate personnel action for such infractions, up to and including termination. Students who violate this policy will be subject to sanctions as set forth in the Student Handbook including suspension and expulsion from SEBTS.

In addition to these Acts, SEBTS upholds relevant conduct standards for its students, which the student covenant articulates. Any consumption of alcoholic beverages while matriculated as a student at SEBTS (college and/or seminary), which includes the regular semesters, fall, winter, spring, and summer breaks (even if not enrolled in classes for a semester), and any consumption of alcoholic beverages on or off campus (including campus housing) is considered unacceptable conduct and therefore, is strictly prohibited. Furthermore, the Student Handbook also prohibits any use, consumption, or possession of illegal drugs or controlled substances, or flagrant misuse of prescription drugs and the use of tobacco, marijuana, and/or marijuana related products (i.e. this would include but not be limited to mind-altering substances). SEBTS faculty and staff are also required to maintain these same standards. For the specific statement on SEBTS conduct standards for faculty and staff, please see the Faculty Handbook and the Employee Handbook.

As a condition of employment, all employees shall abide by the terms and conditions of 41 USC § 701 et seq. and 20 USC § 1145(g). As such, an employee must notify the institution of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. Such notice shall be provided in writing by the employee to the Director of Human Resources. SEBTS will, in turn, notify as appropriate, the applicable federal agency of the conviction within ten days of its receipt of notification of the conviction. For such conviction, SEBTS will take appropriate personnel action, up to and including termination, within thirty (30) days of receiving notice of such conviction. Employees may also be required to satisfactorily participate, at their expense, in a drug abuse assistance or rehabilitation program as approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency before being allowed to return to work, which may include drug and alcohol testing, as applicable. Employees may also be required to undergo reasonable suspicion drug and alcohol testing as part of this program. For purposes of this policy, a "conviction" means a finding of guilt (including a plea of nolo contendere) or imposition

of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

SEBTS complies with the Drug-Free Schools and Campuses Regulations that requires institutions of higher education to conduct a biennial review of their alcohol and drug programs and policies in order to analyze current trends, provide effectiveness and solutions, and to ensure that disciplinary sanctions are being enforced within the institution. All institutions of higher education receiving federal funds or financial assistance must develop and implement a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees.

Legal Sanctions

In addition to serious health risks, employees and students who violate drug laws face serious legal sanctions. Various local, state, and federal laws apply to the possession, use, and distribution of controlled substances. SEBTS will refer violations or proscribed conduct to appropriate authorities for prosecution.

The legal age for possession of alcohol in the State of North Carolina is 21. Minors who possess and consume alcohol and adults who supply alcohol to a minor are both subject to misdemeanor charges of probation and face potential sanctions including loss of driver's license, a fine starting at \$100 that can go up to \$1,000, community service, and/or jail time. Consumption of alcohol in North Carolina by anyone under the age of 21 is a Class 1 Misdemeanor. North Carolina General Statute 18B-302 states that to aid, abet, sell, or give alcoholic beverages to anyone under the age of 21, or to attempt to purchase alcohol under the age of 21, is a Class 1 Misdemeanor.

The use or possession of illegal drugs or controlled substances, tobacco products, marijuana and/or THC related products, or flagrant misuse of prescription drugs by students or faculty and staff at SEBTS is strictly prohibited.

It is illegal in North Carolina to possess, use, or sell drug paraphernalia (or to possess paraphernalia with the intent to do so). Paraphernalia includes such items used in growing, harvesting, processing, selling, storing, or using marijuana.

Using or possessing paraphernalia for heroin, cocaine, methamphetamines, LSD, PCP, opium, ecstasy, molly, unlawfully obtained prescription drugs, and any other drugs (except for marijuana) could result in a Class 1 Misdemeanor. Using or possessing paraphernalia for marijuana could result in a Class 3 Misdemeanor.

The North Carolina General Statute 90-86 North Carolina Controlled Substances Act makes it a crime to possess, sell, deliver, or manufacture drugs designated as "controlled substances," and these controlled substances are defined and placed into one of six categories called "schedules." Minimum punishments for violations and legal sanctions for North Carolina state law for the illegal use of controlled substances can be found in the North Carolina Controlled Substances Act.

The State of North Carolina has structured sentencing with judges permitted to impose a sentence within a prescribed range, depending on the class of the offense, the number of prior convictions, and the mitigating factors in the circumstances of the offense. The legal consequences can be found in the Drug Enforcement Administration of the US Department of Justice.

Federal drug laws apply to many situations including those which involve transporting illegal drugs on federal highways, across state lines, or via U.S. Mail.

Health Risks

Alcohol and drug abuse are harmful to one's physical, mental, and social well-being. Accidents and injuries are more likely to occur if alcohol and drugs are used. Alcohol and drug users can lose resistance to disease and destroy their health. Tolerance and psychological dependence can develop after sustained use of drugs. Alcoholism is the number one drug problem in the United States.

Alcoholism takes a toll on personal finances, health, social relationships, and families, and it can have significant legal consequences. Alcohol and drug abuse may cause an individual driving a motor vehicle to injure others and may subject the abuser to criminal prosecution. Drunk drivers are responsible for more than half of all traffic fatalities.

The major categories of drugs are listed below and include the significant health risks of each.

- ALCOHOL – Impairment of judgment and coordination, addiction, permanent damage to vital organs such as the brain and liver.
- CANNABIS (Marijuana, Hashish) – Impairment of memory and comprehension, paranoia and psychosis, lung and pulmonary damage, psychological dependence.
- COCAINE – Psychological and physical dependency, hallucinations, paranoia, seizures, cardiac arrest, respiratory failure.
- STIMULANTS (Amphetamines) – Loss of coordination, physical collapse, stroke, fever, heart failure, anxiety, hallucinations, paranoia.
- DEPRESSANTS (Barbiturates, Tranquilizers) – Respiratory depression, coma, death, physical and psychological dependence, convulsions.
- HALLUCINOGENS (Phencyclidine, Lysergic acid) – Memory problems, speech difficulty, mood disorders, violent behavior, paranoia, hallucinations, convulsions, coma, heart and lung failure.
- NARCOTICS (Heroin, Codeine, Morphine, Opium) – Nausea, convulsions, coma, possible death, dependence.
- STEROIDS – Liver cancer, psychological disorders, liver dysfunction, heart attack.

Counseling, Treatment, or Rehabilitation Programs

Employees or students with alcohol or other drug related problems are encouraged and, in some cases, may be required to utilize the services of private and community agencies including those specified below.

- Alcoholics Anonymous (Tri-County Intergroup AA) – (Raleigh Area) (919) 783-8214
- Bethel Colony of Mercy – (Lenoir Area) (828) 754-3781
- Converting Hearts Ministries – (Wake Forest) (919) 628-0315
- Freedom Farm Ministries – (Boone Area) (828) 202-5907
- G4 Ministries (The Summit Church) – (Raleigh/Durham Area) (919) 3837100
<https://summitchurch.com/counseling/g4-groups/>
- Grace Home for Women – (Santee, SC) (803) 854-9809
- Greater Piedmont Teen Challenge – (Greensboro Area) (336) 292-7795
- Hebron Colony Ministries – (Boone Area) (828) 963-4842

In any case where disciplinary action is deemed necessary for misconduct, SEBTS reserves the right to impose the most severe sanction including suspension, expulsion/dismissal, and prosecution.

Disciplinary Sanctions

SEBTS will impose disciplinary sanctions on students and employees who violate the above standards of conduct. Among the disciplinary sanctions which may be imposed on students are:

1. reprimand,
2. probation,
3. loss of privileges,
4. financial penalties,
5. suspension,
6. expulsion/dismissal, and
7. referral for prosecution.

Among the disciplinary sanctions which may be imposed on employees are:

1. oral warning,
2. written reprimand,
3. suspension,
4. termination, and
5. referral for prosecution.

Where it is determined to be in the best interest of the institution, the employee will be immediately discharged. SEBTS may require students and employees to satisfactorily complete an appropriate rehabilitation or assistance program.

Crime Statistics

The Department of Campus Security prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on our web site at http://www.sebts.edu/student-life/health-safety/Campus_Security.aspx. This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus and alternate sites along with various departments on the SEBTS campus.

Campus crime, arrest, and referral statistics include those reported to the Wake Forest Police Department and designated campus officials (including but not limited to directors, deans, department heads). Counseling professors and staff inform their clients of the procedures to report crimes on a voluntary or confidential basis, should they feel it is in the best interest of the client. A procedure is in place to anonymously capture crime statistics disclosed confidentially during such a session.

Each year, an e-mail notification is made to all enrolled students that provides the web site to access this report. Faculty and staff receive similar notifications. Copies of the report may also be obtained at the Department of Campus Security located in Broyhill Hall or by calling (919) 761-2206. All prospective employees may obtain a copy from Human Resources located on the third floor of Stealey Hall or by calling (919) 761-2209.

How to Report a Criminal Offense

Contact the Department of Campus Security at (919) 291-1903 (non-emergencies), the Wake Forest Police Department at (919) 556-9111, or dial 9-1-1- (emergencies only). Any suspicious activity or person seen in the parking lots or loitering around vehicles, inside buildings or around the Residential Halls should be reported to Campus Security. In addition, you may report a crime to the following areas:

Student Activities – Akin Center – (919) 761-2305
Dean of Students Office – Akin Center – (919) 761-2306
Financial Aid/Student Resources – Akin Center – (919) 761-2317
Discipleship and Spiritual Formation – Akin Center – (919) 761-2410
Human Resources – Stealey Hall – (919) 761-2209
Residence Life Office – Akin Center – (919) 761-2305

Voluntary Confidential Reporting

If you are the victim of a crime and do not want to pursue action within SEBTS or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Director of Campus Security or a designee can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, SEBTS can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert

the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution.

As a result of the negotiated rulemaking process which followed the signing into law, the 1998 amendments to 20 U.S.C. Section 1092 (f), clarification was given to those considered to be campus security authorities. Campus “Pastoral Counselors” and Campus “Professional Counselors”, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

Definitions:

Pastoral Counselor: An employee of an institution who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor: An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification.

Disclosures to Alleged Victims

SEBTS will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by SEBTS against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, SEBTS will provide the results of the disciplinary hearing to the victim’s next of kin, if so requested.

Campus Security Authority

Officers of SEBTS’ Department of Campus Security have the authority to ask persons for identification and to determine whether individuals have lawful business at SEBTS. SEBTS Security Officers have the authority to issue parking tickets, which are billed to financial accounts of students, faculty, and staff. Security Officers do not possess arrest power. Criminal incidents are referred to the local police who have jurisdiction on the campus. The Department of Campus Security maintains a highly professional working relationship with the Wake Forest Police Department. All crime victims and witnesses are strongly encouraged to immediately report the crime to the Department of Campus Security and the appropriate police agency. Prompt reporting will assure timely warning notices on-campus and timely disclosure of crime statistics.

The Department of Campus Security maintains a close working relationship with the Wake Forest Police Department (WFPD). Meetings are held between the leaders of these agencies on both a formal and informal basis. The Security Officers of SEBTS and the WFPD communicate regularly on the scene of incidents that occur in and around the campus area. SEBTS works closely with the investigative staff of the WFPD when incidents arise that require joint investigative efforts, resources, crime related reports

and exchanges of information, as deemed necessary. There is no written memorandum of understanding or memorandum of agreement between SEBTS and WFPD.

Annual Statistics

Southeastern Baptist Theological Seminary Crime Statistics Report

	2025			
Activity or Category	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0
Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	1	1	0	0
Motor Vehicle Theft	0	0	0	0
Arson	0	0	0	0
Dating Violence	0	0	0	0
Domestic Violence	0	0	0	0
Stalking	0	0	0	0
Arrests				
Arrest: Weapons: Carrying, Possessing, Etc.	0	0	0	1
Arrests: Drug Abuse Violations	0	0	0	0
Arrests: Liquor Law Violations	0	0	0	0
Referrals for Campus Discipline				
Disciplinary Referrals: Weapons: Carrying, Possessing, Etc.	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	0	0	0	0
Hate Crimes:				
Race	0			
Religion	0			
Sexual Orientation	0			
Gender	0			
Gender Identity	0			
Disability	0			
Ethnicity/National Origin	0			

Southeastern Baptist Theological Seminary Crime Statistics Report

	2024			
Activity or Category	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0
Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	1	0	0	0
Motor Vehicle Theft	0	0	0	0
Arson	0	0	0	0
Dating Violence	0	0	0	0
Domestic Violence	0	0	0	0
Stalking	0	0	0	0
Arrests				
Arrest: Weapons: Carrying, Possessing, Etc.	0	0	0	0
Arrests: Drug Abuse Violations	0	0	0	0
Arrests: Liquor Law Violations	0	0	0	0
Referrals for Campus Discipline				
Disciplinary Referrals: Weapons: Carrying, Possessing, Etc.	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	0	0	0	0
Disciplinary Referrals: Liquor Law Violations	0	0	0	0
Hate Crimes:				
Race	0			
Religion	0			
Sexual Orientation	0			
Gender	0			
Gender Identity	0			
Disability	0			
Ethnicity/National Origin	0			

Southeastern Baptist Theological Seminary Crime Statistics Report

	2023			
Activity or Category	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	0	0	0	0
Negligent Manslaughter	0	0	0	0
Rape	0	0	0	0
Fondling	0	0	0	0
Incest	0	0	0	0
Statutory Rape	0	0	0	0
Robbery	0	0	0	0
Aggravated Assault	0	0	0	0
Burglary	3	1	0	0
Motor Vehicle Theft	1	1	0	0
Arson	0	0	0	0
Dating Violence	0	0	0	0
Domestic Violence	0	0	0	0
Stalking	4	4	0	0
Arrests				
Arrest: Weapons: Carrying, Possessing, Etc.	0	0	0	0
Arrests: Drug Abuse Violations	1	0	0	0
Arrests: Liquor Law Violations	0	0	0	0
Referrals for Campus Discipline				
Disciplinary Referrals: Weapons: Carrying, Possessing, Etc.	0	0	0	0
Disciplinary Referrals: Drug Abuse Violations	1	0	0	0
Disciplinary Referrals: Liquor Law Violations	1	1	0	1
Hate Crimes:				
Race	0			
Religion	0			
Sexual Orientation	0			
Gender	0			
Gender Identity	0			
Disability	0			
Ethnicity/National Origin	0			

Definitions

When not in conflict with the Clery Act, the standards and definitions of the FBI's Uniform Crime Reporting program are used.

Murder and Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence: The killing of another person through gross negligence.

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

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

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

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

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Robbery: 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.

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 by means likely to produce death or great bodily harm.

Burglary: Unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle.

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.

Illegal Weapons Possession: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

Drug Law Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use.

Liquor Law Violations: The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Bias: A preformed negative opinion or attitude toward a group of persons based on their race, religion, disability, sexual orientation, ethnicity, gender or gender identity.

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

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.

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.

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.

Sexual Assault: Sexually abusing a person under any one of the following circumstances:

- a. Against their will by force, threat, intimidation, or trick;
- b. Within a two-year period more than one victim or with one victim on more than one occasion without consent;
- c. If the victim is an inmate and the offender is in a position of authority over the victim; or
- d. If the victim is a probationer, parolee, or pretrial defendant and the offender is in a position of authority over the victim.

Non-Campus: Any off-campus building or property owned or controlled by a student organization that is officially recognized by the SEBTS. Any off-campus building or

property owned or controlled by the SEBTS that is used in direct support of, or in relation to, the SEBTS's educational purpose and is frequently used by students.

NOTE: For SEBTS purposes, only Flaherty Farms falls under this category.

Public Property: Any public property within the campus, immediately adjacent to and accessible from the campus.

Residential Facilities: Any SEBTS owned building on campus that serves as a residence for students.

NOTE: For SEBTS purposes, this includes Bostwick, Goldston Hall, Lolley Hall, the duplexes, and McDowell since those are all on contiguous property of the SEBTS campus.

Local Police: Police agencies that have authority in the areas surrounding the campus or on campus when necessary. These agencies include, but are not limited to: Wake Forest Police Department; Wake County Sheriff's Office; North Carolina Highway Patrol.

NOTE: All SEBTS property is within the Town of Wake Forest City limits, so all criminal cases originating on SEBTS property are investigated by the WFPD.

Arrests: The physical arrest or issuing of a citation to a person accused of violating the law.

Referred for Disciplinary Action: The referral of a student who has violated the law to the Dean of Students for disciplinary action.

Unfounded: A complaint that is determined through police investigation to be false or baseless. In other words, no crime has occurred.

Number of Unfounded Crimes: 1

2025 Burglary report: Reported as Burglary, but police investigation determined the report was unfounded.

Hate Crimes

Hate crimes are those crimes that manifest evidence that the victim of said crime was intentionally targeted because of bias against race, gender / gender identity, religion, sexual orientation, ethnicity, disability, or national origin. Hate crimes are reported for the following crimes: Murder, Non-negligent Manslaughter, Sex Offenses, Non-Forcible Sex Offenses, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Destruction/Damage/vandalism of property, and any other crime involving bodily injury.

No hate crimes were reported to Campus Security or the WFPD for the years in question.

Annual Fire Safety Report

The Higher Education Opportunity Act (Public Law 110-315) was implemented in August 2008. It requires all academic institutions in the United States to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related on-campus statistics related to student housing. The following public disclosure report details all information required by this law as it relates to SEBTS.

All residence halls are protected by fire detection and alarm systems which are centrally monitored 24 hours per day, 7 days per week and 365 days per calendar year. All fire safety systems and equipment are strictly maintained and tested in accordance with applicable national standards.

All on-campus residents in the undergraduate dorms, including those with special needs, receive fire safety training at the beginning of each semester. Training on fire and life safety is also provided to all residential advisors. In addition, a quality control program that covers emergency and evacuation procedures is reviewed regularly. Fire drills are conducted each semester in all of the occupied undergraduate residence halls.

The Department of Campus Security monitors the status of all fire detection and fire suppression systems in residence halls. If a fire has occurred, it should be reported to Campus Security by calling (919) 291-1903.

Campus Security, along with the assistance of the local Wake Forest Fire Marshal and inspections done by an outside contractor, maintains all fire systems in accordance with local fire regulations. Any shortcomings are repaired immediately upon discovery and systems are upgraded, as needed or required.

Rules on Portable Electric Appliances, Smoking, and Open Flames in a Student Housing Facility

The Housing Department performs inspections of the dorms four times a year and inspections of other single housing twice a year. All inspections are announced. The inspections are primarily designed to find and eliminate safety violations. Students are required to read and comply with all Housing Agreements, which include the inspections and all other rules and regulations for residential buildings. The inspections include, but are not limited to, a visual examination of electrical cords, sprinkler heads, smoke detectors, fire extinguishers and other life safety systems.

In addition, each room will be examined for the presence of prohibited items (e.g., sources of open flames, such as candles; non-surge protected extension cords; halogen lamps; portable cooking appliances in non-kitchen areas; etc.) or prohibited activity (e.g., smoking in the room; tampering with life safety equipment; possession of pets; etc.). This inspection will also include a general assessment of food and waste storage and cleanliness of the room. Prohibited items will be immediately disabled with a locking device or confiscated and donated/discarded if found, without reimbursement.

Procedures for Student Housing Evacuation

In the event of a fire, SEBTS expects that all campus community members will evacuate by the nearest exit, closing doors and activating the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 and the Department of Campus Security. Students and/or staff are informed where to relocate to by staff if circumstance warrants at the time of the alarm. In the event a fire alarm sounds, SEBTS policy is that all occupants must evacuate from the building, closing doors as they leave. No training is provided to students or employees in firefighting or suppression activity as this is inherently dangerous and each community member's only duty is to exit safely and quickly, shutting doors along the exit path as they go to contain the spread of flames and smoke, and to activate the alarm as they exit. At no time should the closing of doors or the activation of the alarm delay the exit from the building.

Fire Safety Education

Fire safety education for all students living in on-campus student housing and all employees that have any association with on-campus student housing is conducted at the beginning of each semester during the orientation process. These programs are designed to: familiarize everyone with the fire safety system in each housing facility, train everyone on the procedures to be followed in case there is a fire and distribute information on the college's fire safety policies. During these programs, trainers emphasize that participating in fire drills is mandatory. Students with disabilities are given the option to have a "buddy" assigned to them.

Fire safety education and training programs are taught by the Department of Campus Security. If a fire occurs, students are instructed to leave hazardous areas per the evacuation routes and get to a predetermined location before calling 911 for help. They are to remain in that location so that the director of Student Life or someone from the Residence Life Office has documented that the student has left the building. RAs are instructed to pull the fire alarm as they are leaving the building if they can do so without risking their safety.

Where to Report a Fire

Per federal law, SEBTS is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. Listed below are the nonemergency numbers to call to report fires that have already been extinguished in on-campus student housing. These are fires for which you are unsure whether SEBTS may already be aware. If you find evidence of such a fire or if you hear about such a fire, please contact one of the following:

- Department of Campus Security: (919) 291-1903
- Student Life: (919) 761-2305
- Housing Department: (919) 761-2400

When calling, please provide as much information as possible about the location, date, time and cause of the fire.

At this time, there are no plans for improvements to the fire safety systems.

Fire Protection Systems

Building Name	Fire Alarm Monitoring	Full Sprinkler System	Smoke Detection	Fire Extinguishing Devices	Exit Signs and Evacuation Plans	Number of Fire Drills Each Calendar Year
Stealey Hall	X		X	X	X	1
Binkley Chapel				X	X	1
Akin Student Center	X		X	X	X	1
Stephens-Mackie Hall	X		X	X	X	1
Adams Hall	X		X	X	X	1
Appleby Hall				X	X	1
Denny Library	X		X	X	X	1
Lolley Hall	X		X	X	X	2
Jacumin-Simpson	X	X	X	X	X	1
Carson Hall	X	X	X	X	X	1
Bostwick Hall	X		X	X	X	1
Goldston Hall	X		X	X	X	2
Simmons Hall (Vacant)						
Broyhill Hall				X	X	1
Prince Building				X	X	1
Physical Plant				X	X	
Health Center				X	X	
Manor House				X		
Magnolia Hill	X		X	X		
Duplex Apartments (Judson, Rice, West Pine)			X			
McDowell Apartments			X			
Fletcher Village Apartments			X			
Flaherty Farms Apartments		X	X	X		

Fire Statistics

2025

Building Name	Total Fires	Date/Time	Location	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Stealey Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Binkley Chapel	0	N/A	N/A	N/A	N/A	N/A	N/A
Akin Student Center	0	N/A	N/A	N/A	N/A	N/A	N/A
Stephens-Mackie Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Adams Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Appleby Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Denny Library	0	N/A	N/A	N/A	N/A	N/A	N/A
Lolley Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Jacumin-Simpson	0	N/A	N/A	N/A	N/A	N/A	N/A
Carson Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Bostwick Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Goldston Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Simmons Hall (Vacant)	0	N/A	N/A	N/A	N/A	N/A	N/A
Broyhill Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Prince Building	0	N/A	N/A	N/A	N/A	N/A	N/A
Physical Plant	0	N/A	N/A	N/A	N/A	N/A	N/A
Health Center	0	N/A	N/A	N/A	N/A	N/A	N/A
Manor House	0	N/A	N/A	N/A	N/A	N/A	N/A
Magnolia Hill	0	N/A	N/A	N/A	N/A	N/A	N/A
Duplex Apartments (Judson, Rice, West Pine)	0	N/A	N/A	N/A	N/A	N/A	N/A
McDowell Apartments	0	N/A	N/A	N/A	N/A	N/A	N/A
Fletcher Village Apartments	0	N/A	N/A	N/A	N/A	N/A	N/A
Flaherty Farms Apartments	0	N/A	N/A	N/A	N/A	N/A	N/A

2024

Building Name	Total Fires	Date/Time	Location	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Stealey Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Binkley Chapel	1	9/23, 08:42	Room 104	Cord overheated	0	0	\$250
Ledford Student Center	0	N/A	N/A	N/A	N/A	N/A	N/A
Stephens-Mackie Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Adams Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Appleby Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Denny Library	0	N/A	N/A	N/A	N/A	N/A	N/A
Lolley Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Jacumin-Simpson	0	N/A	N/A	N/A	N/A	N/A	N/A
Carson Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Bostwick Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Goldston Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Simmons Hall (Vacant)	0	N/A	N/A	N/A	N/A	N/A	N/A
Broyhill Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Prince Building	0	N/A	N/A	N/A	N/A	N/A	N/A
Physical Plant	0	N/A	N/A	N/A	N/A	N/A	N/A
Health Center	0	N/A	N/A	N/A	N/A	N/A	N/A
Manor House	0	N/A	N/A	N/A	N/A	N/A	N/A
Magnolia Hill	0	N/A	N/A	N/A	N/A	N/A	N/A
Duplex Apartments (Judson, Rice, West Pine)	0	N/A	N/A	N/A	N/A	N/A	N/A
McDowell Apartments	0	N/A	N/A	N/A	N/A	N/A	N/A
Fletcher Village Apartments	1	5/27, 12:50	Oven	Food leaking	0	0	\$400
Flaherty Farms Apartments	0	N/A	N/A	N/A	N/A	N/A	N/A

2023

Building Name	Total Fires	Date/Time	Location	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Stealey Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Binkley Chapel	0	N/A	N/A	N/A	N/A	N/A	N/A
Ledford Student Center	0	N/A	N/A	N/A	N/A	N/A	N/A
Stephens-Mackie Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Adams Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Appleby Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Denny Library	0	N/A	N/A	N/A	N/A	N/A	N/A
Lolley Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Jacumin-Simpson	0	N/A	N/A	N/A	N/A	N/A	N/A
Carson Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Bostwick Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Goldston Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Simmons Hall (Vacant)	0	N/A	N/A	N/A	N/A	N/A	N/A
Broyhill Hall	0	N/A	N/A	N/A	N/A	N/A	N/A
Prince Building	0	N/A	N/A	N/A	N/A	N/A	N/A
Physical Plant	0	N/A	N/A	N/A	N/A	N/A	N/A
Health Center	0	N/A	N/A	N/A	N/A	N/A	N/A
Manor House	0	N/A	N/A	N/A	N/A	N/A	N/A
Magnolia Hill	0	N/A	N/A	N/A	N/A	N/A	N/A
Duplex Apartments (Judson, Rice, West Pine)	0	N/A	N/A	N/A	N/A	N/A	N/A
McDowell Apartments	0	N/A	N/A	N/A	N/A	N/A	N/A
Fletcher Village Apartments	0	N/A	N/A	N/A	N/A	N/A	N/A
Flaherty Farms Apartments	0	N/A	N/A	N/A	N/A	N/A	N/A

Missing Students

If a member of the SEBTS community has reason to believe that a student who resides in on-campus housing is missing, he or she should **immediately** notify the Department of Campus Security at (919) 291-1903. Campus Security will contact the Wake Forest Police Department within 24 hours if they have not been contacted already to investigate and generate a missing person report.

In addition to registering a general emergency contact, students residing in on-campus housing have the option to identify confidentially an individual to be contacted by SEBTS in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, SEBTS will notify that individual no later than 24 hours after the student is determined to be missing. A student who wishes to identify a confidential contact can do so each semester through the registration process. A student's confidential contact information will be accessible only by authorized campus officials and law enforcement in the course of the investigation.

After investigating the report of a missing person, should the WFPD determine that the student has been missing for 24 hours, SEBTS will notify the student's emergency contact as soon as it is determined the student is missing. If the missing student is under the age of 18 and not emancipated, SEBTS will notify the student's parent or legal guardian immediately after SEBTS has determined that the student is missing.

SEBTS shall follow all reporting and investigatory laws when dealing with missing persons.

Sexual Assault Policies

Education Programs

SEBTS offers training during orientation on Sex Offense Awareness and Prevention. Training is also offered to incoming students and new employees on Sexual Harassment Awareness and Prevention. These training programs are also available on SEBTS' website under Department of Campus Security located under Campus Life. The direct link to this site is: <http://www.sebts.edu/community-life/CampusSecurity.aspx>.

Sexual Harassment Policy (from Employee Handbook):

17.0 SEXUAL AND OTHER UNLAWFUL FORMS OF HARASSMENT

SEBTS prohibits any form of sexual and other unlawful harassment involving any of its employees in the employment relationship. Harassment, retaliation, coercion, interference, or intimidation of an employee due to his or her legally protected status or characteristic, or that of an employee's relatives, friends, or

associates, is strictly forbidden. This policy is part of SEBTS' efforts to maintain a workplace free of harassment for its employees.

17.1 Sexual Harassment

Sexual harassment does not require physical contact, but can be any type of unwelcome conduct. It includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to the conduct is made a term or condition of an individual's employment (either explicitly or implicitly), when submission to or rejection of the conduct is used as the basis for employment decisions affecting the individual, or when the conduct is sufficiently severe, persistent, or pervasive to interfere with an individual's work performance or to create an intimidating, hostile, or offensive working environment.

17.2 Other Unlawful Harassment

Other unlawful harassment may consist of verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her legally protected status or characteristic, or that of his or her relatives, friends, or associates, and has the purpose or effect of creating an intimidating, hostile, or offensive work environment; has the purpose or effect of interfering unreasonably with an individual's work; or otherwise adversely affects an individual's employment opportunities.

17.3 Prohibitions

Any act, comment, or behavior that constitutes sexual or other unlawful harassment is strictly prohibited and will not be tolerated of any employee, either on or off SEBTS' premises. For purposes of this policy, this includes but is not limited to: slurs, jokes, or other verbal, graphic, or physical conduct relating to an individual's legally protected status or characteristic. This prohibition covers not only the relationships between employees of SEBTS, but also each employee's relationship with the employees of other companies encountered in the course of performing the duties of his or her job.

17.4 Reports and Investigations

Employees, without any fear of reprisal, should bring any form of sexual or other unlawful harassment (whether by a co-worker or someone else encountered while performing their job duties) to the attention of their supervisor. All supervisors who receive a complaint of sexual or other unlawful harassment should immediately contact Human Resources Office. If for some reason an employee does not feel comfortable reporting harassment to his or her supervisor, the employee should feel free to report the harassment to the next higher supervisor in the reporting chain, another member of management, or the Human Resources Office. Upon receipt of an allegation of harassment, SEBTS will

promptly begin an investigation into the circumstances of the incident and the alleged harassment. Any person who becomes aware of an incident of sexual or other unlawful harassment, whether by witnessing the incident or being told of it, should report it immediately to the Human Resources Office.

SEBTS will keep all information relating to harassment allegations and investigations as confidential as possible under the circumstances.

17.5 Corrective and/or Disciplinary Action

Following SEBTS' investigation, a review of the results of the investigation with the person(s) involved will be conducted and appropriate corrective and/or disciplinary action will be taken, which may result in immediate termination of employment for employees who are determined to have engaged in sexual or other unlawful harassment, conduct approaching sexual or other unlawful harassment, or other conduct that violates SEBTS' policy. Be advised that disciplinary action, up to and including termination, will be taken against any employee engaging in sexual or other unlawful harassment.

17.6 Protection Against Retaliation

SEBTS will not in any way retaliate against an individual who makes a report of harassment in good faith or who assists in an investigation. Retaliation is a serious violation of this harassment policy and should be reported immediately. Any employee found to have retaliated against another employee in violation of this policy will be subject to disciplinary action, up to and including termination.

Sexual Harassment, Discrimination, and Assault

SEBTS is committed to providing students and employees with an environment free from all forms of sex-based discrimination, which can include acts of sexual violence, sexual misconduct and disrespect for one another. Non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, sexual harassment, dating violence, domestic violence, and stalking are all prohibited at SEBTS. All members of the SEBTS community are expected to treat everyone with a spirit of Christian love, mutual respect, and individual dignity.

SEBTS provides educational and spiritual programming to promote our commitment to biblical principles of abstinence and purity.

SEBTS prohibits all of the following crimes as defined by the *Clery Act*:

Sex-Based Misconduct Offense categories include, but are not limited to,

- Sexual Harassment; Sexual Exploitation; Sexual Assault
- Non-Consensual Sexual Contact (or attempts to commit same)
- Non-Consensual Sexual Intercourse (or attempts to commit same)

Other Misconduct Offenses when based on sex or gender include, but are not limited to,

- Bullying
- Domestic Violence
- Dating Violence
- Stalking

Risk Reduction Tips

SEBTS believes that consistent with the principles of SEBTS, it is wisest to abstain from behavior that could potentially lead to harm to oneself as well as others (i.e. sexual immorality, consumption of alcohol). Additionally, it is more beneficial to prevent crimes than to react after the fact. Below you will find some general safety tips to reduce the risk of experiencing a non-consensual sexual act and avoid committing a non-consensual sexual act:

- Watch out for your friends and have your friends watch out for you. A real friend will challenge you if you are about to make a mistake. Respect them when they do.
- Trust your instincts.
- Be aware of your surroundings.
- Avoid isolated areas and walk or jog with a friend.
- Make sure your cell phone is charged and accessible.
- If you suspect you or a friend has been drugged, contact law enforcement immediately.
- Tell a friend where you are going and when you will return.
- Make your limits known as early as possible.
- Tell a sexual aggressor “NO” clearly and firmly.
- Do not share intimate content, pictures, images and videos with others, even those you may trust. If you do share, clarify your expectations as to how or if those images may be used, shared, or disseminated.
- Always clearly communicate your intentions and give others a chance to clearly relate their intentions to you.
- Understand and respect personal boundaries.
- DON’T MAKE ASSUMPTIONS about consent; about someone’s sexuality, about whether they are attracted to you; about how far is appropriate to go or about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity, then you DO NOT have consent.
- Mixed messages are a clear indication that you should stop.
- Never take advantage of someone’s altered state due to substance, or otherwise.
- Realize that someone could feel intimidated by you. You may have a power advantage simply because of your gender or physical presence.
- Understand that consent to some form of behavior does not automatically imply consent to any other forms of sexual behavior.
- Silence, passivity, or non-responsiveness cannot be interpreted as an indication of consent. Pay attention to verbal and non-verbal communication and body language.

Sexual Misconduct Definitions

Consent - informed, mutually understandable words or actions (freely and actively given), which indicate a willingness to participate in mutually agreed upon act or purpose. It is voluntary and active, not passive. Effective consent may never be given by: minors, mentally disabled persons, and persons who are incapacitated as a result of alcohol or other drugs or who are unconscious or otherwise physically helpless. Use of alcohol or other drugs will never function to excuse behavior that violates this policy. Silence, by itself, cannot constitute consent. Consent to one sexual act does not constitute or imply consent to future acts. Consent is required regardless of the parties' relationship or history together.

Hostile Environment (harassment) – occurs when unwelcome conduct of a sexual nature is sufficiently serious that it affects a student's ability to participate in or benefit from an education program or activity, or creates an intimidating, threatening or abusive educational environment. A hostile environment can be created by a school employee, another student, or even someone visiting the school, such as a student or employee from another school.

Quid Pro Quo (harassment) - occurs when a school employee causes a student to believe that he or she must submit to unwelcome sexual conduct in order to participate in a school program or activity. It can also occur when an employee causes a student to believe that the employee will make an educational decision based on whether or not the student submits to unwelcome sexual conduct. For example, when a teacher threatens to fail a student unless the student agrees to date the teacher, it is quid pro quo harassment.

Incapacitation - a state where one cannot make a rational, reasonable decision because they lack the ability to understand the who, what, when, where, why or how of their (sexual) interaction.

Retaliation - action taken by an accused individual or an action taken by a third party or a group of people against any person because that person has opposed any practices prohibited under this policy or because that person has filed a complaint, testified, assisted, or participated in any manner in an investigation or proceeding under this policy. This includes action taken against a bystander who intervened to stop or attempt to stop discrimination, harassment, or sexual misconduct. Retaliation includes intimidating, threatening, coercing, discouraging or in any way discriminating against an individual because of the individual's complaint or participation in the complaint process. Action is generally deemed retaliatory if it would deter a reasonable person in the same circumstances from opposing practices prohibited by this policy.

Reporting Party – any person who brings forth information to the institution regarding a potential violation of this policy, whether or not they are the alleged victim, is considered a reporting party for purposes of this policy.

Sexual Assault - any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault are sexual activities as forced sexual intercourse, forcible sodomy, child molestation, incest, fondling, and attempted rape.

Sex-Based Misconduct Offenses

1. Sexual Harassment; Sexual Exploitation

Sexual harassment is unwelcome, gender-based verbal or physical conduct that is sufficiently severe, persistent or pervasive that it either:

- Unreasonably interferes with, denies or limits someone's ability to participate in or benefit from the SEBTS's educational program and/or activities, and/or
- Based on power differentials (*quid pro quo*), the creation of a hostile environment or retaliation.

The following factors will be considered in determining harassment:

- Perspective of the individual being harassed;
- Perspective of a reasonable person in a similar situation;
- The degree to which the conduct affected one or more students' education or individual employment;
- Nature, scope, frequency, duration and location of the incident or incidents;
- Identity, number and relationships of the persons involved; and
- Nature of higher education.

Sexual exploitation occurs when someone takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited and that behavior does not otherwise constitute one of the other sex-based misconduct offenses. Examples of sexual exploitation include, but are not limited to:

- Invasion of sexual privacy;
- Prostituting another student;
- Non-consensual video, audio-taping, or cyber or social media exposure of genitalia or sexual activity;
- Engaging in voyeurism;
- Exposing one's genitals in non-consensual circumstances; inducing another to expose their genitals;
- Sexually based stalking and/or bullying.

2. Non-Consensual Sexual Contact (or attempts to commit same)

Non-consensual sexual contact is:

- Any intentional sexual touching,
- However slight,
- With any object,

- By a man or woman upon a man or a woman,
- That is without consent and/or by force.

Sexual contact includes intentional contact with the breasts, buttocks, groin, genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts. It also includes any intentional bodily contact in a sexual manner, though not involving contact with aforementioned body parts. This category can also include, but is not limited to, pervasive verbal sexual harassment or egregious sexual exploitation.

3. Non-Consensual Sexual Intercourse (or attempts to commit same)

Non-consensual sexual intercourse is:

- Any sexual intercourse;
- However slight,
- With any object,
- By a man or woman upon a man or a woman,
- That is without consent.

Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, and oral copulation, no matter how slight the penetration or contact. This includes sexual assault in consideration of the following areas:

a. Non-violent

- No evidence of the use of force;
- Significant discrepancy or dispute of consent.

b. Mitigating factors

- Alleged mutual incapacitation;
- No previous offenses or conduct history;
- Uncooperative victim;
- Previous consenting sexual relationship.

c. Aggravating factors • Previous record of sex-based misconduct;

- Evidence of the use of force;
- Egregious contact or assault;
- Multiple victims

Other Misconduct Offenses When Based on Sex or Gender

• Bullying

Repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally.

• Domestic Violence

Crime of violence committed against a current or former spouse, someone similarly situated, a co-parent, or an adult or youth protected under state domestic or family violence laws.

- Dating Violence
Violence by a person who is or has been in a social relationship of a romantic or intimate nature.
- Stalking
A course of conduct directed at a specific person that would cause a reasonable person to fear for their safety, the safety of others or suffer substantial emotional stress.

Sex Offender Registry

On October 28, 2002 the Campus Sex Crimes Prevention Act went into effect. This law requires institutions of higher education to issue a statement advising the campus community where information on the identity and location of registered sex offenders may be obtained. This law also requires registered sex offenders to provide notice to each institution of higher education of their status as a registered sex offender if that person is employed, carries on a vocation, volunteers' services or is a student.

Information about the sex offender registry can be found at:

<http://sexoffender.ncsbi.gov/>.

Preventing and Responding to Sex Offenses

SEBTS educates the student community about sexual assaults and date rape through mandatory orientations each fall and spring. The Department of Campus Security offers sexual assault education and information programs to students and employees upon request.

If you are a victim of a sexual assault, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. The Department of Campus Security strongly advocates that a victim of sexual assault reports the incident in a timely manner. Time is a critical factor for evidence collection and preservation. An assault should be reported directly to a Campus Security officer and/or to a Housing and Residential Education representative. Filing a report with a Campus Security officer will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. Filing a report will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim;
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam);
- Assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

When a sexual assault victim contacts the Department of Campus Security, the Wake Forest Police Department will be notified as well. A representative from the Housing

Department and Student Life will also be notified. The victim of a sexual assault may choose for the investigation to be pursued through the criminal justice system and SEBTS, or only the latter. A SEBTS representative will guide the victim through the available options and support the victim in his or her decision. Various counseling options are available from SEBTS through the Student Life Office. Counseling and support services outside SEBTS can also be obtained.

SEBTS disciplinary proceedings, as well as special guidelines for cases involving sexual misconduct, are detailed in the Student Handbook. The Handbook provides, in part, that the accused and the victim will each be allowed to choose one person who has had no formal legal training to accompany them throughout the hearing. Both the victim and accused will be informed of the outcome of the hearing. A student found guilty of violating SEBTS' sexual misconduct policy could be criminally prosecuted and may be suspended or expelled from SEBTS for the first offense. Student victims have the option to change their academic and/or on-campus living situations after an alleged sexual assault, if such changes are reasonably available.

Violence Against Women Act (VAWA)

Sexual Misconduct

SEBTS prohibits sexually violent acts, which can be crimes as well. Sexual misconduct includes non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, interpersonal/relationship violence, sex/gender-based stalking, and sexual harassment. While SEBTS may utilize different standards and definitions than the State of North Carolina, sexual misconduct often overlaps with the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence. Victims of these behaviors are protected by federal laws, specifically Title IX, and the Clery Act, which mandates the contents of this report.

It is the policy of SEBTS to notify local law enforcement when sexual misconduct occurs, typically without providing identifying information about the incident, unless a victim wishes that information to be shared, or an emergency requires disclosure. If requested, campus officials can facilitate reporting to local law enforcement, but may also respect a victim's request not to do so.

In an effort to reduce the risk of sexual misconduct as well as the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, and domestic violence occurring among its students, SEBTS utilizes a range of campaigns, strategies, and initiatives to promote awareness, educational, risk reduction, and prevention programming.

It is the policy of SEBTS to offer programming to identify and prevent domestic violence, dating violence, sexual assault (including stranger and known offender assaults), and stalking each year. Educational programs are offered to raise awareness for all incoming students and employees, and are often conducted during new student and new employee orientation and throughout an incoming student's first semester. Programs and other campaigns offered throughout the year to all students and employees include strong messages regarding not just awareness, but also primary prevention (including normative messaging, environmental management, and bystander intervention), and discuss institutional policies on sexual misconduct as well as North Carolina legal definitions of domestic violence, dating violence, sexual assault, stalking, and consent in reference to sexual activity. Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches.

Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, identifying allies, and/or creating distractions. Bystander empowerment training highlights the need for those who intervene to ensure their own safety in the intervention techniques they choose, and motivates them to intervene as stakeholders in the safety of the community when others might choose to be bystanders.

In the event that sexual misconduct, gender-based violence, or the crimes of sexual assault, stalking, dating violence, or domestic violence do occur, SEBTS takes the matter very seriously. SEBTS employs interim protection measures such as interim suspensions and/or no contact orders in any case where a student's behavior represents a risk of violence, threat, pattern, or predation. If a student is accused of sexual misconduct, other gender-based violence, or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, s/he is subject to action in accordance with the student handbook. A student wishing to officially report such an incident may do so by contacting Campus Security or Student Life. Anyone with knowledge about sexual misconduct, gender-based violence, or the crimes of rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence is encouraged to report it immediately. Protective measures for victims are available from the campus whether a victim chooses to report to local law enforcement or campus authorities, and irrespective of whether a victim pursues a formal complaint through the SEBTS resolution process.

If you are the victim of sexual misconduct, gender-based violence, or the crimes of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, some or all of these safety suggestions may guide you after an incident has occurred:

1. Go to a safe place and speak with someone you trust. Tell this person what happened. If there is any immediate danger, contact Campus Security if you are on campus or call 911 if you are off campus.
2. Consider securing immediate professional support (e.g., counseling, victim advocacy, medical services, etc.) to assist you in the crisis.
3. If you are on campus, you may go to Campus Security in Broyhill Hall or Student Life in Akin for support and guidance.
4. For your safety and well-being, immediate medical attention is encouraged. Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault. The hospital will arrange for a specific medical examination at no charge or can work with you to arrange state reimbursement.
 - To preserve evidence, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate, or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.
 - Typically, if police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather bedding, linens or unlaundered

clothing, and any other pertinent articles that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in transmission of items of evidence, such as to the hospital, secure them in a clean paper bag or clean sheet to avoid contamination.

- If you have physical injuries, photograph or have them photographed, with a date stamp on the photo.
- Record the names of any witnesses and their contact information. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation.
- Try to memorize details (e.g., physical description, names, license plate number, car description, etc.), or even better, write notes to remind you of details, if you have time and the ability to do so.
- If you obtain external orders of protection (e.g., restraining orders, injunctions, protection from abuse), please notify Campus Security or the campus Title IX Coordinator so that those orders can be observed on campus.

5. Even after the immediate crisis has passed, consider seeking support from campus counseling services and/or other local victim assistant programs.

6. Contact the Director of Campus Security if you need assistance with concerns, such as no-contact orders or other protective measures. SEBTS is able to offer reasonable academic supports, changes to living arrangements, transportation resources or modifications, escorts, no contact orders, counseling services access, and other supports and resources as needed by a victim. SEBTS is able to offer information about legal assistance, visa/immigration assistance, and student financial aid considerations for victims.

LEGAL DEFINITIONS

Rape is generally defined by states as forced sexual intercourse. It may also include situations where the victim is incapable of giving consent due to incapacitation by means of disability or alcohol or other drugs. Many rapes are committed by someone the victim knows, such as a date or friend.

Under North Carolina State law, First-Degree Rape is defined as: a person forces the victim to have non-consensual sex, and either:

- possesses a deadly weapon,
 - inflicts serious injury upon the victim,
 - or is aided by one or more other persons.
- Second-Degree Rape: a person forces a victim to have non-consensual sex, and the victim is incapable of giving consent because of:

- a mental disability
- or incapacitation,
- or physical helplessness.

OTHER SEXUAL OFFENSES

Other sexual offenses include the following: sodomy (forced anal intercourse); oral copulation (forced oral-genital contact); rape by a foreign object (forced penetration by a foreign object, including a finger); and sexual battery (the unwanted touching of an intimate part of another person for the purpose of sexual arousal).

Sexual Harassment

Sexual harassment is a form of misconduct that undermines the integrity of the academic environment. It is the policy of SEBTS that sexual harassment is prohibited. All members of the SEBTS community, especially officers, faculty, and other individuals who exercise supervisory authority, have an obligation to promote an environment that is free of sexual harassment. Any complaints or inquiries regarding sexual harassment of a student by an officer, faculty member, or staff member should be brought to the immediate attention of the Director of Campus Security or the Human Resources Director. Any complaints or inquiries regarding sexual harassment of a student by another student should be brought to the immediate attention of Campus Security of Student Life. SEBTS will investigate such claims promptly and thoroughly. If, for any reason, a student wishes to complain or inquire regarding sexual harassment, but feels it would not be appropriate to raise such issues with the positions named above, the student may inquire or complain to any Department Chair or any officer of SEBTS at the level of Vice President or above, and such inquiries or complaints will receive a prompt and thorough investigation. If harassment is established, SEBTS will discipline the offender. Disciplinary action for violations of this policy can range from verbal or written warnings, up to and including immediate termination from employment or dismissal from SEBTS for serious or repeated violations.

Sex Offenders

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 and the Family Educational Rights and Privacy Act of 1974, SEBTS is providing a link to the NC State Sex Offender Registry. All sex offenders are required to register in the state of North Carolina and to provide notice of each institution of higher education in North Carolina at which the person is employed, carries out a vocation, or is a student. The NC State Sex Offender Registry can be found here: <https://sexoffender.ncsbi.gov/disclaimer.aspx>.

In addition to the above notice to the State of North Carolina, all sex offenders are required to deliver written notice of their status as a sex offender to SEBTS' Admissions Department or Human Resources prior to their enrollment in, employment with,

volunteering at, or residence at SEBTS. Such notification may be disseminated by SEBTS to, and for the safety and well-being of, the SEBTS community, and may be considered by SEBTS for enrollment and discipline purposes.

CAMPUS PROCEDURES FOR ADDRESSING SEXUAL MISCONDUCT, DATING VIOLENCE, DOMESTIC VIOLENCE, STALKING, SEXUAL HARASSMENT, AND OTHER ACTS OF SEX AND GENDER DISCRIMINATION

For offenses including sexual misconduct or other gender based violence, which typically include the crimes of domestic violence, dating violence, sexual harassment, sexual misconduct, and stalking, sanctions range from warning to expulsion. Serious and violent incidents and acts of non-consensual sexual intercourse (the policy equivalent to the crime of rape) usually result in suspension, expulsion, or termination of employment. Lying to investigators (and/or failing to participate in an investigation) can result in additional consequences under SEBTS policies.

Procedurally, when SEBTS receives a report of sexual misconduct, gender-based violence, or other sex or gender discrimination, the campus Title IX Coordinator is notified. If the victim wishes to access local community agencies and/or law enforcement for support, SEBTS will assist the victim in making these contacts. The Title IX Coordinator will offer assistance to victims in the form of interim or long-term measures such as opportunities for academic accommodations; changes in housing for the victim or the responding student; visa and immigration assistance; changes in working situations; and other assistance as may be appropriate and available on campus or in the community (such as no contact orders, campus escorts, transportation assistance, targeted interventions, etc.). If the victim so desires, that individual will be connected with a counselor on or off campus, as well as an on or off campus victim's advocate. No victim is required to take advantage of these services and resources, but SEBTS provides them in the hopes of offering help and support without condition or qualification. A summary of rights, options, supports, and procedures is provided to all victims, whether they are students, employees, guests, or visitors.

When appropriate upon receipt of notice, the Title IX Coordinator will cause a prompt, fair, and impartial process to be initiated, commencing with an investigation, which may lead to the imposition of sanctions based upon a preponderance of evidence (what is more likely than not), upon a responding student or other accused individual.

Procedures detailing the investigation and resolution processes of SEBTS can be found online here: <https://www.sebts.edu/about/title-ix.aspx>. The Coordinator is ultimately responsible for assuring in all cases that the behavior is brought to an end, that SEBTS acts to reasonably prevent its recurrence, and the effects on the victim and the community are remedied. The Coordinator is also responsible for assuring that training is conducted annually for all advocates, investigators, hearing officers, panelists, and appeals officers that encompass a hearing process that protects the safety of victims and promotes accountability. Training will focus on sexual misconduct, domestic violence,

dating violence, sexual assault, stalking, sexual harassment, retaliation, and other behaviors that can be forms of sex or gender discrimination covered by Title IX and Clery Act. Training will help those decision-makers in the process of protecting the safety of victims and promoting accountability for those who commit offenses.

The investigation and records of the resolution conducted by SEBTS are maintained confidentially. Information is shared internally between administrators who need to know, but a tight circle is kept. Where information must be shared to permit the investigation to move forward, the person bringing the accusation will be informed. Privacy of the records specific to the investigation is maintained in accordance with North Carolina law and the federal FERPA statute. Any public release of information needed to comply with the open crime logs or timely warning provisions of the Clery Act will not include the names of victim or information that could easily lead to a victim's identification. Additionally, SEBTS maintains privacy in relation to any accommodations or protective measures afforded to a victim, except to the extent necessary to provide the accommodations and/or protective measures. Typically, if faculty members or administrators are asked to provide accommodations for a specific student, they are told that such accommodations are necessary under Title IX or the Clery Act, but they are not given any details of the incident, or what kind of incident it is. Irrespective of state law or public records access provisions, information about victims is maintained privately in accordance with Title IX and FERPA.

In any complaint of sexual misconduct, sexual assault, stalking, dating violence, domestic violence, or other sex or gender-based discrimination covered under the federal law, Title IX, the person bringing the accusation and the responding party are entitled to the same opportunities for a support person of their choice throughout and to fully participate in the process, including any meeting, conference, hearing, appeal, or other procedural action. Once complete, the parties will be informed, in writing, of the outcome, including the finding, the sanctions (if any), and the rationale thereof. Delivery of this outcome to the parties will occur without undue delay between notifications. All parties will be informed of SEBTS' appeal processes, and their rights to exercise a request for appeal. Should any change in outcome occur prior to finalization, all parties will be timely informed in writing, and will be notified when the results of the resolution process become final.

Both Title IX and the Clery Act provide protections for whistleblowers who bring allegations of non-compliance with the Clery Act and/or Title IX to the attention of appropriate campus administrators. SEBTS does not retaliate against those who raise concerns of non-compliance. Any concerns should be brought to the immediate attention of the campus Title IX Coordinator and/or to officials of the U.S. Department of Education.

Reporting of statistics under the Clery Act uses federal offenses definitions that allow comparability across campuses, regardless of the state in which the campus is located. These definitions are as follows:

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

A. Fondling — The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

B. Incest — Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

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

A. The existence of such a relationship shall be determined 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.

B. For the purposes of this definition:

i. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

ii. Dating violence does not include acts covered under the definition of domestic violence.

C. For the purposes of complying with the requirements of this section and § 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Domestic Violence: A felony or misdemeanor crime of violence committed:

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

B. By a person with whom the victim shares a child in common;

C. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;

D. 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

E. By any other person against an adult or youth victim who is protected

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

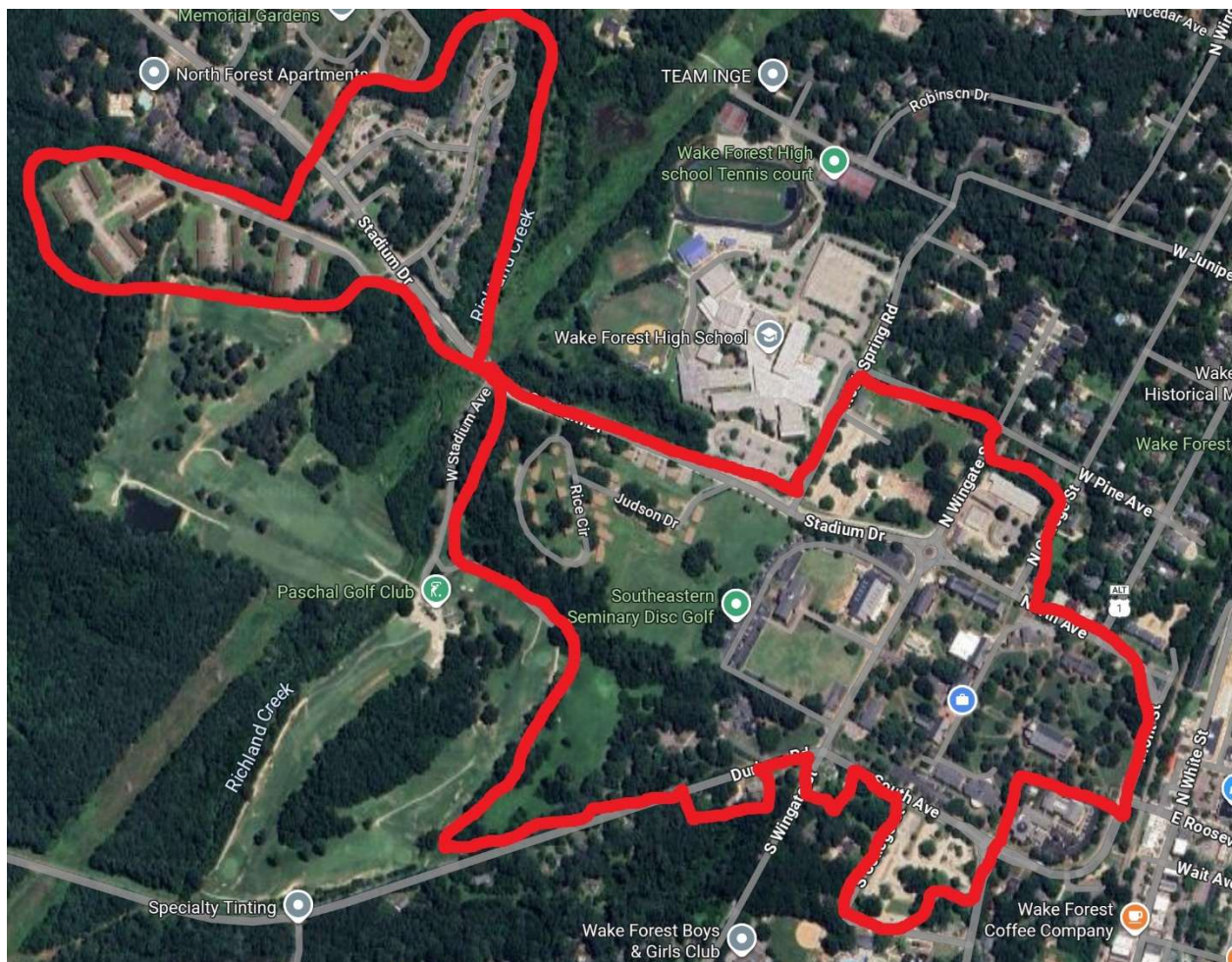
A. Fear for the person's safety or the safety of others; or

B. Suffer substantial emotional distress.

C. For the purposes of this definition, course of conduct means two or more acts, including, but not limited to, acts in 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.

Clery Geography Definitions and Corresponding SEBTS Property:

On-Campus: Any building or property owned or controlled by SEBTS within the same reasonably contiguous geographic area and used by SEBTS in direct support of, or in any manner related to, the institution's educational purposes, including residence halls. Additionally, any building or property reasonably contiguous that is owned by SEBTS, but controlled by another, is frequently used by students, and supports institutional purposes.



Non-Campus: Any off-campus building or property owned or controlled by a student organization that is officially recognized by SEBTS. Any off-campus building or property owned or controlled by SEBTS that is used in direct support of, or in relation to, the SEBTS's educational purpose and is frequently used by students.

At this time, the only non-campus property is Flaherty Farms which is located about three miles from the main campus.





Public Property: Any public property within the campus, immediately adjacent to and accessible from the campus.

Residential Facilities: Any SEBTS owned building on campus that serves as a residence for students.

These include Bostwick Hall Apartments:



The Duplexes:



Goldston Hall Dorm:



McDowell Townhomes:



Fletcher Village:

