



ILLINOIS EASTERN COMMUNITY COLLEGES

2026 Annual Security Report



Our mission is to deliver exceptional education and services to improve the lives of our students and to strengthen our communities.

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Introduction

The Annual Security Report of Illinois Eastern Community College District 529 (IECC, also referred to as the District) is prepared in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, codified at 20 U.S.C. § 1092(f), as amended by the Higher Education Opportunity Act and the Violence Against Women Reauthorization Act.

This report includes statistics for the previous three calendar years concerning reported crimes that occurred on campus; in certain non-campus buildings or property owned or controlled by IECC; and on public property within or immediately adjacent to and accessible from the IECC campuses. The report also includes institutional policies on campus security, including those related to alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, domestic violence, dating violence, stalking, and other matters. All policies and procedures outlined in this document apply to all IECC locations.

This report is posted on the IECC website at www.iecc.edu/annualsecurityreport for the general public, and in particular, prospective college community members. Each year, an email notification is sent to all enrolled students, faculty, and staff with a direct link to access the Annual Security Report. A hard copy of this report may be requested from the Student Services Office on the campuses or from Human Resources at the District Office.

IECC is dedicated to upholding the core principles of academic freedom, equality of opportunity, and human dignity. This commitment ensures that decisions involving students and employees are based on merit and are free from any form of discrimination. Illinois Eastern Community College District No. 529 does not discriminate based on race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category.

For more information, or if you have specific questions regarding the Annual Security Report or security policies at Illinois Eastern Community Colleges, contact the Program Director of Grants and Compliance at 618.393.3491.

Reporting Crimes and Emergencies

Campus Emergencies

IECC does not have campus police or a security department; therefore, all members of the IECC community, and all visitors, are encouraged to report the following incidents promptly and accurately to the appropriate College President or designee: potential criminal activity, suspicious behavior, and any emergencies on campus. If someone witnesses a crime or is in fear for their safety, they can contact 9-1-1 via any campus or cellular phone. Crimes should also be reported to the appropriate law enforcement agency, when the victim of a crime elects to, or is able to, make such a report.

The College Presidents' contact information:

<u>Frontier Community College</u>	<u>Lincoln Trail College</u>	<u>Olney Central College</u>	<u>Wabash Valley College</u>
Dr. Sharmila Kakac 2 Frontier Drive Fairfield, IL 62837 618-847-9101 Internal Ext.: 4001 kakacs@iecc.edu	Ms. Tona Ambrose 11220 State Highway 1 Robinson, IL 62454 618-546-2243 Internal Ext.: 1120 ambroset@iecc.edu	Mr. Chris Simpson 305 N. West Street Olney, IL 62450 618-393-3301 Internal Ext.: 2001 simpsonc1@iecc.edu	Dr. Matt Fowler 2200 College Drive Mt. Carmel, IL 62863 618-263-5052 Internal Ext.: 3383 fowlerm@iecc.edu

Reports may be made in person to the President's Office at each respective campus, or to any Campus Security Authority (CSA) during regular hours of operation, or to the appropriate law enforcement agency. Students and employees should report criminal offenses for the purpose of assessing the crime for potential distribution of a timely warning notice to the campus community and/or inclusion in the annual statistical disclosure.

Campus Security Authorities

Campus Security Authorities (CSA) are responsible for reporting all crimes reported to them to the designated officials at IECC. Sex-based misconduct should be reported to the Title IX Coordinator, Libby McVicker, and all other crimes should be reported to the appropriate president or designee. The following positions, and the respective individuals that assume these positions, are classified as a CSA at IECC: President, Administrative Assistant to the President, Vice Chancellor, Dean, Associate Dean, Administrative Assistant to the Dean of Instruction, Athletic Director, Athletic Coach, Student Organization Advisor, College and Career Center Specialist, Title IX Coordinator, Sexual Misconduct Investigators, and Members of the Threat Assessment and Behavioral Intervention Team (TABIT). IECC uses Vector Solutions to provide CSA training. The training explains how CSAs play an important role in helping make our campuses a safe place for students, faculty, staff, and visitors. It teaches IECC CSAs their roles and responsibilities and how they can help administrators comply with the requirements of the Clery Act. CSA reporting responsibilities also include receiving and reporting allegations of hazing involving recognized and unrecognized student organizations.

Reporting a Crime

IECC encourages all students and employees to report all on-campus incidents of criminal activity, including but not limited to, murder, rape, sexual assault, robbery, hazing involving any recognized or unrecognized student organization, athletic team, club, or other student group,

aggravated assault, burglary, and motor vehicle theft, along with on-campus arrests for liquor law violations, drug law violations, and weapons possessions to the president or designee. Reports may be made in person to the President's Office at each respective campus, or to any Campus Security Authority (CSA) during regular hours of operation, or to the appropriate law enforcement agency. Students and employees are encouraged to report all crimes considered to be a threat to students and employees so that IECC can determine if preventive measures can be implemented to prevent recurrence of a particular crime. Reporting is also requested for evening classes and college events occurring at locations other than District property.

Any crime reported to IECC officials will require appropriate attention in order to adhere with state and federal regulations and/or the possible issuance of timely warnings. IECC does not maintain an anonymous or confidential reporting mechanism for general Clery crime reporting; however, confidential resources are available for certain allegations of sexual misconduct through designated confidential advisors.

Crime report documentation and records are maintained in a centralized office location upon receipt of reports from CSAs, College officials, and/or local law enforcement agencies.

Response to a Report

College officials will cooperate with local law enforcement officials during an ongoing criminal investigation on an as-needed basis. In the interim, college officials can ensure victims are provided with on-campus resources and/or information about any off-campus services as necessary.

College officials may also convene the Student Disciplinary Committee or TABIT in response to an incident that has occurred on campus, if applicable, for review and for potential action, as appropriate. Upon written request, IECC will release the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator to the victim of a crime of violence or a non-forcible sex offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for this purpose.

IECC does not have any employees performing in an official pastoral or professional counselor role although referrals are made to professional counselors and counseling organizations; therefore, IECC does not have policies or procedures that encourage crime reporting procedures to clients receiving counseling services.

Timely Warning Notices

IECC will monitor and cooperate with law enforcement agencies to keep students and employees apprised of reported crimes and arrests of students and employees which occur in the college community. A Timely Warning Notice will be distributed to the college community when a crime is reported that poses a serious or continuing threat to the campus community. Timely Warning Notices will be distributed using the Emergency Notifications in the ReGroup System or through the Student Portal.

IECC will issue Timely Warning Notices for Clery Act crimes that are reported to the institution

and are determined to represent a serious or continuing threat to students and employees. The decision to issue a Timely Warning is made on a case-by-case basis after considering the nature of the crime, the continuing danger to the campus community, and the information available at the time. Warnings will be distributed in a manner designed to aid in the prevention of similar occurrences while protecting victim confidentiality.

The president, or designee, reviews all reports to determine if there is an on-going threat to the community and if the distribution of a Timely Warning is warranted. If warranted, the president, or designee, will distribute the Timely Warnings using the systems identified above. Timely Warnings will be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences.

Security, Access, and Maintenance of Campus Facilities

IECC custodial and maintenance staff or other District personnel are responsible for the security, access, and maintenance of all District buildings and grounds. Lighting, landscaping, and other safety-related aspects of the campuses are continually monitored, maintained, and repaired.

As such, custodial and maintenance staff or other personnel will be present on campus during all times that classes are in session. IECC buildings and facilities are generally intended for the use and benefit of the students and employees. However, the facilities are open and accessible during normal business hours and into the evening and weekend hours depending on class schedules and events. Visitors and guests seeking to utilize IECC facilities are required to make prior arrangements with the appropriate staff members. Note: IECC does not own or control any residence halls or student housing.

As noted previously, IECC does not possess a campus security department or campus law enforcement; therefore, each campus is routinely patrolled by local law enforcement agencies to evaluate and monitor security-related matters. There is no memorandum of understanding regarding any topic, including the investigation of criminal incidents, in place between IECC and local law enforcement agencies. IECC maintains a working relationship with state and local law enforcement agencies for the investigation of alleged criminal offenses.

Campus Safety and Security Procedures and Crime Prevention Programming

Illinois Eastern Community Colleges (IECC) is committed to maintaining a safe and secure learning and working environment through emergency preparedness, safety awareness efforts, and campus security measures.

Emergency response information is prominently displayed throughout all IECC campuses. Every classroom and office contains a location identification notice listing the campus, building, room number, address, and contact information to assist occupants when communicating with emergency responders. Emergency Response Guides are also posted throughout campus facilities and provide quick-reference instructions for incidents such as fire emergencies, severe weather, medical emergencies, and active threat situations.

Evacuation and shelter-in-place maps are posted in classrooms, office areas, and other public locations on each campus to help students, employees, and visitors quickly identify appropriate

emergency procedures.

IECC maintains security camera systems across all campuses to support safety efforts, enhance situational awareness, and assist with incident investigations when necessary.

In addition, IECC provides students and employees with campus safety information, institutional safety policies, emergency procedures, and crime reporting information through official publications, campus communications, and online resources.

Crime Statistics

The IECC crime report statistics are compiled from all reported incidents at each campus. A formal police report is not needed for a statistic to be included in the annual crime report.

The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the college community obtained from the following sources including but not limited to: Albion Police Department, Clay County Sheriff's Department, Edwards County Sheriff's Department, Fairfield Police Department, Flora Police Department, Grayville Police Department, Lawrence County Sheriff's Department, Mt. Carmel Police Department, Newton Police Department, Olney Police Department, Richland County Sheriff's Department, Robinson Police Department, Wayne County Sheriff's Department, and non-police officials identified by Federal Law as Campus Security Authorities at each of the campuses. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported.

The report is published by October 1 of the current year and includes statistics for three previous calendar years. For example, the report published by October 1, 2026, includes statistics for the 2023, 2024, and 2025 calendar years. Incident reports for crimes occurring on property owned or controlled by the college are maintained through a centralized district recordkeeping process. These reports are reviewed during the preparation of the Annual Security Report to identify crimes and incidents that are required to be included under applicable reporting requirements. The Program Director of Grants and Compliance gathers the relevant incident reports and works with key personnel, including the Dean of Students, as well as local police, sheriff's departments, and other agencies to collect official crime statistics based on IECC's Clery geography. This information is used to prepare the Annual Security Report, which is published by October 1 each year and includes statistics for the three most recent calendar years, as required by the Clery Act.

The Crime Report Statistics for the previous three calendar years are as follows:

Hazing Statistics Note: Hazing statistics were first collected beginning January 1, 2025, pursuant to the Stop Campus Hazing Act. Therefore, hazing statistics are reported only for calendar year 2025 in this report.

Frontier Community College

Offense	Year	On Campus	Non-Campus	Public Property
Criminal Homicide by Type				
Murder/Non-Negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses Forcible				
Rape	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Fondling	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses Non-Forcible				
Incest	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Statutory Rape	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Other Criminal Offenses				
Robbery	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Aggravated Assault	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Burglary	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Motor Vehicle Theft	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arson	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Hazing	2023	N/A	N/A	N/A
	2024	N/A	N/A	N/A
	2025	0	0	0
VAWA Offenses				

Domestic Violence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Dating Violence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Stalking	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arrests				
Illegal Weapons Possession	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Drug Law Violation	2023	0	0	1
	2024	0	0	0
	2025	0	0	0
Liquor Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Disciplinary Referrals				
Illegal Weapons Possession	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Drug Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Liquor Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0

Hate Crimes: There were no reported hate crimes for 2023, 2024, or 2025.

Lincoln Trail College

Offense	Year	On Campus	Non-Campus	Public Property
Criminal Homicide by Type				
Murder/Non-Negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses Forcible				

Rape	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Fondling	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses Non-Forcible				
Incest	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Statutory Rape	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Other Criminal Offenses				
Robbery	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Aggravated Assault	2023	0	0	0
	2024	0	0	0
	2025	0	1	0
Burglary	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Motor Vehicle Theft	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arson	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Hazing	2023	N/A	N/A	N/A
	2024	N/A	N/A	N/A
	2025	0	0	0
VAWA Offenses				
Domestic Violence	2023	0	0	0
	2024	0	0	0
	2025	0	1	0
Dating Violence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Stalking	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arrests				
Illegal Weapons Possession	2023	0	0	0
	2024	0	0	0

	2025	0	0	0
Drug Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
	2025	0	0	0
Liquor Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Disciplinary Referrals				
Illegal Weapons Possession	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Drug Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Liquor Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0

Hate Crimes: There were no reported hate crimes for 2023, 2024, or 2025.

Olney Central College

Offense	Year	On Campus	Non-Campus	Public Property
Criminal Homicide by Type				
Murder/Non-Negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses Forcible				
Rape	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Fondling	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses Non-Forcible				
Incest	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Statutory Rape	2023	0	0	0

	2024	0	0	0
	2025	0	0	0
Other Criminal Offenses				
Robbery	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Aggravated Assault	2023	0	1	0
	2024	0	1	0
	2025	0	0	0
Burglary	2023	1	0	0
	2024	0	1	0
	2025	0	0	0
Motor Vehicle Theft	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arson	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Hazing	2023	N/A	N/A	N/A
	2024	N/A	N/A	N/A
	2025	0	0	0
VAWA Offenses				
Domestic Violence	2023	0	1	0
	2024	0	0	0
	2025	0	0	0
Dating Violence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Stalking	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arrests				
Illegal Weapons Possession	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Drug Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Liquor Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Disciplinary Referrals				
Illegal Weapons Possession	2023	0	0	0
	2024	0	0	0
	2025	0	0	0

Drug Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Liquor Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0

Hate Crimes: There were no reported hate crimes for 2023, 2024, or 2025.

Wabash Valley College

Offense	Year	On Campus	Non-Campus	Public Property
Criminal Homicide by Type				
Murder/Non-Negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses Forcible				
Rape	2023	0	2	0
	2024	0	0	0
	2025	0	0	0
Fondling	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses Non-Forcible				
Incest	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Statutory Rape	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Other Criminal Offenses				
Robbery	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Aggravated Assault	2023	1	2	1
	2024	0	0	0
	2025	0	0	0
Burglary	2023	1	0	0
	2024	0	0	0
	2025	0	0	0

Motor Vehicle Theft	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arson	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Hazing	2023	N/A	N/A	N/A
	2024	N/A	N/A	N/A
	2025	0	0	0
VAWA Offenses				
Domestic Violence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Dating Violence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Stalking	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arrests				
Illegal Weapons Possession	2023	0	0	0
	2024	0	0	0
	2025	0	2	0
Drug Law Violation	2023	2	0	0
	2024	0	0	0
	2025	0	2	0
Liquor Law Violation	2023	1	0	0
	2024	0	0	0
	2025	0	0	0
Disciplinary Referrals				
Illegal Weapons Possession	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Drug Law Violation	2023	0	0	0
	2024	0	2	0
	2025	0	0	0
Liquor Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0

Hate Crimes: There were no reported hate crimes for 2023, 2024, or 2025.

Terry L. Bruce West Richland Center

Offense	Year	On Campus	Non- Campus	Public Property
Criminal Homicide by Type				
Murder/Non-Negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses Forcible				
Rape	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Fondling	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Sex Offenses Non-Forcible				
Incest	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Statutory Rape	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Other Criminal Offenses				
Robbery	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Aggravated Assault	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Burglary	2023	0	0	0
	2024	4	0	0
	2025	0	0	0
Motor Vehicle Theft	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arson	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Hazing	2023	N/A	N/A	N/A
	2024	N/A	N/A	N/A
	2025	0	0	0
VAWA Offenses				

Domestic Violence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Dating Violence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Stalking	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arrests				
Illegal Weapons Possession	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Drug Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Liquor Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Disciplinary Referrals				
Illegal Weapons Possession	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Drug Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Liquor Law Violation	2023	0	0	0
	2024	0	0	0
	2025	0	0	0

Hate Crimes: There were no reported hate crimes for 2023, 2024, or 2025.

Definitions of Reportable Crimes

Aggravated assault

An unlawful attack by one person upon another wherein the offender uses a dangerous weapon or displays it in a threatening manner or the victim suffers obvious severe or aggravated bodily injury, or where there was a risk for serious injury/intent to seriously injure.

Arson

To unlawfully and intentionally damage or attempt to damage any real or personal property of another person or entity by fire or incendiary device.

Burglary

The unlawful entry into a building or some other structure to commit a felony or a theft.

Hazing

For the purpose of Clery Act reporting, hazing is defined as any intentional, knowing, or reckless act committed by a person, whether individually or in concert with others, against another person or persons, regardless of the willingness of such other person or persons to participate. This act must be committed in connection with pledging, being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team affiliated with any IECC campus. Hazing includes acts that cause or create a risk of physical or psychological injury, humiliation, intimidation, or demeaning the person or persons, beyond the reasonable risk encountered in the course of participation in the IECC organization or team. Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts.

Murder and non-negligent manslaughter

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

Negligent manslaughter

The killing of another person through gross negligence.

Drug/Narcotic 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.

Hate crimes

A committed criminal offense that is motivated in whole or in part, by the offender's bias(es) against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity; also known as Bias Crime.

The Clery Act requires institutions to separately report all hate crime statistics on any of the previously mentioned offenses or any other crime involving bodily injury reported to local police agencies or to a campus security authority, that manifest evidence that the victim was intentionally selected because of the perpetrator's bias, or the perpetrator perceived the person to be in one of the protected group categories: Race, Gender, Gender Identity, Religion, Sexual Orientation, Ethnicity, and Disability.

As of August 14, 2008, the Clery Act was amended to include larceny/simple assault, intimidation and destruction/damage/vandalism (except arson) as reportable categories of hate crimes.

Liquor law violations

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages. Liquor law violations include violation of laws/ordinances prohibiting the maintenance of unlawful drinking places; operating without a liquor license; underage drinking; furnishing liquor to a minor; bootlegging; operating a still; using a vehicle for the illegal transportation of liquor; etc.

Motor vehicle theft

The theft or attempted theft of a motor vehicle.

Robbery

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

Sex Offenses

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 to give consent because of his or her age or because of his or 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.

VAWA Offenses

Dating Violence

Violence committed by a person: 1) who is or has been in a social relationship of a romantic or intimate nature with the victim; and 2) where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Domestic Violence

Includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Illinois, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the State of Illinois.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: 1) fear for his or her safety or the safety of others; or 2) suffer substantial emotional distress.

Sexual Assault

Any nonconsensual sexual act proscribed by Federal or State law, including acts committed by force or the threat of force, and acts in which the victim is incapable of giving consent.

Weapon law violations

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. This includes offenses such as:

- The manufacture, sale, or possession of deadly weapons;
- Carrying deadly weapons, concealed or openly;
- Using or manufacturing silencers;
- Furnishing deadly weapons to minors.

Definitions of Geography

For purposes of reporting statistics, the District must distinguish criminal offenses according to the location at which they occur. Geographic locations are defined as follows:

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

Non-Campus: Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. Note: Crime statistics for applicable college-affiliated housing locations are included in accordance with Clery Act reporting requirements. IECC does not own residence halls; however, certain college-affiliated housing locations designated for IECC students may be included within the institution's Clery geography determination.

Public Property: All public property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus/location or immediately adjacent to and accessible from the campus/location. IECC crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus/location boundaries.

Incident Log

While IECC is not required to maintain a daily crime log based upon federal guidelines, crime report documentation and records are maintained in a centralized office location upon receipt of reports from CSAs.

Emergency Management Policy 100.24

The Illinois Eastern Community Colleges (IECC) Board of Trustees recognizes the importance of maintaining coordinated emergency preparedness and response systems that protect the health, safety, and welfare of students, employees, and the public.

Each campus shall maintain a current Crisis Management Plan and an active Campus Emergency

Management Team (CEMT) to support readiness, training, and communication. Each Campus President is responsible for ensuring that the CEMT meets monthly, assesses risks, updates plans, and coordinates emergency training, emergency drills and testing, and communication in accordance with applicable federal and state standards, including the Illinois Emergency Management Agency Act and the Illinois Campus Security Enhancement Act. CEMT discussions and updates shall be shared broadly with the campus community through regular communication channels, including campus-wide emails, monthly faculty and staff meetings, and professional-development programming at both the Fall and Spring workshops, to promote awareness and preparedness among all employees.

The Presidents or their designees shall ensure that emergency notifications are sent without delay when a significant emergency or dangerous situation poses an immediate threat to the health or safety of students and employees.

Initiation of Crisis Management Plan

The President, or designee, in conjunction with the national weather service, local first responders, health service departments, college administrators, etc., will be responsible for confirming the existence of a significant emergency or dangerous situation.

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus, the President or designee will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The President, or designee, will collaborate with Public Information and Marketing to craft the message that will be distributed via some, or all the systems described below to communicate the threat to the college community, or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

IECC will use an Emergency Alert system to communicate an immediate threat to the campus community. The Emergency Alerts will be delivered in the form of a text message and/or email to alert students and employees, within minutes, whenever a significant emergency or dangerous situation has occurred which may pose a potential threat. The Emergency Alerts will include instructions for taking appropriate actions. Individuals of the larger community can opt-in to receive the Emergency Alerts based on the college of their choice, by registering at www.iecc.edu/alerts. Email notifications can also be sent via the Student Portal to notify the entire college community of an ongoing threat.

Emergency Drills and/or Testing

Emergency drills and the testing/evaluation of emergency notifications and responses are conducted on an annual basis, involving the college community at each of the colleges. The exercise and drill may be scheduled or conducted without prior notice to better assess real-time preparedness. IECC distributes its emergency response and evacuation procedures to appropriate college officials and all relevant agencies that may serve the college community in the event of an

emergency, including but not limited to local law enforcement agencies, healthcare facilities, emergency management agencies, counseling centers, fire departments, etc. Emergency evacuation information and routes are posted in all facilities.

Emergency Response and Evacuation Procedures

Illinois Eastern Community Colleges maintains emergency procedures and response guidelines designed to protect students, employees, and visitors during emergencies requiring evacuation, shelter-in-place, lockdown, or other protective actions. Emergency preparedness information, including response procedures for a variety of emergency situations, is available on the College's website at <https://iecc.edu/emergencyprocedures>.

Emergency response exercises and drills may be conducted periodically to familiarize campus occupants with emergency procedures and to evaluate the effectiveness of campus emergency response and evacuation processes. In the event of an emergency, students, employees, and visitors are expected to follow instructions provided by emergency responders and College officials and to comply with all evacuation or protective-action directives.

IECC Weapons Prohibition

The possession, use, and/or storage of weapons (as outlined in Article 33 of the Illinois Criminal Code of 2012 (720 ILCS 5/33A-1, is strictly prohibited on IECC property, with limited exceptions defined within the Weapons and Concealed Firearms Policy. Violators are subject to disciplinary actions as provided for in policy.

Weapons and Concealed Firearms Policy 100.28

The Board of Trustees of Illinois Eastern Community Colleges (IECC) is committed to providing a safe and secure environment for the IECC community and its guests. In support of this commitment, IECC prohibits the possession, use, and/or storage of weapons on IECC property, with limited exceptions outlined within this policy.

DEFINITIONS

"Concealed firearm" means a loaded or unloaded handgun carried on or about a person completely or mostly concealed from view of the public or on or about a person within a vehicle.

"Handgun" means any device which is designed to expel a projectile or projectiles by the action of an explosion, expansion of gas, or escape of gas that is designed to be held and fired by the use of a single hand.

"IECC property" means any property owned, leased, occupied, operated, or otherwise controlled by Illinois Eastern Community Colleges, including but not limited to vehicles, academic and auxiliary buildings, entrances to buildings, classrooms, laboratories, residence halls, elevators, stairwells, restrooms, roofs, meeting rooms, hallways, lobbies, conference facilities, athletic complexes, exterior open spaces, lots, driveways, loading docks, sidewalks, and walkways.

"Licensee" means a person issued a valid license to carry a concealed handgun.

“Weapon” includes, but is not limited to:

1. Firearm, handgun, firearm ammunition, BB gun, pellet gun, paintball gun, tear gas gun, stun, taser, or other similar type devices;
2. Dagger, dirk, knife with a blade of at least 3 inches in length, stiletto, ax, hatchet, or other deadly or other similar type devices;
3. Bludgeon, blackjack, slingshot, sandbag, sand club, metal knuckles, billy club, throwing star, nunchaku, or other similar type devices;
4. Bomb, bombshell, grenade, firework, bottle, or other container containing an explosive, toxic, or noxious substance (other than an object containing a nonlethal noxious liquid, gas, or substance designed solely for personal defense possessed by a person 18 years of age or older);
5. Dangerous chemicals or fuels; and
6. Any other weapons outlined in Article 33 of the Illinois Criminal Code of 2012 (720 ILCS 5/33A-1).

PROHIBITED ACTIVITIES

IECC prohibits all employees (faculty and staff), students, and individuals visiting or conducting business on IECC property from possessing, carrying, displaying, brandishing, storing, or using/discharging any weapon (including firearms) on IECC property, even if that person has a valid federal or state license to possess or carry the weapon.

WEAPON PROHIBITION EXCEPTIONS

1. Possession for instructional/research purposes.

Weapons used in connection with safety or education courses are permitted in prohibited for the limited purpose of instruction, research, and/or curriculum in officially recognized District approved educational programs, including but not limited to gunsmithing. Further, firearms are permissible in approved courses and at approved sites for purposes of instruction and attainment of concealed carry permits.

2. Possession by law enforcement.

Weapons are permitted in prohibited areas for use by on duty law enforcement personnel conducting official business.

3. Concealed firearms in a parking lot.

Under the Illinois Firearm Concealed Carry Act (430 ILCS 66/1), a licensee shall be permitted to carry a concealed firearm on or about his or her person within a vehicle when entering into or exiting from an IECC parking area and may store a firearm or ammunition concealed in a case within a locked vehicle or locked container out of plain view within the vehicle in the parking area. For purposes of this exception, "case" includes a glove compartment or console that completely encloses the concealed firearm or ammunition, the trunk of the vehicle, or a firearm carrying box, shipping box, or other container.

Additionally, a licensee may carry a concealed firearm in the immediate area surrounding his or her vehicle within an IECC parking lot area only for the limited purpose of storing within or retrieving a firearm from the vehicle's trunk. However, the firearm must be unloaded at the time the individual exits the vehicle or retrieves the firearm from the trunk.

POSTING OF SIGNS

IECC shall clearly and conspicuously post signs at the entrance to buildings, premises, or real property to signify weapons are prohibited. Signs shall be of a uniform design and shall comply with established state regulations as to size and content. Unless otherwise provided herein or by applicable law, the failure of IECC to post a sign in accordance with this paragraph shall not comprise a defense to a charge of violation of this policy and any applicable sanctions.

VIOLATION OF POLICY

Students in violation of this policy are subject to disciplinary action per the Student Code of Conduct. Employees in violation of this policy are subject to disciplinary action which may include dismissal. Visitors in violation of this policy are subject to removal/restriction from IECC property. Violations of this policy may result in law enforcement involvement and violators may be subject to criminal prosecution.

Violations of this policy should be reported to the Chancellor or any one of the Presidents/Vice-Chancellors.

IECC Alcohol, Illegal Drugs, and Tobacco/Smoking Prohibition

IECC prohibits the unlawful manufacture, sale, distribution, possession, or use of alcohol and use/misuse of drugs while on IECC property or while performing/participating in an IECC-sponsored/related off-site event or function. Additionally, drug and alcohol abuse awareness, prevention, and treatment initiatives are provided.

Smoking and the use of tobacco products are also prohibited on all IECC property, both indoors and outdoors, with the only exception being persons in non-District owned or leased vehicles.

Violators are subject to disciplinary actions as provided for in the applicable policies. IECC cooperates with all outside law enforcement agencies regarding the enforcement of state and federal underage drinking and drug laws.

Alcohol-free/Drug-free Campus Policy 100.9

In accordance with the Drug-free Schools and Communities Act of 1989 and the Drug-free Workplace Act of 1988, the Board of Trustees of Illinois Eastern Community Colleges (IECC) is committed to providing a college environment free of substance abuse. Measures taken in support of this commitment include: 1) Drug and alcohol abuse awareness, prevention, and treatment initiatives. 2) Prohibiting the unlawful manufacture, sale, distribution, possession, or use of alcohol and use/misuse of drugs while on IECC property or while performing/participating in an IECC-sponsored/related off-site event or function. Procedures further outline expectations of employees and steps taken by IECC to ensure a workplace free of alcohol and drugs.

Scope

This policy applies to all members of the IECC community including students, employees, and the general public (i.e., visitors, contractors, volunteers).

Annual Notification

Students and employees are notified annually of IECC's alcohol and drug prevention measures, which include information on:

- Standards of conduct and sanctions for violations of this policy;
- Applicable federal, state, and local alcohol and drug penalties;
- Health risks associated with alcohol and drug abuse;
- Prevention and treatment resources available to students and employees.

AOD (Alcohol and Other Drugs) Biennial Review

IECC conducts a review of its alcohol and drug program to determine effectiveness and the consistency of sanction enforcement, in order to identify and implement any necessary changes. The review is conducted in even-numbered years and focuses on the previous 2 academic years.

Drug and Alcohol Violations

Students

Students in violation of this policy:

- may be required to seek treatment;
- are subject to disciplinary action per the [Student Code of Conduct](#); and/or
- may be referred for criminal prosecution.

Employees

Employees in violation of this policy:

- may be required to seek treatment;
- are subject to disciplinary action, up to and including termination; and/or
- may be referred for criminal prosecution.

Drug and Alcohol Testing

Students

Student athletes are subject to drug testing per Student-athlete Drug Abuse Policy 500.27.

Employees

Employees suspected of violating this policy are subject to alcohol and drug testing as outlined in Procedure 100.9.

Inspections

IECC reserves the right to inspect IECC property for drugs, alcohol, or other contraband.

Resources

Information available on the IECC website at <http://www.iecc.edu/drugfree> will include, at a minimum: health risks associated with alcohol and drugs, state and federal drug and alcohol penalties, and prevention and treatment resources.

Definitions

"Employee", for the purpose of this policy, includes any individual (full-time or part-time) providing a service and receiving compensation from IECC. This includes, but is not limited to, faculty, staff, administrators, and student workers.

"IECC Property" means any property owned, leased, occupied, operated, or otherwise controlled

by Illinois Eastern Community Colleges, including but not limited to vehicles, academic and auxiliary buildings, entrances to buildings, classrooms, laboratories, residence halls, elevators, stairwells, restrooms, roofs, meeting rooms, hallways, lobbies, conference facilities, athletic complexes, exterior open spaces, lots, driveways, loading docks, sidewalks, and walkways.

“Drugs”, for the purpose of this policy, are those substances listed in Schedules I through V of Section 202 of the Controlled Substances Act, 21 U.S.C. 812. It includes such illegal drugs as cocaine, crack, PCP, heroin, morphine, and LSD, as well as marijuana. (While Illinois law permits the authorized use of marijuana, it is not legal under federal law and classified as a Schedule 1 drug, meaning it is also prohibited on IECC property.) It also includes legal drugs that are regulated under federal law.

“Misuse of drugs”, for the purpose of this policy, is referring to prescription drugs and means:

- taking a medication in a manner or dose other than prescribed;
- taking someone else’s prescription, even if for a legitimate medical complaint such as pain; or
- taking a medication to feel euphoria (i.e., to get high).

Alcohol-free/Drug-free Campus: Employees & the Workplace Procedure 100.9

As described in policy 100.9, IECC prohibits the unlawful manufacture, sale, distribution, possession, or use of alcohol and use/misuse of drugs while on IECC property or while performing work or submitting time for IECC. This procedure provides additional information related to IECC’s expectation of employees, describes outcomes of noncompliance/suspicion of noncompliance, and includes additional guidance.

Expectations of Employees

Compliance with IECC’s policy on alcohol and drugs applies to all employees (including those working remotely) and is a condition of employment. Employees are prohibited from reporting to work (on-site and off-site) under the influence of alcohol or drugs. Employees may not report to work or perform work functions if impaired by drugs or alcohol.

It is the employee’s responsibility to notify their supervisor or the director of human resources (or designee) of any prescribed medication usage that could compromise workplace safety or job performance; job modification or reassignment will be evaluated for the duration of treatment. Employees may be asked to produce the prescription for documentation.

Violators

Employees found in violation of Policy 100.9 face the following:

- Within thirty (30) days of violation (or notification of conviction) IECC will take appropriate action which may include a formal reprimand, leave of absence, or termination and/or require employee to participate satisfactorily in an approved drug abuse assistance or rehabilitation program.
- As appropriate, the director of human resources will contact the proper authorities for criminal prosecution.

Criminally Convicted Violators

Employees must notify their supervisor within five (5) days of any criminal drug statute conviction or violation. Upon receiving such report, the supervisor will contact the director of human resources. Pursuant to federal law, if a convicted employee is working on a project funded through a federal contract or grant, the director of human resources (or designee) will notify the federal contracting or granting agency within ten (10) days of receiving notification of the conviction.

Suspected Violators

Employees have a duty to report suspected drug or alcohol use to their supervisor or the appropriate administrator. When there is a reasonable suspicion of impairment, administration will contact the Human Resources Department. At that time, if it is determined there is a reasonable suspicion of alcohol or drugs, a drug and/or alcohol test will be used to confirm or dispel such suspicion.

Drug and Alcohol Testing

Testing and any required investigation must commence no later than eight (8) hours of the reported suspicion. The employee's supervisor or president (chancellor at the District Office) should contact the human resources department for the nearest testing facility. The employee will be transported for testing; under no circumstances will the employee be allowed to drive. Refusal to submit and/or confirmed violation of this policy will be grounds for immediate termination of employment.

Confidentiality

Information and records provided to human resources relating to positive test results, drug and alcohol dependencies, and legitimate medical explanations will be kept confidential to the extent required by law and maintained in secure files separate from standard personnel files. Such records and information may be disclosed to IECC personnel on a need-to-know basis and may also be disclosed when relevant to a grievance, charge, claim or other legal proceeding initiated by or on behalf of an employee.

Alcohol and Drug Prevention Program/Education and Awareness

Communicating IECC's Alcohol-free/Drug-free policy to all individuals is critical to its success. To ensure all IECC employees are aware of their role in supporting these policies, all employees will receive a summary of the Alcohol-free/Drug-free policy and a web link to access the complete policy documents twice annually during the notification of policies. Students will receive an email twice annually about the District's Alcohol-free/Drug-free Policy. Also, there are flyers and brochures throughout IECC facilities for reference by staff, faculty, students, and visitors. The Alcohol-free/Drug-free policy is available in the IECC Academic Catalog, the Student Handbook, the Employee Handbook, and on the IECC website.

IECC will make a good faith effort to have and to maintain an alcohol- and drug-free workplace and learning environment.

Alcohol-free Opportunities

At IECC, we actively encourage students to participate in a variety of alcohol-free programming

and engaging activities both on and off-campus. As part of our commitment to student wellness, we introduced **TimelyCare**, a valuable resource available to all IECC students and employees. TimelyCare offers a self-care platform complete with yoga and meditation resources.

For those seeking moments of tranquility, we provide quiet meditation rooms and spaces within the Learning Commons at LTC, OCC, and WVC. Additionally, across all four campuses, you'll find **Zen Dens** thoughtfully placed in the Learning Commons.

Active students can join our campus sports teams, while those with an artistic flair can explore theater and music programs available at three of our four campuses. To foster social connections and well-being, we organize a diverse range of events, including New Student Orientation, Octoberfest, Midterm Meltdown, Springfest, Homecoming, Corn Hole Tournaments, Line Dancing Nights, Movie Nights, Trivia Events, Cinco De Mayo celebrations, and Stress Less Week.

Alcohol and Drug Health Risks

IECC recognizes that the use of illicit drugs and alcohol abuse may lead to severe health risks.

Health risks associated with alcohol abuse and/or illicit drug use:

- Violence – fights, vandalism, sexual assaults, homicide and suicide are far more likely to occur when drinking is involved.
- Unprotected sex – individuals are less likely to use safer sex practices when drinking, which can result in unplanned pregnancy and sexually transmitted infection (STI).
- Serious injury – over 53% of all fatal automobile accidents in the U.S. involve alcohol use.
- Addiction – although anyone can become addicted, those with a family history of alcohol or other drug addiction are at least four times more likely to develop alcoholism.
- Lowered resistance to disease/illness.
- Increased risk of ulcers, heart disease, and cancers of the liver, mouth, throat and stomach.
- Fetal Alcohol Syndrome (FAS)/Fetal Alcohol Effects (FAE) – women who drink during pregnancy may give birth to infants with physical differences, neurological differences, and intellectual disabilities. If a woman is pregnant, trying to become pregnant, or suspects she is pregnant; she should abstain from alcohol and other drug use.
- Illicit drug use may result in:
 - Physical or psychological dependency;
 - A craving or inability to stop using drugs;
 - Adverse effects on the body systems; injury due to motor vehicle crashes, assaults or other unintended acts.
 - Disruption of personal relationships and work habits;
 - Ineligibility for some types of employment.
- Misuse of alcohol or drugs inhibits a person's ability to act responsibly or react quickly.

Below are a few safety tips to keep in mind:

- Limit alcohol intake.
- Avoid combining alcohol with prescription medicines and club drugs; the combination can be dangerous.
- Never leave a drink unattended or accept a pre-poured drink from a stranger.
- Buzzed or drunk driving is deadly and illegal; leave your vehicle parked and find other

transportation. Your life and others' lives depend upon your decision.

Illinois State Law on Alcohol

It is illegal for anyone under the age of 21 to possess any alcoholic beverages. It is illegal for anyone under 21 to present false evidence of age to purchase any alcoholic beverage. It is illegal to sell or give away alcoholic beverages to a person who is, actually or apparently, under 21 or intoxicated. An underage drinking violation can result in loss of a driver's license for a full year. Penalties for utilizing a false ID to obtain alcohol illegally have increased and include a possible loss of license. Driving while under the influence of alcohol or drugs is a criminal offense. In Illinois, the legal limit is .08% (BAC), and if you are under the age of 21, there cannot be any alcohol in your system. A driver who is intoxicated and causes someone's death in an accident may be charged with vehicular manslaughter. If a person is injured by someone who is intoxicated, he or she could have a right of action to recover damages against the person who unlawfully caused or contributed to such intoxication. Infractions of the state's alcohol laws can be punishable by one or more of these punishments: fines, probation and/or jail time.

Illinois State Law on Controlled Substances

The Illinois state drug laws prohibit possession, sale and/or distribution of marijuana, even in the smallest quantity or unlawful possession of even small amounts of a controlled substance (e.g., cocaine, LSD, PCP, hallucinogenic substances, stimulants, narcotics) and possession of drug paraphernalia. Violations of the state's laws are punishable by a fine and/or imprisonment. Penalties depend on the quantity involved, the criminal record of the violator, and other factors. A Class A misdemeanor may result in a \$1,000 fine and/or up to one year in jail. A felony conviction for possession of marijuana is punishable by a fine of up to \$25,000 and up to \$200,000 for possession of a controlled substance. Penalties for manufacturing and sale of a controlled substance are more severe.

Federal Law on Controlled Substances

The following infractions are punishable according to federal law: first conviction of illegal possession of a controlled substance, subsequent convictions for illegal possession of a controlled substance, federal trafficking of marijuana (depends on the form of the substance, quantity, and record of the violator) and federal trafficking of controlled substances such as heroin, cocaine, PCP, and LSD (depends on the substance, quantity, and record of the violator).

Penalties for infractions of the federal drug law include imprisonment for up to one year and/or a fine of up to \$100,000. Subsequent convictions carry stiffer criminal penalties. Other penalties may apply, such as forfeiture of property used in connection with the crime, denial of certain federal benefits and revocation of certain federal licenses. A first offense violation may result in five years to life imprisonment (depending on the quantity) and/or a fine of \$250,000 to \$4 million.

Resources for Assistance with Substance Abuse

There are no on-campus resources for students or employees seeking assistance with substance use. However, there are multiple resources included below from which students and employees alike could seek assistance.

- Alcoholics Anonymous
- Alcoholics Anonymous of Southern Illinois
- Narcotics Anonymous
- SAMHSA's National Helpline (800-662-4357)
- Illinois Department of Human Services, Division of Substance Use Prevention and Recovery Questions about alcohol and substance abuse (800-843-6154)
- Wabash Community Health Center, Mt. Carmel (618-263-4970)
- Jasper County Health Department; Newton (618-783-4436)
- Lawrence County Health Department; Lawrenceville (618-943-3302)
- Carle Richland Memorial Hospital (Olney office 618-395-2131)
- Egyptian Public and Mental Health; Fairfield office (618-516-5326)
- TimelyCare Provided by IECC

Resources for Assistance – Employees ONLY

Employees of the District who are concerned about their own drug or alcohol use and/or of their extended family members, may contact the Employee Assistance Plan (EAP) at 855-775-4357 or online at <http://rsli.acieap.com>.

Tobacco-free/Smoke-free Campus Policy 100.15

The Board of Trustees of Illinois Eastern Community Colleges recognizes the importance of providing a healthy environment for students, staff, and the general public in compliance with the Illinois Smoke-free Campus Act (Public Act 98-0985). In addition to smoking, the District further extends the prohibition to include tobacco products and the littering of tobacco product remains or any other related tobacco waste product on District property.

As of July 1, 2015, smoking and the use of tobacco products is prohibited on all IECC property, both indoors and outdoors, with the only exception being persons in non-District owned or leased vehicles.

This policy applies to any individual on IECC property, including but not limited to students, faculty, staff, contractors, subcontractors, volunteers, members of the public, business invitees, and visitors to the college. This policy is applicable twenty-four (24) hours a day, seven (7) days a week and will be communicated to all through conspicuous signage. Maps depicting the locations where smoking and tobacco use are prohibited will be posted on the IECC website. Students in violation of this policy shall be subject to the sanctions described in the Student Code of Conduct; all others shall be subject to appropriate disciplinary action.

Definitions

“Smoking” means (1) lighting or burning any type of matter or substance that contains tobacco, including but not limited to cigarettes, cigars, cigarillos, pipes, beedies, kreteks, water pipes, bongs, and hookahs; (2) lighting or burning of non-tobacco plants or marijuana (including medical marijuana); and (3) using electronic cigarettes, electronic vaporizing devices, personal vaporizers, electronic nicotine delivery systems, or any electronic inhaler that is meant to simulate and substitute for tobacco smoking.

“Tobacco Products” means all forms of tobacco, including but not limited to cigarettes, cigars, cigarillos, smokeless tobacco, snuff, chewing tobacco, or any other similar tobacco product.

“IECC Property” means any property owned, leased, occupied, operated or otherwise controlled by Illinois Eastern Community Colleges, including but not limited to vehicles, academic and auxiliary buildings, entrances to buildings, classrooms, laboratories, residence halls, elevators, stairwells, restrooms, roofs, meeting rooms, hallways, lobbies, conference facilities, athletic complexes, exterior open spaces, lots, driveways, loading docks, sidewalks, and walkways, and as further set forth on the Tobacco-free Campus Map for each college.

Illinois state Law on Tobacco

Illinois has implemented various laws to regulate tobacco use and promote public health. These laws include restrictions on smoking in public places, workplaces, and educational institutions. The Smoke-free Illinois Act prohibits smoking in indoor public places, including restaurants, bars, and government buildings. Additionally, the Smoke-free Campus Act applies to State-supported institutions of higher education, ensuring smoke-free environments on college campuses. These measures aim to protect both smokers and nonsmokers from the harmful effects of tobacco smoke.

The legal smoking age in Illinois is **21 years old**. This means that no one under the age of 21 can buy tobacco products. Effective July 1, 2019, Illinois raised the minimum age for purchasing tobacco, including cigarettes, chewing tobacco, e-cigarettes, and vapes, from 18 to 21 years old.

Student Conduct Policy (500.8)

Illinois Eastern Community Colleges is committed to the personal growth, integrity, freedom of civility, respect, compassion, health, and safety of its students, employees, and community. To accomplish this commitment, IECC is dedicated to providing an environment that is free from discrimination, harassment, retaliation, and harmful behavior that hinders students, employees, or community members from pursuing IECC education or services. IECC has established the Student Code of Conduct (SCC) to communicate its expectations of students and to ensure a fair process for determining responsibility and appropriate sanctions when a student’s behavior deviates from those expectations. IECC sanctions are independent of other sanctions that may be imposed by other agencies as a result of civil or criminal prosecution.

Students, through the act of registration at Illinois Eastern Community Colleges, obligate themselves to obey all rules and regulations published in the college catalog, program and student handbooks, and/or on the website.

The IECC [Student Code of Conduct](#) is found on the website.

Sexual Misconduct, Prevention and Awareness, and Associated Procedures

Preventing Sexual Misconduct 100.31

Policy Statement

Illinois Eastern Community College District #529 (IECC) is committed to maintaining a safe and healthy educational and employment environment that is free from discrimination, harassment, and other misconduct on the basis of sex, which includes sexual orientation and gender-related identity. IECC prohibits all forms of sex-based misconduct, including but not limited to sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, and stalking. IECC also prohibits discrimination and harassment on the basis of sex, sexual orientation, gender-related identity and expression, pregnancy, and parental status under its Nondiscrimination Policy (100.8).

It is the policy of IECC to comply with Title IX of the Education Amendments of 1972 ("Title IX"), the Violence Against Women Reauthorization Act ("VAWA"), Title VII of the Civil Rights Act of 1964 ("Title VII"), the Illinois Human Rights Act, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"), the Preventing Sexual Violence in Higher Education Act, and all other applicable laws and local ordinances regarding unlawful sex-based discrimination, harassment or other misconduct.

Individuals found to have engaged in prohibited sex discrimination will be subject to disciplinary action, up to and including termination and/or expulsion from IECC.

The full text of the IECC Preventing Sexual Misconduct Policy and Procedure are available at www.iecc.edu/titleix.

Confidential Options for Reporting Sexual Misconduct

Prevail Illinois and SAFE have been identified as confidential advisors to provide support to victims. These advisors are not required to report any identifying information about an incident to the Title IX Coordinator without a victim's permission. A Memorandum of Understanding (MOU) is signed by both the institution and the sexual assault agency each year. The IECC Title IX Coordinator is designated as the liaison for the institution. The liaisons for the sexual assault agencies are listed below. All services provided by the sexual assault agencies are free of charge.

Prevail Illinois and SAFE are part of Illinois Coalition Against Sexual Assault, which has sexual assault centers across the state. PREVAIL ILLINOIS serves LTC, OCC, and WVC. SAFE serves FCC. IECC works with both agencies to provide services to IECC students.

All services to survivors, provided by Prevail Illinois or SAFE will be within the guidelines of the Preventing Sexual Violence in Higher Education Act 110 ILCS 155/1-99 and within the bounds of the Confidentiality of Statements made to Rape Crisis Personnel 735 ILCS 5/8-802.1. This includes providing 24-hour emergency support, as well as facilitating ongoing support related to the institution's administrative processes on handling sexual violence, domestic violence, dating violence or stalking, providing information and support on reporting to law enforcement agency with jurisdiction over the matter, seeking emergency medical treatment, campus support services or community support services outside of PREVAIL ILLINOIS or SAFE (when necessary) and information on protective orders. PREVAIL ILLINOIS will provide this service in a manner that protects the student's privacy and rights under the law. Note: PREVAIL ILLINOIS or SAFE does not directly provide services for domestic violence; however, they will refer any survivors of such to the appropriate community-based domestic violence support agency.

The confidential advisors will provide the institution with an aggregated report of calls originating from the Institution's students, with basic non-identifying information on a scheduled basis. Information will only be provided within the bounds of the Confidentiality of Statements Made to Rape Crisis Personnel 735 ILCS 5/8-802.1.

***Prevail Illinois (serving Lincoln Trail, Olney Central, and Wabash Valley)**

Olney Office 618-879-2130

Robinson Office 618- 544-9379

After-Hours Crisis Hotline: 888-345-2846

Liaison:

Name: Ky Newsome

Title: Prevail Illinois Executive Director

Phone: 217-348-5033

Email: ky.newsome@prevailil.org

***SAFE (serving Frontier Community)**

Mt. Vernon, IL Office 618-316-7017

After-Hours Crisis Hotline: 800-625-1414

Liaison:

Name: Melissa Kelly

Title: SAFE Executive Director

Phone: 618-283-1414

Email: mkelly@safecrisiscenter.org

Additional Off-Campus Resources for Victims of Sexual Misconduct

The following local health, mental health, counseling, and advocacy services are available for victims. At a victim's request, IECC personnel identified above can assist victims in accessing these services.

Timely Care Virtual Health and Well-Being Platform for IECC Students	https://app.timelycare.com/auth/login	833-484-6359
IECC Employee Assistance Program	https://rsli.acieap.com/	855-775-4357
Illinois Coalition Against Sexual Assault	http://www.icasa.org/	217-753-4117
National Sexual Assault Hotline	https://www.rainn.org/get-help/national-sexual-assault-hotline	800-656-HOPE (4673)

National Domestic Violence Help Line	http://www.thehotline.org/	877-TO END DV (877-863-6338)
The Illinois Coalition Against Domestic Violence	http://www.ilcadv.org/	217-789-2830
Illinois Attorney General's Office	https://www.illinoisattorneygeneral.gov/	800-228-3368
Illinois Department of Children and Family Services	https://dcfs.illinois.gov/	800-25-ABUSE (800-252-2873)

Off-Campus Health Care Options

Individuals may seek treatment for injuries, preventative treatment for sexually transmitted disease, and/or other health services by contacting one of the following health care providers:

Frontier Community College

Fairfield Memorial Hospital

33 N.W. 11th Street

Fairfield, IL 62837-2601

Phone: 618-842-2611

FMH has a transfer agreement with SSM Health Good Samaritan Hospital in Mt. Vernon.

Lincoln Trail College

Crawford Memorial Hospital*

1000 N. Allen Street

Robinson, IL 62454

Phone: 618-544-3131

Provides sexual assault forensic examination and health care to pediatric, adolescent, and adult survivors.

Olney Central College

Carle Richland Memorial Hospital

800 E. Locust Street

Olney, IL 62450

Phone: 618-395-2131

CRMH has a transfer agreement with SSM St. Mary's in Centralia for adults and adolescent survivors and SSM Good Samaritan in Mt. Vernon for all pediatric survivors.

Wabash Valley College

Wabash General Hospital

1418 College Drive

Mt. Carmel, IL 62863

Phone: 618-262-8621

WGH has a transfer agreement with SSM Health Good Samaritan Hospital in Mt. Vernon.

*Indicates health care options which provide medical forensic services (rape kits) and/or Sexual Assault Nurse Examiners at no cost, pursuant to the Sexual Assault Survivors Emergency Treatment Act (410 ILCS 70).

Sexual Assault Intervention: Practicing Active Bystander Intervention

This content is sourced from Practicing Active Bystander Intervention by the Rape, Abuse & Incest National Network (RAINN). It is available at: <https://www.rainn.org/articles/practicing-active-bystander-intervention>.

Everyone has a role to play in preventing sexual assault and there are many different ways you can step up to make a difference, notably through bystander intervention. An active bystander is someone who interrupts a potentially harmful situation, especially when it comes to sexual violence. They may not be directly involved but they do have the choice and opportunity to speak up and intervene.

We can all be bystanders at any point. Everyday events and potentially unsafe situations unfold around us at an alarming rate. In these situations, you can play an important role in addressing interpersonal violence on and off campus. There may be many situations that happen that require you to intervene and act accordingly. Taking action and interfering safely is an essential skill. Stepping in can make all the difference, but it should never put your own safety at risk.

Below are ways you can be an effective, active bystander without posing risk to yourself.

Create a Distraction

Distracting is a subtle and innovative way of intervening. The purpose of distraction is to interrupt the incident, safely, by communicating with the individual at risk and giving them an opportunity to safely exit the potentially dangerous situation. Try creating a distraction as early as possible. This technique can be used to de-escalate the situation and re-direct the attention of the aggressor or the individual at risk to something else. For example, creating a conversation with the individual at risk is helpful. At this moment, make sure not to leave them alone. This technique can be used to dilute the tension before it escalates to further danger.

Other ideas include:

- Cut off the conversation with a diversion like, "Let's get pizza, I'm starving," or "This party is lame. Let's try somewhere else."
- Bring out fresh food or drinks and offer them to everyone at the party, including the people you are concerned about.
- Start an activity that draws other people in, like a game, a debate, or a dance party.

Ask Directly

Asking directly to the individual at risk can help you determine if an action needs to be taken immediately to ensure a safe environment. You can address the individual at risk directly. You can ask the following, "Do you need help?" or "Would you like me to stay with you?" or "Would you like to get out of here and go somewhere safe?"

Make sure to ask the question when the perpetrator is not listening or nearby in order to de-escalate the situation from turning into a crisis. Asking them if they need any support or assistance at the moment can help you determine if an authority needs to be contacted. If the

answer is yes, proceed to contact a safe emergency personnel.

Rally Others

It can be intimidating to approach a situation alone. If you need to, enlist another person to support you:

- Ask someone to come with you to approach the person at risk. When it comes to expressing concern, sometimes there is power in numbers.
- Ask someone to intervene in your place. For example, you could ask someone who knows the person at risk to escort them to the bathroom.
- Enlist the friend of the person you're concerned about. "Your friend looks like they've had a lot to drink. Can you check on them?"

Sometimes the safest way to intervene is to enlist an authority figure like a resident assistant, bartender, bouncer, or security guard. This option will allow you to have others on your side and can offer additional safety from the perpetrator.

If the situation has escalated and involves imminent danger and actual harm, the best intervention technique that can be used is to call 9-1-1. When calling, be prepared to identify yourself, your location, and the nature of the situation. Be sure to stay present when help arrives and near the individual that was harmed. Remain calm, friendly, and supportive.

Extend Support

After experiencing such a situation, the individual at risk may feel panicked and be unsure about what to do next. Extending a helping hand and empathetic ear can make a huge difference. Offer them appropriate resources and options for how you can support them. You can ask: "Do you want me to walk with you to your destination?" or "Is there anything I can do to support you?" or "Would you like resources for support and guidance following this incident?"

If they want resources, you can extend contact numbers of your campus' health, student support, and advocacy centers. You can also share the National Sexual Assault Hotline (800.656-HOPE (4673) or rainn.org); it's free, confidential, and available 24/7. Extending support is an important part of bystander intervention because it allows the individual at risk to heal and connect with a supportive community for recovery and restoration.

Your Actions Matter

Whether or not you were able to change the outcome, by stepping in you are helping to change the way people think about their role in preventing sexual assault. If you suspect that someone you know has been sexually assaulted, there are steps you can take to support that person and show you care. You can learn more at www.rainn.org/TALK.

To speak with someone who is trained to help, call the National Sexual Assault Hotline at 800.656.HOPE (4673) or chat online at online.rainn.org.

Sexual Assault Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org):

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't

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

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

IECC engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking and:

1. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
2. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for incoming students and new employees and ongoing awareness and prevention campaigns for students and employees that include:

1. A statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act).
2. The definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms;
3. What behavior and actions constitute consent, in reference to sexual activity, in the State of Illinois;
4. A description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and acting to intervene.
5. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
6. Information regarding:
 - a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs.
 - b. how the institution will protect the confidentiality of victims and other necessary parties (as described in [Notification of Rights and Options](#) which is posted on the IECC Title IX website).
 - c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in Notification of Rights and Options); and
 - d. options for available assistance in, and how to request changes to academic, living, transportation, and working situations or protective

- measures (as described in Notification of Rights and Options).
- e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking.

Sexual Misconduct Prevention and Awareness Programs

Primary Prevention and Awareness Programs

These programs include distribution of educational materials to new students, participating in and presenting information and materials during new student and employee orientations, and offering specialized training.

Specifically, IECC offered **prevention and awareness programs** for **incoming students**. Each IECC campus provides information at new student orientation and athlete orientations. The presentations include all forms of sexual discrimination, sexual harassment, sexual assault, sexual exploitation, domestic violence, dating violence, sexual violence, stalking, and bystander intervention. Presentations take the form of lecture, online, and hybrid. Information on preventing sexual misconduct is provided to new and current students via a link in the student handbook.

The District offered the following **primary prevention and awareness** for **new employees** in 2025:

Program Name	Type/Description	Date(s)	Location/ Method	Target Audience
Personnel Handbook	All forms of sexual discrimination.	Ongoing; Hire Date	District Office, or FCC, LTC, OCC, WVC	New Full-time and part-time employees/ faculty

Ongoing Awareness and Prevention Programs

The District offered the following **ongoing awareness and prevention** for **students** in 2025:

Program Name	Type/Description	Date(s)	Location/ Method	Target Audience
Student Handbook	All forms of sexual discrimination.	Ongoing	Website/ Entrata Student	Prospective students, Enrolled students
Students Right to Know – Disclosures Email Notification	All forms of sexual discrimination and Annual Security Report.	3/13/2025 9/19/2025	Entrata Email and website	Prospective students (website), Enrolled students (website and email)

Brochures	Sexual Assault	Ongoing	FCC, LTC, OCC, WVC	Prospective students, Enrolled students
Flyers	Sexual Harassment	Ongoing	FCC, LTC, OCC, WVC	Prospective students, Enrolled students

The District offered the following **ongoing awareness and prevention** for **employees** in 2025:

Program Name	Type/Description	Date(s)	Location/ Method	Target Audience
Personnel Handbook	All forms of sexual discrimination.	Ongoing. Hire Date	District Office, or FCC, LTC, OCC, WVC	All employees
Students Right to Know – Disclosures Email Notification	All forms of sexual discrimination.	3/13/2025 9/19/2025	Entrata Email	All employees
Title IX Athletic and/or International Staff Training	All forms of sexual discrimination.	Annually and Ongoing	FCC, LTC, OCC, WVC	Athletic Coaches and Directors/ International Department Staff
Title IX Investigator/ Coordinator Training	All forms of sexual discrimination Policy/Procedure Training Online Training Law/Policy Updates	Annually and Ongoing	District Office, or FCC, LTC, OCC, WVC	Title IX Coord., Sexual Misconduct Investigators

Sex Offender Information

In compliance with the Campus Sex Crimes Prevention Act (Section 1601 of the Victims of Trafficking and Violence Protection Act of 2000) and the Illinois Sex Offender Registration Act (730 ILCS 150/3), Illinois Eastern Community Colleges (IECC) requires any student or employee who is a registered sex offender or sexual predator to register with the College within three (3) days of enrollment or employment.

Students must register with the Student Services Specialist at their campus. Employees must

register with the IECC Human Resources Office. Failure to register within the required timeframe may result in expulsion (for students) or dismissal (for employees).

Due to the presence of minors on campus, IECC reserves the right to limit access by registered sex offenders to specific courses, programs, or areas.

In accordance with federal law, IECC also provides access to information concerning registered sex offenders through the Illinois State Police Sex Offender Registry, available at:

<https://isp.illinois.gov/Sor/Disclaimer>.

Additional information is available in the IECC Academic Catalog and on the IECC website at:

<https://iecc.edu/iecc/student-life/safety-iecc/providing-safe-environment/sex-offender-registration>.

Hazing Policy (500.28)

Illinois Eastern Community Colleges (IECC) promotes healthy, safe, and balanced lifestyles within the college community. Individual students, student organizations, and athletic teams play a vital role in this process, and provide transformative opportunities for friendship, leadership, and personal growth and discovery.

Hazing of any kind is contrary to these values and is illegal in Illinois; therefore, IECC expressly prohibits hazing activities, whether individually or in concert with others, and shall:

- Implement research-informed, campus-wide prevention programs and primary prevention strategies to raise awareness and prevent hazing.
- Include statistics for hazing incidents in the Annual Security Report and publicize the availability of this information via the IECC public website.
- Disseminate this policy and applicable local, state, and Tribal hazing laws on the IECC public website.
- Compile a Campus Hazing Transparency Report and publish it on the IECC public website.

Reporting and Processing Alleged Hazing Violations

All hazing-related activities, including incident reporting, investigations, disciplinary actions, and appeals adhere to the protocols outlined in IECC's Student Code of Conduct.

Reports of alleged hazing may be made to any Campus Security Authority (CSA), Athletic Director, coach, student organization advisor, Dean, President, or through the reporting procedures outlined in the Student Code of Conduct available at www.iecc.edu/studentconduct. Reports will be reviewed and investigated in accordance with applicable College policies and procedures.

Consent

Because of the socially coercive nature of hazing, implied or expressed consent by anyone to hazing is not a defense under this policy.

Definition

For the purpose of this policy, hazing is defined as any intentional, knowing, or reckless act committed by a person, whether individually or in concert with others, against another person or persons, regardless of the willingness of such other person or persons to participate. This act must be committed in connection with pledging, being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team affiliated with any IECC campus. Hazing includes acts that cause or create a risk of physical or psychological injury, humiliation, intimidation, or demeaning the person or persons, beyond the reasonable risk encountered in the course of participation in the IECC organization or team. Hazing also includes soliciting, directing, aiding, or otherwise **participating actively or passively** in the above acts.

Campus Hazing Transparency Report

In accordance with the Stop Campus Hazing Act (SCHA), IECC maintains a Campus Hazing Transparency Report on its public website at www.iecc.edu/hazing. The report is updated at least twice annually and contains information regarding findings of responsibility for hazing involving student organizations, as required by federal law.

Record of Changes

Once the Annual Security Report is approved and released, the following procedures should be followed for any changes:

1. An entry will be made on the following log to document the change.
2. The updated Annual Security Report will be distributed to the campus community.
3. The updated Annual Security Report will be posted on the IECC website.

Record of Changes Log		
Date	Description of and Reason for Change	Entered By (Print Title/Name)