

WALLACE COMMUNITY COLLEGE SELMA 2025 **ANNUAL SECURITY REPORT**



PUBLISHED BY JAVONTE BENJAMIN

My goal is to ensure that every student, employee, and visitor feels safe, supported, and confident while on our campus. The Wallace Community College Selma Campus Police Department is dedicated to providing professional law enforcement services, maintaining a visible campus presence, responding quickly to concerns, and building strong relationships throughout the college community.

Public safety is more than responding to emergencies. It also means prevention, preparation, communication, and education. Our department works to identify potential safety concerns, encourage crime prevention practices, support emergency preparedness, and provide information that helps members of our campus make informed decisions about their personal safety. We also believe that trust and communication are essential to effective campus policing. I encourage students, faculty, staff, and visitors to get to know our officers, ask questions, report concerns, and communicate with us whenever assistance is needed. By working together, we can continue to strengthen the safe and welcoming environment that Wallace Community College Selma strives to provide.

As part of our commitment to transparency, WCCS makes available its Annual Security Report, which includes campus crime statistics, emergency procedures, safety policies, reporting information, and other important resources. I encourage everyone in the WCCS community to take time to review the report and become familiar with the services and procedures available to them. The Campus Police Department remains committed to serving with professionalism, integrity, respect, accountability, and fairness. Our responsibility is not only to protect lives and property, but also to support the educational mission of the College by helping create an environment where students can learn, employees can work, and visitors can feel secure. Safety is a shared responsibility, and every member of our campus community plays an important role. If you see something concerning, need assistance, or simply have a question about campus safety, please contact the Wallace Community College Selma Campus Police Department. Together, we can help make WCCS a safer, stronger, and more connected campus community.

Best Regards,



Chief Javonte Benjamin

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Wallace Community College Campus Selma Locations

Selma Campus

3000 Earl Goodwin Parkway
Selma, Alabama 36702
(334) 876-9227

Demopolis Campus

186 Field of Dreams Drive
Gallion, Alabama 36742
(334) 876-9402

Wallace Community College Selma Police Department Authority and Arrest Powers

The Wallace Community College Selma Police Department provides full police service to the campus community. The police officers are vested with all the powers, authority, and responsibility of any police officer of the state on property owned or operated by the college, or in any circumstance in which an arrest by a police officer without a warrant is authorized by law. (Code of Alabama 16-47-10). Sworn officers assigned to the Selma Campus wear a dress uniform consisting of a Class A dark navy-blue button-up shirt with a Wallace Community College Selma Badge and Dark navy-blue pants and are easily identified as police officers.

Wallace Community College Selma Relationship with Federal, State, and Local Law Enforcement Agencies

Wallace Community College Selma Police Department works regularly with federal, state, and local law enforcement agencies regarding a variety of criminal investigations.

Reporting Criminal Actions or Other Emergencies

We encourage all victims to promptly and accurately report all crimes or emergencies to the Campus Police.

To report a crime at the Selma Campus please call: (334) 375-6036

To report a crime at the Demopolis Campus please call: (334) 289-3073

When reporting crimes to Campus Police, please provide the following:

- Location
- Call Back Phone Number
- Type of Incident
- Information Relating to immediate dangers
- Descriptions of offender(s)

Non-Law Enforcement Campus Security Officials

Victims that do not want to report crimes to law enforcement may contact the following Campus Security Officials:

Selma Campus		
Name	Email	Phone
Dr. Donitha Griffin	Donitha.griffin@wccs.edu	(334)876-9231
Shuntelra Logan - Rudolph	Shuntelra.logan@wccs.edu	(334)876-9287

Demopolis Campus		
Torneshia Williams	Torneshia.williams@wccs.edu	(334)876-9402

Victims who wish to report crimes to law enforcement may contact

Selma Campus		
Name	Email	Phone
Javonte Benjamin	Javonte.benjamin@wccs.edu	334-375-6037
Demopolis Campus		
Ernest Taylor	Ernest.taylor@wccs.edu	(205)213-8235

Please note that a CSA is not responsible for determining authoritatively whether a crime took place—that is the function of Campus Safety and/or law enforcement personnel. A CSA should not try to apprehend the alleged perpetrator of the crime. This is the responsibility of law enforcement. It is also not the responsibility of a CSA to try to convince a victim to contact law enforcement if the victim chooses not to do so.

Confidential Reporting of Pastoral and/or Professional Counselors

Under the law, pastoral 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 in the annual disclosure of campus crime statistics. As a matter of policy, however, the campus police department encourages all parties to inform potential victims, when appropriate, of procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. All verified and unverified confidential reports made of sexual offenses that meet the reporting criteria are included in WCCS's campus crime statistics.

Reporting Emergencies on Campus

It is the policy of Wallace Community College Selma that any criminal act or threat of violence, injury, destruction of college or personal property, traffic accident, or other situation that occurs on college property and that may constitute an emergency, a danger to the health, safety, or property of any person, or a threat to public order be reported immediately. An emergency is hereby defined as any event that is disruptive to the normal affairs of the college. Members of the campus community should be alert to emergencies and make immediate reports as outlined below. In reporting an emergency, the caller must: (a) state their name; (b) state the type of emergency; (c) state the location of the emergency; and (d) remain in the area until assistance arrives.

1. Reporting of Emergencies – Selma Campus

- A. **Medical Emergencies: In the case of major injury or serious illness,**
 - (a) call the paramedics at 911;
 - (b) call the Campus Police at (334)375-6036
- B. **Fire /Explosion/Hazardous Material Spill: In the case of fire, explosion or hazardous material spill,**
 - (a) activate the fire alarm or otherwise notify occupants to vacate the building;
 - (b) call the fire department at 911;
 - (c) call the Campus Police at (334) 375-6036
 - (d) call maintenance at (334)876-9279
- C. **Criminal Acts:** In case of criminal acts including murder, rape, robbery, aggravated assault, burglary, or motor vehicle theft, call the Campus Police at (334)375-6036.
- D. **Maintenance Emergencies:** In case of maintenance emergencies, (a) call maintenance at (334) 876-9279.

2. Reporting of Emergencies – Demopolis Campus

- A. **Medical Emergencies: In the case of major injury or serious illness,**
 - (a) call the paramedics at 911;
 - (b) call the Campus Police at (334)289-3073.

- B. **Fire /Explosion/Hazardous Material Spill: In the case of fire, explosion or hazardous material spill,**
 - (a) activate the fire alarm or otherwise notify occupants to vacate the building;
 - (b) call the fire department at 911;
 - (c) call the Campus Police at (334)289-3073.
 - (d) call maintenance at (334) 375-6070
- C. **Criminal Acts:** In case of criminal acts including murder, rape, robbery, aggravated assault, burglary, or motor vehicle theft, call the Campus Police at (334) 289-3073.
- D. **Maintenance Emergencies:** In case of maintenance emergencies, (a) call maintenance at (334) 375-6075.

Emergency Procedures

- 1. **Criminal Acts**
 - A. The Campus Police Department has primary jurisdiction for the response and investigation of all criminal actions on campus property. The Campus Police Department will coordinate with federal, state, and local agencies in complex investigations.
- 2. **Medical Emergencies**
 - A. Call 911 to summon emergency medical assistance.
 - B. Call Campus Police
 - C. Campus Police have access to AEDs
- 3. **Fire**
 - A. Call 911 to report a fire.
 - B. Fire Extinguishers are located in common areas on all floors of campus buildings.
- 4. **Emergency Procedures - Building Evacuation**

In the event it becomes necessary to evacuate a building, all occupants are expected to vacate the facility as directed by the signage located in each building. During fire events, do not use elevators. Stair chairs have been deployed in buildings with more than two floors to evacuate individuals with disabilities. In the event of a building evacuation, a rallying point will be identified in the emergency evacuation warning.
- 5. **Emergency Procedures - Tornado Warning**
 - A. Campus Police will send Patriot Alert emergency notifications when a tornado warning is issued by the National Weather Service.
 - B. All members of the campus community should take shelter on the lowest floor of the building, away from windows and doors.
 - C. When the tornado threat is over, the all-clear will be given by the Campus Police and normal activities will resume.
 - D. Do not send people home during a tornado warning.

Reporting Off-Campus Crimes and Other Emergencies

Victims and witnesses to criminal activity occurring off-campus should contact the appropriate agency for the jurisdiction:

- Selma Police Department – (334)874-6611
- Dallas County Sheriff’s Office (334)874-2530
- Alabama State Troopers (334)874-8234
- Demopolis Police Department (334)289-3073
- Marengo County Sheriff’s Department (334)295-4208

Emergency Operation Training and Drills General Emergency Information

Wallace Community College Selma has a well-developed process for significant emergencies or dangerous situations involving an immediate threat to the health and safety of students, employees, and visitors. The process is detailed in the Wallace Community College Selma Emergency Operations Plan (EOP), which includes information about the College’s operating status parameters; incident priorities; shelter-in-place and evacuation guidelines; and local contingency and continuity planning requirements. The EOP is designed to take an all-hazards approach to both natural and human-caused hazards. Divisions, departments, offices, and individuals are encouraged regularly to familiarize themselves with the information in this plan.

The College conducts emergency response exercises each year, which may include one or more activities, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. Wallace Community College Campus Police staff have received training in the Incident Command System and Responding to Critical Incidents on Campus. When a serious incident occurs that causes an immediate threat to the campus, the Campus Police Department will be the first to respond.

Additional resources from a variety of local, state, and federal agencies will be requested as needed. The Campus Police Department trains with a variety of local, state, and federal agencies annually to enhance their response capabilities.

Type Drill	Campus	Date	Was Campus notified before the drill?
Active Shooter	Selma	7/25/2025	Yes

Wallace Community College Selma Police Department Response to Crime

Victims of crime are encouraged to report offenses to the Campus Police. Our officers will conduct a complete and thorough investigation of the event. If the victim desires to press charges, information will be presented to a magistrate, who determines if there is probable cause to issue a warrant.

Wallace Community College Selma Police Officers will assist the victim in obtaining the warrant. Additionally, a Wallace Community College Selma Police officer is available to assist the victim during all stages of the court process.

Victims also have the option of filing a Code of Conduct violation if the alleged offender is a student. Code of Conduct violations may be filed in place of or in addition to criminal charges. Code of Conduct violations may be submitted to the following:

Director of Admissions		
Lonzy Clifton	Selma Campus	(334)876-9251
Director of Demopolis Campus		
Blaine Hathcock	Demopolis Campus	(334)876-9408

Code of Conduct Process for Students

Upon receipt of a code of conduct complaint, the Dean of Student Services may assign the case to an investigator to gather additional facts. If there is probable cause to believe that a violation of the Wallace Community College Selma Code of Conduct has occurred, then the case will proceed to an informal adjudication stage. In this stage a resolution can occur when the terms of the agreement is deemed appropriate by the Dean of Student Affairs, The Code of Conduct is designed to eliminate the conduct at issue, prevent its recurrence, and remedy its effects in a manner that meets the expressed preference of the complainant and the safety and welfare of the campus community. If the case cannot be settled with an informal adjudication, the case will move to the hearing stage. After a verdict is rendered from the hearing, the decision may be appealed to the President for review. The President's decision is final.

For more information concerning Code of Conduct actions, see [Student Handbook](#)

Complaint Process for Employees

In circumstances in which the offender is a school employee, victims may file a complaint with Human Resources in place of or in addition to criminal charges. These complaints may be submitted to:

Director of Human Resources, Erick Williams (334)876-9373.

The victim of a crime who does not want to pursue action within the College's judicial system or the criminal justice system may still consider making a report to a Campus Security Authority. A student or employee can notify any Campus Security Authority about a crime and they can file an internal report without revealing their identity.

The College cannot guarantee confidentiality, but does guarantee privacy. The purpose of a confidential report is to comply with the reporting individual's wish to keep the matter confidential while taking steps to ensure their future safety and the safety of others. Further options will be discussed with the reporting party. With such information, the college can keep an accurate record of the number of incidents involving students, employees, and visitors; determine where there is a pattern of crime about a particular location, method, or assailant, and alert the campus community to

potential dangers. Reports filed in this manner are counted and disclosed in the annual crime statistics for the College.

Title IX Policy

Title IX Sexual Harassment Complaint Procedures

A. INTRODUCTION

Wallace Community College Selma is committed to providing a workplace and campus community free of sexual misconduct and harassment. As required by Title IX of the Education Amendments of 1972, the College does not discriminate based on sex in its education programs and activities. This includes discrimination affecting employees of the College and applicants for employment, students and applicants for admission, or members of the public. All members of the College community are expected to conduct themselves in a manner that does not infringe upon the rights of others, whether on college premises or at any College-owned off-campus location and while participating in any educational program or activity of the College.

Sexual harassment, which includes sexual misconduct and sexual assault, is a form of sex discrimination that is prohibited under Title IX of the Education Amendments of 1972 and the Violence Against Women Act. This policy is intended to reaffirm the College's commitment to address sexual harassment and take steps to prevent its reoccurrence and preserve or restore equal access to the College's education programs and activities. Dating violence, domestic violence, and stalking may also be considered forms of sexual discrimination. Due to the seriousness of these offenses, the College has adopted specific policies and procedures, outlined in the Student Handbook, employment policies, and webpage, to address alleged instances of sexual harassment, sexual misconduct, sexual assault, dating violence, domestic violence, and stalking. The College believes that no person should bear the effects of sexual harassment alone. When such conduct occurs, the College's paramount concern is for the safety and well-being of those impacted. To support and assist students, the College provides a range of resources that include a trained counselor.

Under Title IX, individuals reporting allegations related to sexual harassment and/or sexual violence, have the right to a resolution of their complaint, to have the college conduct a prompt, thorough, and impartial investigation, and to receive supportive measures to ensure the safety and wellbeing of the individuals involved and the college community.

When allegations of sexual harassment and/or sexual violence in any form are brought to the attention of the Title IX Coordinator, and if a responding party is found to have violated this policy, serious sanctions will be used to prevent its reoccurrence. Wallace Community College Selma does not tolerate or condone retaliation. Individuals wishing to report reporting sexual harassment and/or sexual violence and/or to make inquiries concerning the application of Title IX at the College may contact:

Valencia Caffee
Title IX Coordinator
Wallace Community College Selma
Student Center Building, Human Resources Suite 3000
Earl Goodwin Parkway
Selma, Alabama 36701
Phone: 334-876-9234
Email: valencia.caffee@wccs.edu

and/or

Assistant Secretary
U.S. Department of Education Office
for Civil Rights
Lyndon Baines Johnson Department of Education Building 400
Maryland Avenue, SW
Washington, DC 20202-1100
Telephone: 800-421-3481
Fax: 202-453-6012; TDD: 800-877-8339
Email: ocr@ed.gov

Information regarding the Title IX Coordinator and their role will be provided to all faculty, staff, students, applicants for admissions, and applicants for employment. Also, this information is available on the College website at <https://wccs.edu> under the Title IX webpage.

POLICY

The U.S. Department of Education's Office for Civil Rights (OCR) enforces, among other statutes, Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that:

"No person in the United States shall, based on sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

B. DEFINITIONS RELATING TO SEXUAL HARASSMENT

Many terms are used in the context of sexual harassment. The following will provide some common definitions and examples.

Actual knowledge: The notice of sexual harassment or allegations of sexual harassment to the Title IX Coordinator or any official of the College who has the authority to institute corrective measures on behalf of the College shall be deemed actual knowledge on the part of the College.

Complainant: is an individual who is alleged to be the victim of conduct that could constitute sexual harassment. For this procedure a Complainant may be an individual applying for admission or

employment, an employee, a student or an individual otherwise participating in or attempting to participate in the College's education programs and activities.

Respondent: is an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Formal complaint: is a document filed by the complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the College investigate the allegation of sexual harassment. Note: At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in an educational program or activity of the College at which the formal complaint is filed.

Consent: "Consent" must be informed, voluntary, and mutual and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether or not a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person.

Incapacitation: An individual who is incapacitated is unable to give consent to sexual contact. States of incapacitation include sleep, unconsciousness, intermittent consciousness, intoxication, or any other state where the individual is unaware that sexual contact is occurring or is otherwise unable to give informed and voluntary consent. Incapacitation may also exist because of a mental or developmental disability that impairs the ability to consent to sexual contact. Example: A person who is taking pain medication and falls asleep under the influence of the medication can be incapacitated and not be able to give consent to sexual contact.

Sexual Misconduct: Committing sexual abuse, sexual assault, sexual harassment, sexual exploitation, or statutory rape, as defined below or under Alabama state law.

Harassment: The striking, shoving, kicking, or otherwise touching or making physical contact regarding another to harass, annoy, or alarm; and/or directing abusive or obscene language or making an obscene gesture toward someone to harass, annoy, or alarm. Example: Making or using persistent derogatory comments, epithets, or slurs that place a person in a hostile or fearful environment or where the person's safety is in jeopardy.

Sexual harassment:

For purposes of Title IX, sexual harassment is conduct on the basis of sex that satisfies one or more of the following:

- A College employee conditions the provision of an aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct (quid pro quo harassment);
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's education program or activity; or
- Sexual assault, dating violence, domestic violence, or stalking, as those offenses are defined under applicable federal law.

The U.S. Department of Education currently enforces Title IX under the 2020 Title IX regulations. The 2024 Title IX regulations were vacated by a federal court on January 9, 2025.

Definitions of Sexually Based Offenses**Sexual Abuse in the First Degree**

Under **Alabama Code § 13A-6-66**, a person commits sexual abuse in the first degree if he or she:

- (a) Subjects another person to sexual contact by forcible compulsion; or
- (b) Subjects another person to sexual contact when that person is incapable of consent because the person is incapacitated.

Sexual abuse in the first degree is a **Class C felony**.

Sexual Abuse in the Second Degree

Under **Alabama Code § 13A-6-67**, a person commits sexual abuse in the second degree if he or she:

- (a) Subjects another person to sexual contact who is incapable of consent because of a factor other than being less than 16 years of age; or
- (b) Being 19 years of age or older, subjects another person to sexual contact who is less than 16 years of age but more than 12 years of age.

Sexual abuse in the second degree is generally a **Class A misdemeanor**.

A second or subsequent offense of sexual abuse in the second degree committed within one year of another sexual offense is a **Class C felony**.

Additionally, when a person violates the age-based provision described above and is **at least 15 years older than the victim**, the offense is a **Class C felony**.

Rape in the First Degree

Under **Alabama Code § 13A-6-61**, a person commits rape in the first degree if he or she:

- (a) Engages in sexual intercourse with another person by forcible compulsion;
- (b) Engages in sexual intercourse with another person who is incapable of consent because the person is incapacitated; or
- (c) Being 16 years of age or older, engages in sexual intercourse with another person who is less than 12 years of age.

Rape in the first degree is a **Class A felony**, subject to the sentencing provisions established by Alabama law.

Rape in the Second Degree

Under **Alabama Code § 13A-6-62**, a person commits rape in the second degree if, being 16 years of age or older, he or she engages in sexual intercourse with another person who is at least 12 years of age but less than 16 years of age, provided that the actor is at least two years older than the other person.

Rape in the second degree is a **Class B felony**.

Sodomy in the First Degree

Under **Alabama Code § 13A-6-63**, a person commits sodomy in the first degree if he or she:

- (a) Engages in sodomy with another person by forcible compulsion;
 - (b) Engages in sodomy with another person who is incapable of consent because the person is incapacitated; or
 - (c) Being 16 years of age or older, engages in sodomy with a person who is less than 12 years of age.
- Sodomy in the first degree is a **Class A felony**.

Sodomy in the Second Degree

Under **Alabama Code § 13A-6-64**, a person commits sodomy in the second degree if:

- (a) Being 16 years of age or older, he or she engages in sodomy with another person who is at least 12 years of age but less than 16 years of age, provided that the actor is at least two years older than the other person; or
- (b) He or she engages in sodomy with a person who is incapable of consent under the circumstances specified by Alabama law.

Sodomy in the second degree is a **Class B felony**.

Domestic Violence

For purposes of the Clery Act, **domestic violence** includes felony or misdemeanor crimes of violence committed by:

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

In Alabama, domestic violence offenses are addressed primarily in **Alabama Code Title 13A, Chapter 6, Article 7**, including Domestic Violence in the First, Second, and Third Degrees.

Dating Violence

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

Whether such a relationship exists is determined based on consideration of factors including:

- The length of the relationship;
- The type of relationship; and
- The frequency of interaction between the persons involved in the relationship.

Dating violence does not include acts that are included within the definition of domestic violence.

Dating violence may constitute an offense under Alabama's domestic violence statutes when the relationship and conduct satisfy the applicable statutory requirements.

Stalking

For purposes of the Clery Act, **stalking** means 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.

Under Alabama law:

Stalking in the First Degree – Alabama Code § 13A-6-90

A person commits stalking in the first degree when the person intentionally and repeatedly follows or harasses another person and makes an expressed or implied threat with the intent to place that person in reasonable fear of death or serious bodily harm.

Stalking in the first degree is a **Class C felony**.

Stalking in the Second Degree – Alabama Code § 13A-6-90.1

A person may commit stalking in the second degree by intentionally and repeatedly following, harassing,

telephoning, or otherwise communicating with another person, a member of that person's immediate family, or certain third parties for an improper purpose, when the conduct causes the harm or fear specified by Alabama law and the perpetrator has previously been informed to cease the conduct.

Stalking in the second degree is a **Class B misdemeanor**, subject to any amendments to Alabama law effective October 1, 2026.

Aggravated Stalking in the First Degree – Alabama Code § 13A-6-91

A person commits aggravated stalking in the first degree when the person violates the stalking-in-the-first-degree statute and the conduct also violates a court order or injunction.

Aggravated stalking in the first degree is a **Class B felony**.

Sexual Assault

For purposes of the Clery Act, **sexual assault** means an offense that meets the applicable federal definitions of rape, fondling, incest, or statutory rape.

Sexual assault includes conduct that may constitute a criminal offense under Alabama law, including rape, sodomy, sexual abuse, or other applicable sexual offenses.

Victim's Option to Report

Students and employees who experience rape, sexual assault, domestic violence, dating violence, stalking, or another crime are strongly encouraged to report the incident.

Victims have the right to:

- Notify Campus Police or the appropriate local law enforcement agency;
- Receive assistance from college officials in notifying law enforcement when requested;
- Decline to notify law enforcement;
- Seek medical care, counseling, advocacy, protective measures, and other available support services;
- Request reasonably available academic, employment, transportation, safety, or other supportive measures, as applicable; and
- Seek assistance from community victim-service organizations regardless of whether a report is made to law enforcement.

A person who chooses not to make a report to Campus Police or another law enforcement agency may still seek assistance and supportive services from the College and appropriate community resources.

Formal Complaint Process

A. INITIAL STEPS

Any student or employee of the College or applicant for employment or admission who has a complaint against a student or a member of the College faculty, staff, or administration concerning sexual harassment (Title IX of the Educational Amendments of 1972) or has knowledge of any conduct constituting sexual harassment in an educational program or activity of the College or which occurred on property owned by the College or controlled by the College should report the complaint to the campus Title IX Coordinator <https://wccs.edu>. An educational program or activity of the College includes, but is not limited to locations, events or circumstances over which the College exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes buildings owned or controlled by a student organization that is officially recognized by the College.

B. **REPORTING A COMPLAINT** Any individual may report a sexual harassment incident to the Title IX Coordinator in person, by email, by telephone, or in writing. The report must include the names of the Complainant(s) and Respondent(s), the approximate date of the incident, facts of

the incident, and contact information for the person submitting the complaint. The Title IX Coordinator will respond in writing to the person submitting the complaint as soon as practicable, but not exceeding five (5) business days. If the person submitting the complaint is not the Complainant, the Title IX Coordinator will also contact the Complainant within five (5) business days. If after a discussion with the Complainant, the Title IX Coordinator determines that the complaint does not qualify as a Title IX Complaint, the Title IX Coordinator will notify the Complainant in writing and may redirect the Complaint to the appropriate committee. If after a discussion between the Complainant and the Title IX Coordinator, the Title IX Coordinator determines that the complaint meets the criteria of a Title IX Complaint and the Complainant requests to file a formal complaint, the Title IX Coordinator will initiate the formal complaint process.

C. **SUPPORTIVE MEASURES** Supportive measures mean non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the College's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment or deter sexual harassment. Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The College must maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the supportive measures. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. Supportive measures will be offered to the Complainant within five (5) business days of receipt of the complaint. Supportive measures will be offered to the Respondent simultaneously with the Notice of Allegations.

D. Standard of Evidence for Determining Responsibility for College Title IX procedures, the College will use a “preponderance of evidence” standard for determining responsibility. The preponderance of the Evidence means evidence that is of greater weight or more convincing than the evidence that is offered in opposition to it; that is evidence that as a whole show that the fact sought to be proved is more probable than not. E. FORMAL COMPLAINT PROCESS A formal complaint must be submitted in electronic (email) or written format to the Title IX Coordinator and must be signed by the Complainant. If under the circumstances a formal complaint should be pursued notwithstanding a Complainant’s desire not to file a formal complaint, the Title IX Coordinator may sign the complaint.

The complaint must include the following:

- the date of the original complaint,
- names of Complainant and Respondent,
- facts and description of the complaint, and
- the request to investigate a complaint.

A Complainant must be participating in or attempting to participate in a College-sponsored program or activity at the time the complaint is filed.

F. DISMISSAL OF FORMAL COMPLAINT

The College may dismiss a formal complaint or allegations therein if:

- the Complainant informs the Title IX Coordinator in writing that the Complainant desires to withdraw the formal complaint or allegations therein,
- the Respondent is no longer enrolled or employed by the school, or
- specific circumstances prevent the school from gathering sufficient evidence to reach a determination. The College must dismiss a formal complaint or allegations therein if:
 - the allegations do not meet the definitions of sexual harassment
 - the alleged conduct did not occur within the United States, or
 - the alleged conduct did not occur within a College-sponsored program or activity.

If the College determines the formal complaint or allegations therein will be dismissed, the Title IX Coordinator will provide written notice to both parties of the dismissal of allegations, and the reason for dismissal within five (5) business days of the decision to dismiss the complaint.

G. NOTICE OF ALLEGATIONS

The Title IX Coordinator will provide simultaneous written notice of allegations, including sufficient details, and intent to investigate to the Complainant and Respondent no later than ten (10) calendar days after receipt of the formal complaint. The Title IX Coordinator will also provide both parties with the formal complaint, grievance and appeal process, possible sanctions and remedies, and availability of advisors. The written notice shall include a statement that the respondent is presumed not responsible for the alleged conduct, that the parties and their advisors may review and inspect evidence, and advise the parties of the provisions of the

College Code of Conduct relating to making false statements or submitting false information during the grievance process. The Title IX Coordinator will additionally notify the Title IX investigator of the pending investigation and provide a copy of the formal complaint.

Employee Grievance Instructions:

Instructions to employee filing the report: Any employee who claims a grievance (or who is reporting an observed grievance) must file a written statement within 10 calendar days from the date of the alleged incident, otherwise the grievance will not be reviewed under this policy. Oral grievances do not comply with this policy. Complete and deliver this report to your direct supervisor, unless your direct supervisor is the alleged offender. If this is the case, deliver the form to the next supervisor in your chain of command whom the grievance is lodged. The supervisor (or person receiving a written grievance) will notify HR personnel and/or the President as appropriate.

Instructions to college official receiving the report: The supervisor, or other person appointed (such as Title IX Coordinator, HR, SPO, President as applicable) to address the grievance, must review the written statement and conduct an investigation of the claims within 45 calendar days (or as otherwise agreed), and then make a written report of findings with recommendations within 60 calendar days of receipt of the grievance. The report must be given to the President, the complaining employee, and the person about whom the grievance is lodged. The complaining employee or the person about whom the grievance is lodged has 5 calendar days from receipt of the written report to provide specific written objections to the report of findings with recommendations to the President, which will be considered by the President or his/her designee before issuing a final decision. This decision shall be final.

NOTE: If the last day for filing a notice of appeal falls on a Saturday, Sunday, or a legal holiday, the appealing party will have until 5:00 p.m. the first working day following to file.

H. ADVISORS

In addition to providing the Complainant and Respondent with written notice of allegations and intent to investigate, the Title IX Coordinator will inform the parties of the availability of advisors. Both parties shall have the right to retain, at the respective party's own cost, the assistance of legal counsel or another personal representative advisor. In the alternative, either or both parties may also request an advisor provided by the College. Only an advisor may conduct cross-examination during the live hearing. Neither party may dismiss a College-appointed advisor.

I. INVESTIGATION PROCEDURE

The Title IX investigator is responsible for investigating the submitted formal complaint. The Title IX investigator will have received Title IX investigator training within the current academic year. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on the College and not on the parties. The Title IX investigator will notify the Complainant and Respondent in writing of the intent to investigate within five (5) business days of receipt of the formal complaint and will commence interviews within ten (10) business days of receipt of the formal complaint. The Title IX investigator will notify the Complainant and Respondent and their respective advisors in writing of all individuals the investigator intends to interview. Either party may identify other witnesses with relevant information for interview or other evidence for review by the investigator. The Title IX investigator will conduct a factual investigation of the formal complaint and shall research applicable statutes, regulations, and/or policies, if any. The Title IX investigator will notify any interviewees in writing of the intent to interview.

Interviewees will have at least five (5) business days' notice of an interview. Notice will include the participants, date, place, purpose, and time of the interview. The College will provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory (tending to establish fault or guilt) and exculpatory (clearing or tending to clear from alleged fault or guilt) evidence.

Creditability determinations may not be based on a person's status as a complainant, respondent or witness. The College will provide the parties with the same opportunities to have others present during any grievance proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the complainant or respondent in any meeting or grievance proceeding; however, the College may establish restrictions regarding the extent to which the advisor may participate in proceedings, as long as the restrictions apply equally to both parties. The College will provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source so that each party can meaningfully respond to the evidence before conclusion of the investigation. The College will make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal access and opportunity to refer to such evidence during the hearing, including for purposes of cross-

examination. Before the completion of the investigative report, the Title IX investigator will submit all reviewed evidence to the Title IX Coordinator. The Title IX Coordinator

will provide copies of all evidence reviewed during the investigation to the Complainant, Respondent, and their respective advisors. All parties will have ten (10) business days to review the evidence and respond in writing to the Title IX Coordinator. After the ten (10) business day review period, the Title IX Coordinator will direct any responses from the Complainant, Respondent, or their respective advisors to the Title IX Investigator for additional review. The Title IX Investigator will submit a final report and the reviewed evidence to the Title IX Coordinator. At least 10 days before the live hearing, the Title IX Coordinator will simultaneously provide the Complainant, Respondent, and their respective advisors, with the final report and all reviewed evidence for their review and written response.

The President will select a Hearing Officer to conduct the live hearing. The Hearing Officer shall be provided a copy of the investigative report and reviewed evidence.

J. LIVE HEARING PROCEDURE

Upon receipt of the final investigative report, the Hearing Officer will convene a decision-making panel and schedule a live hearing. The panel will consist of three (3) individuals selected by the Hearing Officer who have completed Decision Maker training during the current academic year. The Hearing Officer will designate one of the Decision Makers as Primary Decision Maker. The Hearing Officer will notify the Complainant, Respondent, their respective advisors, Title IX Coordinator, Title IX Investigator, witnesses named in the final report, and the Decision Makers of the live hearing date within five (5) business days of receipt of the final investigative report. The live hearing date must provide the Complainant, Respondent, and their respective advisors with no less than ten (10) business days to review the final investigative report and all supporting evidence. The hearing must be a live, recorded hearing with the opportunity for both advisors to conduct cross-examinations. The hearing shall be recorded by either a court reporter on audio or video tape or by another electronic recording medium. In addition, all items offered into evidence by the parties, whether admitted into evidence or not, shall be marked and preserved as part of the hearing record. Upon request, the Complainant and Respondent may participate in the hearing via on-campus video conferencing provided that all parties, including the Decision-Making Panel, can see and hear the party or witness answering questions in real time. The Hearing Officer, Decision Makers, Complainant, Respondent, and their respective advisors will attend the hearing. The Title IX investigator, Title IX Coordinator, and witnesses will be called to provide testimony if requested by the Decision Makers, parties, or their respective advisors. If a party does not have an advisor present at the live hearing, the College shall provide without fee or charge to that party, an advisor of the College's choice, who may be, but is not required to be an attorney. The hearing process will consist of:

- Opening statement by Hearing Officer
- Review of hearing procedures, formal complaint, and notice of allegations by the Hearing Officer
- Review of potential hearing outcomes and sanctions by the Hearing Officer
- Complainant Testimony □ Cross-examination of Complainant by Respondent advisor
- Testimony of Witnesses of Complainant □ Cross-examination of Complainant Witnesses by Respondent advisor
- Respondent Testimony
- Cross-examination of Respondent by Complainant advisor
- Witnesses of Respondent Testimonies
- Cross-examination of Respondent Witnesses by Complainant advisor

- Decision Maker inquiries
- Review of appeal process by Hearing Officer
- Closing statement by Hearing Officer
- Dismissal of parties
- Decision Maker deliberations

At the hearing, the Hearing Officer shall read the hearing procedures, notice of allegations, formal complaint, potential hearing outcomes, and potential sanctions. After the Hearing Officer concludes the opening statements, the Complainant shall have the opportunity to present such oral testimony and offer such other supporting evidence as deemed relevant to the formal complaint. After the Complainant's testimony, the Respondent's advisor may conduct a cross-examination. The Decision Makers may question the Complainant after the cross-examination.

The Complainant may call witnesses to provide testimony as deemed appropriate to the formal complaint. The Respondent advisor may conduct a cross-examination of the witnesses. The Decision Makers may question the witnesses after the cross-examination. The Respondent shall then be allowed to present such testimony and offer such other evidence as deemed relevant to the Respondent's defense against the formal complaint. After the Respondent's testimony, the Complainant's advisor may conduct a cross-examination.

The Decision Makers may question the Respondent after the cross-examination. The Respondent may call witnesses to provide testimony as deemed appropriate to the formal complaint. The Complainant advisor may conduct a cross-examination of the witnesses. The Decision Makers may question the witnesses after the cross-examination. Only relevant cross-examination and other questions may be asked of a party or witness. During cross-examination, the advisor will pose each question orally to the Primary Decision Maker. The Primary Decision Maker will determine if the Complainant, Respondent, or witnesses may respond to the question. If the Primary Decision Maker chair determines that the question is not relevant, the Primary Decision Maker will explain the rationale for dismissing the question. Rape shield protection is provided for Complainants which deems irrelevant questions and evidence about a Complainant's prior sexual behavior unless offered to prove that someone other than the Respondent committed the alleged misconduct or if the questions and evidence concern specific incidents of Complainant's prior sexual behavior concerning the Respondent and offered to prove consent. If a witness or party is not available or declines cross-examination, the decision makers must not rely on any statement of that witness in reaching a determination regarding responsibility; provided, however, that the decision-makers cannot draw an inference about the determination regarding responsibility based solely on a party or witness's absence from the live hearing or refusal to answer cross-examination or other questions. Upon conclusion of the presentation of the evidence and cross-examinations, the Hearing Officer shall read the appeal process and closing statements. The Complainant, Respondent, their respective advisors, and all witnesses shall be dismissed. The Decision Makers will deliberate to determine if the Respondent is deemed responsible and submit a written hearing report that contains:

- identification of the allegations potentially constituting sexual harassment;
- a description of the procedural steps taken from the receipt of the formal complaint through determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held; findings of fact supporting the determination;
- conclusions regarding the application of the College's code of conduct to the facts;
- a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the College imposes on the respondent, and whether remedies designed to restore or preserve equal access to the College's education program or activity will be provided by the College to the complainant; and
- the College's procedures and permissible bases for the complainant and respondent to appeal.

The Primary Decision Maker will submit the hearing report to the Hearing Officer within ten (10) business days of the live hearing. The Hearing Officer will submit the hearing report simultaneously to the Title IX Coordinator, Complainant, Respondent, and their respective advisors within three (3) business days of receipt of the hearing report. The College must provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that the College provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely. The Title IX Coordinator will retain the recording of the hearing, the hearing report, the investigative report, and all evidence obtained during the investigation and all evidence offered at the hearing.

K. APPEAL PROCEDURE

Appeals of a determination regarding responsibility and from the College's dismissal of a formal complaint or any allegations therein are available to both parties on the following grounds:

- procedural irregularity that affected the outcome of the matter;
- new evidence that was not reasonably available at the time the decision regarding responsibility or dismissal was made, that could affect the outcome; and/or (
- 3) the Title IX Coordinator, Investigator, or Decision Maker had a conflict of interest or bias that affected the outcome.

The President of Wallace Community College Selma or his/her designee shall be the appeal authority in upholding, rejecting, or modifying the recommendations of the Decision Maker Panel.

The President or his/her designee shall not be bound in any manner by the recommendation(s) of the Decision Maker Panel but shall take it (them) into consideration in rendering his/her decision. Either party may file a written request with the President requesting that the President review the decision of the Decision Maker Panel. The written request must be filed within ten (10) business days following the party's receipt of the hearing report. If the appeal is not filed by the close of business on the tenth (10th) business day following the party's receipt of the report, the party's opportunity to appeal shall have been waived. As to all appeals, the College will:

- notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties
- ensure that the decision-maker(s) for the appeal is not the same person as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator.
- ensure the decision-maker(s) for the appeal complies with the standards set for in 34 C.F.R. § 106.45(b)(iii);
- give both parties a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome;
- issue a written decision describing the result of the appeal and the rationale for the result; and
- provide the written decision simultaneously to both parties.

A decision on a party's appeal shall be rendered within 30 calendar days of the initiation of the appeals process. The time for decision may be extended for exigent circumstances or as may be otherwise agreed by the parties. If the Respondent is also an employee of the College, the individual may also file a claim with the Equal Employment Opportunity Commission within 180 days of the alleged discriminatory act. Informal Resolution. The College may not require as a condition of enrollment or continuing enrollment, employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of formal complaints of sexual harassment consistent with this section. Similarly, the College may not require the parties to participate in an informal resolution process under this section and may not offer an informal resolution process unless a formal complaint is filed. However, at any time prior to reaching a determination regarding responsibility the College may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the College does the following: (i) provides to the parties a written notice disclosing: the allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared; (ii) obtains the parties' voluntary, written consent to the informal resolution process; and (iii) does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

L. RETALIATION PROHIBITED.

Neither the College nor other person may intimidate, threaten, coerce, or discriminate against any individual to interfere with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated in any manner an investigation, proceeding, or hearing conducted under this policy. Complaints alleging retaliation may be filed according to the grievance procedures included in the formal complaint process. The College shall keep confidential the identity of any individual who has made a report or filed a formal complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness except as may be permitted by FERPA statute, 20 U.S.C. 1232g or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. Range of Possible Sanctions – On final determination of responsibility the following sanctions may be imposed against a respondent:

For Students:

1. Disciplinary Suspension: This excludes a student from the College for a designated period, usually not more than two terms. While on suspension, a student will not be allowed to take any courses at the College. At the end of the designated period, the student must make a formal reapplication for admission.
2. Area Suspension: A student may be suspended from a specified college area for improper or disruptive behavior. Suspensions generally will be for some time not to exceed the remainder of the term.
3. Disciplinary expulsion: This is the strongest disciplinary action. This category of severe penalty generally indicates the recipient may not return to the College.
4. A no trespass may be issued for individuals who have been accused and or found in violation of sexual harassment.

For Employees:

In addition to any criminal or civil actions that may be pending or in process, the College reserves the right to pursue separate disciplinary action against perpetrators of sexual assault. Persons found responsible for sexual assault should expect disciplinary actions up to and including permanent expulsion or termination from the College. For Individuals other than employees or students: A no trespass may be issued for individuals who have been accused and or found in violation of sexual harassment. At any time in the grievance process, the College may impose a temporary delay or limited extension of time frames for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness, concurrent law enforcement activity, or the need for language assistance or accommodation of disabilities. Neither the College assigned Investigator nor Decision Makers nor any person who facilitates an informal resolution process shall require, rely upon, or otherwise use questions or evidence that constitute or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege. The College's Title IX Coordinators, Investigators, and decision-makers shall all have received training for their respective roles before participating in a Title IX Complaint or grievance process. All materials used to train the Title IX Coordinators, Investigators, Decision Makers and any person who facilitates an informal resolution process may be found on the College's website at <https://www.wccs.edu>.

Crisis and Other Urgent Communications

Clery Timely Warning Notices are specifically related to compliance with the federal Clery Act, which requires colleges and universities to notify students and employees whenever there is a threat that a serious crime has been reported and/or may be repeated--so that campus community members can protect themselves or their property. The Clery Act identifies specific crimes that require a timely warning notice to be issued. When crimes are reported to a CSA or the police and the reported crime(s) are believed to have occurred on campus, in or on non-campus buildings or property, or on public property immediately contiguous to the campus.

Emergency Notifications

If a potentially life-threatening emergency exists that necessitates an urgent notification to the campus community, such as a tornado warning or active shooter, the institution's Patriot Alert Emergency Notification System will be used. This message will be promulgated through text messages, and emails. The way an individual gets Patriot Alert Campus messages is entirely their decision. Emergency notifications can be sent by the Police Department Dispatcher when deemed appropriate.

Security of Personal Property

The college cannot be responsible for personal property, nor can the college assume responsibility for the protection of vehicles or their contents. The campus police recommend that students conceal books, supplies, and other valuables in the trunks of their cars or keep valuables in their possession at all times. Items such as purses, handbags, book bags, and knapsacks should not be unattended.

Security of and Access to Campus Facilities

Wallace Community College Selma is committed to providing a healthful, safe, and secure environment for all members of the campus community. This commitment is evidenced by the fact the college employs a Police force that is on duty anytime the school is open for business.

Campus facilities are locked and unlocked by the Campus Police according to the normal operational hours of the college and scheduled facilities usage. Normal operational hours are:

Selma Campus

Monday -Thursday 7:30 a.m.-10:00p.m.

Friday 7:30 a.m. – 12:00 p.m.

Demopolis Campus

Monday-Thursday 7:30 a.m.-10:00 p.m.

Friday 7:30 a.m. – 12:00 p.m.

(Buildings not scheduled for classes or a special event are closed.)

As a rule, no one should be in college buildings after normal operational hours. The Campus Police have been instructed not to open buildings or allow people to remain in campus buildings after hours. Students, faculty, or staff who access campus facilities outside of the hours scheduled above need must secure written authorization from the appropriate cost center head or administrator. An approved Request for After-Hour Building Usage form must be submitted to the campus police during normal office hours Monday through Friday. In the event of an unforeseen emergency, please contact the Campus Police for assistance.

Security considerations used in the maintenance of campus facilities

Campus police coordinate with the maintenance department regarding maintenance issues related to safety and security.

1. Electronic Alarm Systems: A computer-based electronic monitoring system is located on campus to monitor security and fire alarm activations.
2. Camera systems are installed throughout the college.
3. The Director of Facility and Safety provides input into the design of new and renovated campus facilities as it relates to physical and electronic security systems.
4. WCCS personnel routinely conduct surveys and reviews of perimeter security to campus-owned buildings. Anyone who needs to report security lighting issues may contact WCCS at 334-876-9248.

Safety and Security Programs

Safety and Security programs are provided by Campus Police when requested. To request a class, please contact the Chief of Police at (334)876-9248. Types of classes include Sexual Harassment and Rape Prevention (SHARP), Emergency Operation Response, Stop the Bleed, Don't Be a Victim, and other classes as requested.

Campus Crime Statistics Disclosure

Wallace Community College Selma complies with the Jeanne Clery Campus Safety Act, 20 U.S.C. § 1092(f), and 34 C.F.R. § 668.46. In accordance with these requirements, the College prepares, publishes, and distributes an Annual Security Report containing required campus safety policies, procedures, programs, and crime statistics.

The Annual Security Report includes statistics for reportable Clery Act crimes that occur within the College's Clery geography, including applicable on-campus property, certain non-campus buildings or property owned or controlled by the College, and public property immediately adjacent to and accessible from the campus.

For the 2025 Annual Security Report, Wallace Community College Selma reports crime statistics for calendar years 2023, 2024, and 2025.

Reportable Clery Act crimes include murder and non-negligent manslaughter, negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, dating violence, domestic violence, stalking, hate crimes, and hazing. The College also reports arrests and disciplinary referrals for liquor law violations, drug law violations, and weapons law violations as required by federal law.

In accordance with the Stop Campus Hazing Act, Wallace Community College Selma collects and reports qualifying hazing incidents and maintains policies and programs addressing hazing prevention, awareness, reporting, investigation, and disciplinary procedures. The College will also maintain and publish a Campus Hazing Transparency Report as required by federal law.

Crime statistics are compiled from reports received by the Wallace Community College Selma Campus Police Department, Campus Security Authorities, and appropriate local law enforcement agencies. The College makes a good-faith effort to obtain required crime statistics from law enforcement agencies having jurisdiction over the College's applicable Clery geography.

Victims and witnesses are encouraged to promptly report crimes to Campus Police or another designated Campus Security Authority. Crime statistics are collected and disclosed in accordance with applicable federal reporting requirements.

Crime Prevention

Crime can occur in any community, including on a college campus. While not every criminal act can be prevented, students, employees, and visitors can reduce opportunities for crime by remaining alert, using good judgment, securing personal property, and promptly reporting suspicious or concerning activity to Campus Police.

On Campus – Remain aware of your surroundings, especially during evening hours or when campus activity is limited. Avoid walking alone in poorly lit or isolated areas when possible. Park in well-lit areas, lock your vehicle, close the windows, and remove or secure valuables from view. Have your keys or access device ready before approaching your vehicle. Students and employees who feel unsafe walking to or from a building or vehicle should contact the Wallace Community College Selma Campus Police Department for assistance or an escort when available.

Do not leave personal property such as purses, backpacks, laptops, phones, keys, wallets, or other valuables unattended. Secure offices, classrooms, and vehicles when they are not occupied. Report

suspicious persons, vehicles, packages, behavior, damaged lighting, unsecured doors, or other safety concerns to Campus Police as soon as possible.

Traveling – Before traveling, make sure your vehicle is properly maintained and has sufficient fuel or battery charge. Keep vehicle doors locked while driving and when the vehicle is parked. When returning to your vehicle, remain alert, have your keys ready, and consider walking with another person when possible.

Avoid stopping in unsafe or isolated locations. If you observe a stranded motorist and do not feel comfortable stopping, contact 911 or the appropriate law enforcement agency and provide the location of the vehicle.

If you believe you are being followed, do not drive directly to your home or another isolated location. Remain in your vehicle, keep the doors locked, and drive to a well-lit, populated location, police station, fire station, or other safe location. Call 911 and provide your location, direction of travel, vehicle description, and any available information about the person or vehicle following you.

If your vehicle becomes disabled, move it to a safe location when possible, activate the hazard lights, remain in a secure location, and contact roadside assistance, law enforcement, or another trusted source for help. If you feel threatened or believe you are in immediate danger, call **911**.

Members of the Wallace Community College Selma community are encouraged to practice situational awareness and immediately report crimes, suspicious activity, threats, or emergencies to Campus Police or the appropriate law enforcement agency. Crime prevention is a shared responsibility, and prompt reporting can help protect the entire campus community.

Daily Crime Log

The Wallace Community College Selma Campus Police Department maintains a written or electronic Daily Crime Log in accordance with the Jeanne Clery Campus Safety Act and **34 C.F.R. § 668.46(f)**.

The Daily Crime Log records crimes reported to the Campus Police Department that occur within the College's Clery geography. The log includes, when known, the nature of the crime, date the crime was reported, date and time the crime occurred, general location of the crime, and disposition of the complaint.

An entry or addition to the Daily Crime Log will generally be made within **two business days** after the information is reported to Campus Police, unless disclosure is prohibited by law, would jeopardize the confidentiality of the victim, or may be temporarily withheld under circumstances permitted by federal law.

Information may be temporarily withheld when there is clear and convincing evidence that its release would jeopardize an ongoing criminal investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence. Information that has been temporarily withheld will be disclosed once the adverse effect is no longer likely to occur.

The Daily Crime Log for the **most recent 60-day period** is available for public inspection during normal business hours. Any portion of the Daily Crime Log that is older than 60 days will be made available for public inspection within **two business days of a request**.

Individuals wishing to review the Daily Crime Log may contact or visit the Wallace Community College Selma Campus Police Department during normal business hours.

Crime Statistics

Monitoring Campus, Non-Campus, and Public Property for Criminal Activity

The annual security report for WCCS includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings, or on property owned/controlled by WCCS and on public property within, or immediately adjacent to and accessible from the campus. By mandated reporting requirements, information concerning the monitoring and recording of any criminal activity in which students engaged, at off-campus locations and/or within student organizations that are officially recognized by the College, are gathered from local police agencies. These agencies include any City, County, State, or Federal agencies that may have relevant information, and the statistics are published in this disclosure. The report also includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters. The Campus Police Department is aware that crimes may go unreported to law enforcement and encourages employees of WCCS, who have significant responsibility for students and student activities, to report any crimes that they are aware of to the Campus Police.

We take your safety seriously! To ensure the continued health and safety of WCCS students and employees, we must all consider our security, as well as the security of others, a priority when on campus. Should a crime occur on campus, WCCS strongly encourages you to report this crime immediately to the Campus Police Department by calling 334- 876- 9349

To promote awareness and enhance safety, we would like to inform you of our campus crime statistical disclosure report for 2025. We hope this information is helpful to you. Should you have any questions or suggestions regarding campus safety or security, please contact Chief Javonte Benjamin at javonte.benjamin@wccs.edu or 334-876-9349

The following are statistics relating to incidents occurring on the main campus of, any branch or, or any other site operated by Wallace Community College Selma for the academic year 2023-2025. For this report, the definitions on the following page shall apply. These definitions are consistent with those used by the U.S. Department of Justice in the Uniform Crime Reports published by the Federal Bureau of Investigation.

Classification and Unfounded Crime Reports

For purposes of Clery Act reporting, Wallace Community College Selma classifies reported crimes in accordance with applicable federal Clery Act requirements and the definitions established by the U.S. Department of Education and the Federal Bureau of Investigation.

A reported crime is included in the College's Clery crime statistics when it meets the applicable reporting requirements, regardless of whether an arrest is made, charges are filed, or a court ultimately determines that a criminal offense occurred.

A crime report may be classified as unfounded only when a sworn or commissioned law enforcement officer, after a full investigation, determines that the report is false or baseless and that no crime occurred or was attempted.

A crime may not be classified as unfounded merely because an investigation is inconclusive, the victim declines to cooperate, a prosecutor declines to file charges, charges are dismissed, or a court does not result in a conviction.

Wallace Community College Selma will maintain and disclose the number of unfounded crime reports as required by the Jeanne Clery Campus Safety Act and 34 C.F.R. § 668.46.

Definitions

For purposes of compiling and reporting crime statistics under the Jeanne Clery Campus Safety Act, Wallace Community College Selma uses the applicable federal definitions established by the U.S. Department of Education and the Federal Bureau of Investigation's Uniform Crime Reporting Program.

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.

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 in which the victim is incapable of giving consent because of age or temporary or permanent mental incapacity.

Incest

Sexual intercourse between persons who are related to each other within the degrees in which marriage is prohibited by law.

Statutory Rape

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

Sexual Assault

For purposes of the Clery Act, sexual assault means an offense that meets the federal definition of rape, fondling, incest, or statutory rape.

Robbery

The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force, threat of force or violence, or by placing 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 is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm. An injury does not have to occur when a firearm, knife, or other weapon is used under circumstances in which serious injury could result.

Burglary

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

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. This includes the theft of automobiles, trucks, buses, motorcycles, motor scooters, and other self-propelled vehicles that run on land and are not operated on rails. Motorboats, construction equipment, airplanes, and farming equipment are generally excluded from this Clery crime classification.

Arson

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

Dating Violence

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

The existence of such a relationship is determined based upon the reporting party's statement and consideration of:

- The length of the relationship;

- The type of relationship; and
- The frequency of interaction between the persons involved.

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include conduct that meets the definition of domestic violence.

Domestic Violence

Domestic violence means a felony or misdemeanor crime of violence committed by:

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

Stalking

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

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

For purposes of this definition:

Course of conduct means two or more acts, including, but not limited to, acts in which a person directly, indirectly, or through third parties follows, monitors, observes, surveils, threatens, communicates to or about another person, or interferes with another person's property.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

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

Hate Crime

A hate crime is a crime reported to a local law enforcement agency or Campus Security Authority that shows evidence that the victim was intentionally selected because of the perpetrator's actual or perceived bias against the victim.

For Clery Act reporting purposes, the applicable bias categories are:

- Race;
- Religion;
- Gender;
- Gender identity;
- Sexual orientation;
- Ethnicity;
- National origin; and
- Disability.

Clery hate-crime reporting includes applicable primary Clery crimes as well as:

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

Simple Assault – An unlawful physical attack by one person upon another in which the offender does not display a weapon and the victim does not suffer an obvious severe or aggravated bodily injury.

Intimidation – Unlawfully placing another person in reasonable fear of bodily harm through threatening words or other conduct without displaying a weapon or physically attacking the victim.

Destruction, Damage, or Vandalism of Property – Willfully or maliciously destroying, damaging, defacing, or otherwise injuring real or personal property without the consent of the owner or person

having custody or control of the property.

HAZING

Wallace Community College Selma prohibits hazing in any form. Hazing is inconsistent with the values and standards of the College and may violate federal law, Alabama law, and College policy.

Definition of Hazing

For purposes of the Jeanne Clery Campus Safety Act and the Stop Campus Hazing Act, hazing means any intentional, knowing, or reckless act committed by a person, whether individually or with other persons, against another person or persons, regardless of the willingness of the person subjected to the activity, that:

- Occurs in connection with initiation into, affiliation with, or maintenance of membership in a student organization; and
- Causes or creates a risk, above the reasonable risk encountered in the ordinary course of participation in the College or the organization, of physical or psychological injury.

Hazing may include, but is not limited to:

- Whipping, beating, striking, electronic shocking, placing harmful substances on a person's body, or similar conduct;
- Sleep deprivation, exposure to the elements, confinement, extreme physical activity, or other conduct creating an unreasonable risk of harm;
- Forced or coerced consumption of food, liquid, alcohol, drugs, or other substances;
- Forced or coerced sexual conduct;
- Threats, intimidation, humiliation, or conduct that places another person in reasonable fear of bodily harm;
- Conduct that constitutes a criminal offense under federal, state, tribal, or local law; or
- Any other conduct that creates an unreasonable risk of physical or psychological injury.

For purposes of federal hazing requirements, a student organization includes an organization in which two or more members are students enrolled at the College, regardless of whether the organization is officially established or recognized by Wallace Community College Selma.

Alabama Hazing Law

Hazing may also constitute a criminal offense under Alabama Code § 16-1-23. Alabama law prohibits hazing in connection with membership in or association with certain organizations and also prohibits knowingly permitting, encouraging, aiding, or assisting another person in committing hazing when the statutory requirements are met. Conduct that may constitute criminal hazing should be immediately reported to law enforcement.

Reporting Hazing

Students, employees, visitors, and other members of the College community are encouraged to immediately report suspected or actual hazing.

Reports may be made to:

- Wallace Community College Selma Campus Police;
- The Dean of Student Services or other appropriate Student Services official;
- The Title IX Coordinator when the conduct may also involve sex discrimination, sexual harassment, or sexual violence;
- Another Campus Security Authority; or
- The appropriate local law enforcement agency.

Call 911 when hazing creates an immediate threat to health or safety or when emergency medical assistance is needed.

A person does not need to determine whether conduct legally constitutes hazing before making a report. Individuals are encouraged to report any conduct they reasonably believe may constitute hazing or create an unreasonable risk of physical or psychological injury.

Investigation and Disciplinary Process

Reports of hazing will be promptly reviewed and referred to the appropriate College office for investigation and response. Campus Police may investigate conduct that may constitute a criminal offense and may coordinate with local, state, or federal law enforcement agencies when appropriate.

When the accused person is a student or student organization, the matter may also be addressed through the College's Student Code of Conduct and applicable disciplinary procedures.

When the accused person is an employee, the matter may be referred to Human Resources and handled pursuant to applicable employment policies and procedures.

A violation of College hazing policy may result in disciplinary action up to and including suspension, expulsion, termination of employment, loss of recognition or privileges for a student organization, restrictions on College activities, removal from College property, or other sanctions permitted by College policy. Criminal conduct may also result in arrest and prosecution under applicable law.

Arrests and Disciplinary Referrals

In addition to the criminal offenses listed above, Wallace Community College Selma reports qualifying arrests and referrals for campus disciplinary action involving:

Liquor Law Violations – Violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages.

Drug Law Violations – Violations of laws prohibiting the production, distribution, possession, sale, transportation, or use of controlled substances and illegal drugs.

Weapons Law Violations – Violations 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 as provided by applicable law.

Arrests and Disciplinary Referrals Relating to Alcohol, Drugs, and Weapons

Definitions:

Arrest – For Clery Act reporting purposes, an arrest occurs when a person is processed by arrest, citation, or summons for committing an offense included within the applicable Clery reporting categories.

Disciplinary Referral – A referral for disciplinary action occurs when a person is referred to an official who initiates a disciplinary action for an alleged violation of law relating to liquor, drugs, or weapons. These referrals are reported when the individual was not also arrested for the same offense.

Liquor Law Violation – The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages. This category generally includes violations such as unlawful possession of alcohol by a minor, furnishing alcohol to a minor, and other violations of laws regulating alcoholic beverages. It does not include drunkenness or driving under the influence when those acts do not constitute a liquor law violation for Clery reporting purposes.

Drug Law Violation – The violation of laws prohibiting the production, distribution, manufacture, cultivation, possession, sale, purchase, use, transportation, or importation of controlled substances or illegal drugs. This category also includes applicable violations involving drug paraphernalia.

Weapons Law Violation – 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 weapons prohibited by applicable law.

Wallace Community College Selma reports qualifying **arrests and disciplinary referrals** for liquor law violations, drug law violations, and weapons law violations that occur within the College's Clery geography in accordance with **34 C.F.R. § 668.46(c)**

HAZING

Hazing is any intentional, knowing, or reckless act committed against another person, regardless of whether that person is willing to participate, in connection with initiation into, affiliation with, or continued membership in a student organization, when the conduct causes or creates a risk of physical or psychological injury beyond the reasonable risks normally associated with participation in the College or the organization.

Hazing may include, but is not limited to, beating, striking, whipping, electronic shocking, exposure to harmful substances, sleep deprivation, extreme physical activity, confinement, exposure to the elements, forced or coerced consumption of alcohol, drugs, food, or other substances, forced sexual conduct, threats, humiliation, intimidation, or other conduct that creates a substantial risk of physical or psychological harm.

Hazing can result in serious injury, alcohol or drug poisoning, emotional trauma, permanent disability, and death. Psychological effects may include anxiety, depression, fear, humiliation, isolation, loss of trust, and other lasting emotional consequences. Hazing involving alcohol or controlled substances may significantly increase the risk of overdose, impaired judgment, accidents, and other medical emergencies.

Wallace Community College Selma prohibits hazing by students, employees, student organizations, athletic teams, clubs, and other groups associated with the College. Participation in hazing is prohibited even when an individual appears to consent to the activity. Students and employees are encouraged to report suspected hazing immediately to Campus Police or another appropriate College official.

The Stop Campus Hazing Act requires colleges and universities subject to the Clery Act to collect and report qualifying hazing incidents, maintain policies addressing hazing and reporting procedures, and provide campus-wide hazing prevention and awareness programs. Hazing prevention is a shared responsibility, and members of the College community are encouraged to recognize warning signs, intervene safely when appropriate, and report conduct that may place another person at risk.

Hazing Prevention and Awareness

Wallace Community College Selma is committed to providing research-informed campus-wide hazing prevention and awareness programming for students, faculty, and staff.

Prevention and awareness efforts may include:

- Education regarding the definition and dangers of hazing;
- Information concerning federal, state, and College hazing policies;
- Information explaining how and where to report hazing;
- Bystander-intervention education;
- Ethical leadership development;
- Strategies for developing positive group identity and cohesion without hazing;
- Education regarding alcohol and drug-related risks associated with hazing; and
- Training for students, employees, advisors, coaches, student leaders, and organizations concerning the recognition and prevention of hazing.

The College encourages all members of the campus community to intervene safely when appropriate, seek assistance, and promptly report suspected hazing.

Hazing Crime Statistics

Hazing is a reportable Clery Act crime. Wallace Community College Selma will collect and disclose qualifying hazing incidents that occur within the College's Clery geography and are reported to a

[illegible]

Stalking	0	0	0	0	0	0	0	0	0
Arrest									
Liquor / Alcohol Law Violation	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Weapons, Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0
Campus Disciplinary Referrals									
Liquor / Alcohol Law Violation	0	0	0	0	0	0	0	0	0
Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Weapons, Carrying, Possessing, etc.	0	0	0	0	0	0	0	0	0

Crime Statistics for Reporting Periods

[illegible]

Hate Crimes

Hate Crimes – Includes all of the crimes listed under reportable crimes that manifest evidence that the victim was chosen based on one of the categories of bias listed below, plus the following crimes:

Larceny/Theft – Includes pocket picking, purse snatching, shoplifting, theft from building, theft from motor vehicle, theft of motor vehicle parts or accessories, and all other larceny.

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 an actual physical attack.

Destruction/Damage/Vandalism to Property (except Arson) – 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.

The categories of Bias included in Hate Crime reporting include **race, gender, gender identity, religion, sexual orientation, ethnic/national origin, and disability**.

Campus	Year	Offense	Number of Offenses	Bias
None reported in 2023-2025				

Notification to Victims of Crime of Violence

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

According to Section 16 of Title 18 of the United States Code, the term “crime of violence” means:

- an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or
- any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense.
- The results of a disciplinary proceeding mean – only the institution's final determination concerning the alleged sex offense and any sanctions that are imposed against the accused.

Sex Offender Registry

The federal Campus Sex Crimes Prevention Act and the Sex Offender Registration and Notification Act require registered sex offenders to provide information concerning enrollment, employment, or vocation at institutions of higher education as required by applicable law. Information concerning registered sex offenders in Alabama is maintained by the **Alabama Law Enforcement Agency (ALEA)** and is available to the public through the Alabama sex offender registry. Members of the Wallace Community College Selma community may obtain information concerning registered sex offenders through ALEA's public sex offender registry. Federal sex offender registration requirements are codified primarily at 34 U.S.C. §§ 20901 et seq., including requirements concerning registration and keeping registration information current. Information about sex offenders in Alabama can be found at: <https://www.alea.gov/node/270>

Sexual Offenses

Wallace Community College Selma places a high priority on the safety of all students, employees and visitors. Any type of sexual misconduct is strictly forbidden at Wallace Community College Selma. Both college disciplinary procedures and criminal charges may be applied to sexual offenses.

1. Educational Programs

Education programs aimed at making the WCCS community free from sex offenses are administered by the Campus Police and the Office of Recruiting/Student Activities. These programs include but are not limited to:

- A. Presentations at orientation by Campus Police.
- B. Presentations by Campus Police as requested.
- C. Brochures available in the offices of Campus Police and Office of Recruiting/Student Activities which describe the prevention of sexual assault.
- D. Posters throughout the campus community to heighten awareness of sexual assault.

2. Sanctions

Upon determination that a student or employee has committed rape, acquaintance rape or another sexual offense, the following sanctions are available:

- Criminal charges
- Probation
- Suspension from college and / or employment
- Expulsion from college
- Termination of employment
- Ban from College Property

Sexual Assault Elimination Act

Campus SaVE Act / Violence Against Women Act (VAWA)

Wallace Community College Selma complies with the requirements of the Jeanne Clery Campus Safety Act, the Campus Sexual Violence Elimination (Campus SaVE) provisions, and the Violence Against Women Act (VAWA), as applicable to institutions of higher education.

The College provides prevention and awareness programs concerning sexual assault, dating violence, domestic violence, and stalking. These programs are designed to promote awareness, encourage prompt

reporting, identify available resources, and provide information regarding options for assistance and disciplinary procedures.

Educational and prevention efforts may include information concerning:

- The definitions of sexual assault, dating violence, domestic violence, stalking, and consent;
- Safe and positive options for bystander intervention;
- Risk-reduction strategies;
- Procedures for reporting incidents to Campus Police, the Title IX Coordinator, or other appropriate College officials;
- Available medical, counseling, advocacy, and supportive resources;
- Options for notifying law enforcement;
- Procedures for institutional disciplinary action;
- Protective and supportive measures that may be available; and
- The prohibition against retaliation for reporting or participating in an investigation or proceeding.

Wallace Community College Selma provides ongoing prevention and awareness programming for students and employees and may incorporate these topics into orientation, training programs, campus safety presentations, educational materials, and other prevention initiatives.

The College is committed to responding promptly and appropriately to reports of sexual assault, dating violence, domestic violence, stalking, and other forms of prohibited conduct, and to providing individuals with information concerning their rights, reporting options, and available resources.

Policy

Wallace Community College Selma places a high priority on the safety of all students, employees and visitors. Any type of harassment, abuse, physical violence or intimidation is forbidden. Both college disciplinary procedures and criminal charges may be applied to these offenses.

Student Bill of Rights

1. Complainants have the right to assistance by all faculty and staff in reporting allegations of harassment, abuse, physical violence, sexual violence or intimidation.
2. Complainants have the right to choose the manner in which the complaint is filed.
 - a. The complainant may report the crime to law enforcement.
 - b. The complainant may request a school disciplinary inquiry.
 - c. The complainant may choose both options.
 - d. The complainant may choose not to report the incident.
3. Complainants have the right to confidentiality when reporting allegations of harassment, abuse, physical violence, sexual abuse or intimidation.
4. Complainants have the right to a thorough and professional investigation that protects the rights of both the accused and the accuser.

5. Complainants have the right to know that criminal sanctions include probation, fines, imprisonment or counseling.
6. Victims have the right to know that school disciplinary sanctions include probation, suspension, expulsion, counseling, termination of employment and ban from college property.
7. Complainants have the right to assistance in obtaining orders of protection, no contact orders and restraining orders by the Campus Police concerning offenses that occur on campus, when requested and when probable cause exists.
8. Complainants have the right to know that there will not be a monetary charge for filing criminal or school disciplinary complaints.
9. Complainants have the right to a prompt, fair, and impartial investigation, conducted by properly trained individuals conducted by officials who receive annual training.
10. Accusers and accused have the right to simultaneous written notification of outcome at each stage in the process.
11. Accusers and the accused both have the right to appeal code of conduct decisions.
12. Complainants have the right to assistance with accommodations regarding academic and work scheduling when requested and reasonably available; whether or not the offense was reported to law enforcement. The location of the offense does not affect this right.
13. Wallace Community College Selma will not allow any form of retaliation against a complainant for making an allegation of harassment, abuse, physical violence, or intimidation.

Instructions for Sexual Assault Victims

In the event you or another person is the victim of sexual assault, it is important to remember details, follow procedures and notify the proper departments. The single most important thing a victim of rape or sexual assault can do is tell someone - the police, a friend, a medical professional, etc. Rape or sexual assault, whether by a stranger or someone you know, is a violation of your body, your trust and your right to choose. The following are recommended procedures to follow:

- A. Do not shower, wash or change your clothes.
- B. Do not brush your teeth.
- C. Preserve any evidence such as clothing, used condoms, towels, tissue or other items which may be useful for investigation purposes.
- D. If the incident occurs on campus, contact the Campus Police. If the incident occurs off campus, contact 911.
- E. Seek medical attention immediately. Campus Police can assist you in seeking medical attention. Also, local emergency medical services can be contacted by dialing 911.
- F. Seek counseling to assist with mental and emotional trauma. Information concerning counseling services available through various agencies can be obtained in the Office of Campus Police.

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. A bystander is defined as a “individual who observes or witnesses’ conditions that perpetuate violence. They are not Directly involved but have the choice to intervene, speak up, or do something about it.” Wallace Community College Selma wants to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do in the event we want to help.

If you or someone else is in immediate danger, dial 911. This could be when a person is yelling or being physically abusive toward another person and it is not safe for you to interrupt.

Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.

Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.

Speak up when someone discusses plans to take sexual advantage of another person.

Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.

Risk Reduction

With no intent to victim blame and recognize 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).

Protection from Abuse Orders

Wallace Community College Selma complies with Alabama law in recognizing protection from a abuse orders. Any member of the campus community that obtains such order should notify the Campus Police Department. The Campus Police will assist the complainant with developing a Safe Action Plan. The purpose of this plan is to reduce the risk of harm to the complaint while on campus or traveling to and from campus.

Should you need assistance in obtaining a protection from abuse order, please see any member of the Campus Police.

Drug and Alcohol-Free Campus

As required by Section 22 of the Drug Free Schools and Communities Act of 1989 (Public Law 101-226) and in recognition of this institution's responsibility to serve as a beneficial influence on its students, its employees, and the community at large, Wallace Community College Selma is designated as a drug and alcohol-free campus and will comply with all the provisions of Public Law 101-226:

1. Wallace Community College Selma prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, use or sale of alcoholic beverages, controlled substances, and illegal drugs on campus. The impairment by alcohol or drugs of any student or employee while participating in the academic or workplace setting is also prohibited. Wallace Community College Selma employees, students and visitors are required to abide by all federal and state laws, local ordinances, and other related state and federal requirements regarding the consumption or possession of alcoholic beverages, controlled substances and illegal drugs.
2. Wallace Community College Selma Police Department will provide individual education to students, faculty and staff concerning drug and alcohol education and prevention of abuse. The Human Resources Department also provides periodic group programs that have been designed to respond to the needs and empower the wellness of all members of the college community. The program includes a continuum of activities and services, which can be categorized into the three areas listed below:
 - a. Prevention/Education—increase awareness, knowledge, skills and practice of healthier alcohol and other drug choices.
 - b. Policy and Procedures—review and revise college policies and procedures regarding alcohol and other drug (AOD) use and abuse, to ensure fair and consistent implementation supportive of the mission of the college as well as federal, state and local guidelines
 - c. Alcohol Abuse Prevention Programs
 1. Alcohol Awareness - information on the physical/mental effects of alcohol; driving under the influence (DUI) and its possible consequences; binge drinking and its possible consequences.
 2. Date Rape Drugs - drug names and effects; informing victims on the ways drugs can be administered without the victim's knowledge.
 3. Dangers of Parties - addresses safety issues related to parties.
 4. driving under the influence of drugs or alcohol
 5. public intoxication
 6. violation of the city's open beverage container ordinance
 7. violation of the laws prohibiting a minor from being in possession of alcohol

- and prohibiting the sale of alcohol to a minor
8. violation of the law prohibiting adults to allow minors to consume possess alcohol at an open house party

Resources

**The following resources are available for drug and alcohol addiction
5th Tradition Group**

Address: 504 Cahaba Road Selma, AL Phone:
(334) 264-4122

Cahaba Center for Substance Abuse Services

Address: 912 Jeff Davis Avenue Selma, AL Phone:
(334) 874-2600

First Step Serenity Group

Address: 1203 Voeglin Ave Selma. AL
Phone: (866) 985-0008

Lighthouse Rehab & Healthcare

Address: 2911 Earl Goodwin Pkwy, Selma, AL 36703
Phone: (334) 875-1868

Selma Dallas Prevention

Address: 1 Bell Rd, Selma, AL 36701
Phone: (334) 526-2500

Mental Health Center West Alabama

1215 South Walnut Avenue Demopolis,
AL 36732
Phone: 1-800-239-2901

West Alabama Mental Health Center – Springhill Home

1206 Old Springhill Road #B
Demopolis, 36732
Phone: (334)-287-2805

TAME Addiction and Mental Health

7921 Poplar Springs, Drive
Meridian, Mississippi 39305
Phone: (601)482-5253

Student Possession, Use and Sale of Alcoholic Beverages

Wallace Community College Selma promotes a drug-free campus. The college has a vital interest in maintaining a safe, healthy, and productive work and academic environment for its employees, students, and the public. As such, Wallace Community College Selma complies with the federal Drug Free Schools and Communities Act, the Drug Free Schools and Campuses Regulations, the Drug Free Workplace Act, the Controlled Substances Act, the drug regulations mandated by the federal highway administration of the US Department of Transportation, and other applicable federal state and local laws and regulations. Wallace Community College Selma prohibits the unlawful manufacture, distribution, dispensation, possession, use and/or sale of any controlled substance, including illicit drugs, marijuana, of any kind or any amount.

Employee's that violate this policy are subject to the following disciplinary action upon completion of due process hearings:

- Probation
- Suspension from college
- Expulsion from college
- Criminal Prosecution
- Ban from college property / Recognized Student Organizations

Employee Possession, Use of Alcohol and Drugs at Wallace Community College Selma

Wallace Community College Selma promotes a drug-free campus. The college has a vital interest in maintaining a safe, healthy, and productive work and academic environment for its employees, students, and the public. As such, Wallace Community College Selma complies with the federal Drug Free Schools and Communities Act, the Drug Free Schools and Campuses Regulations, the Drug Free Workplace Act, the Controlled Substances Act, the drug regulations mandated by the federal highway administration of the US Department of Transportation, and other applicable federal state and local laws and regulations. Wallace Community College Selma prohibits the unlawful manufacture, distribution, dispensation, possession, use and/or sale of any controlled substance, including illicit drugs, marijuana, of any kind or any amount.

Employee's that violate this policy are subject to the following disciplinary action upon completion of due process hearings:

- Probation
- Suspension
- Termination of employment Criminal
- Prosecution
- Ban from college property

Federal Drug Offenses and Penalties

Federal Drug Offenses and Penalties

Federal law establishes criminal penalties for the unlawful possession, manufacture, distribution, and trafficking of controlled substances. Penalties vary according to the type and quantity of the controlled substance, the nature of the offense, prior qualifying convictions, whether serious bodily injury or death results, and other circumstances established by federal law.

Possession of Controlled Substances

Under **21 U.S.C. § 844**, it is unlawful to knowingly or intentionally possess a controlled substance unless the substance was obtained pursuant to a valid prescription or is otherwise authorized by federal law.

A first conviction for simple possession may generally result in imprisonment for up to **one year**, a minimum fine of **\$1,000**, or both. Greater penalties may apply to subsequent convictions and under other circumstances provided by federal law.

Federal Drug Trafficking

Federal drug trafficking offenses are primarily governed by **21 U.S.C. §§ 841 and 960**. Penalties depend upon the type and quantity of the controlled substance involved and may include substantial fines, lengthy terms of imprisonment, mandatory minimum sentences, and, in certain cases involving death or serious bodily injury, enhanced imprisonment.

Distribution or Manufacturing Near Schools and Colleges

Under **21 U.S.C. § 860**, enhanced penalties apply to certain controlled-substance offenses committed in or on, or within **1,000 feet** of, the real property of a public or private college, junior college, university, elementary school, vocational school, or secondary school.

For a first qualifying offense, federal law may provide for up to **twice the maximum punishment** otherwise authorized and at least twice the applicable term of supervised release. Except where another greater mandatory minimum applies, a qualifying offense generally carries a minimum term of imprisonment of **one year**, subject to statutory exceptions.

Drug Paraphernalia

Under **21 U.S.C. § 863**, federal law prohibits selling or offering to sell drug paraphernalia, using the mail or another facility of interstate commerce to transport drug paraphernalia, and importing or exporting drug paraphernalia. A violation may result in imprisonment for up to **three years**, a fine as provided by federal law, or both.

Other Federal Consequences

Federal drug convictions may result in additional consequences under applicable law, including forfeiture of property connected with certain drug offenses and, in qualifying cases, denial of certain federal benefits. The specific consequences depend upon the offense, sentence imposed, and applicable federal statutes.

The penalties summarized above are provided for general educational purposes. Actual federal criminal penalties depend upon the specific facts of the offense and the federal law in effect at the time of the offense.

FEDERAL TRAFFICKING PENALTIES FOR SCHEDULES I, II, III, IV, and V (EXCEPT MARIJUANA)

Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture	Fine of not more than \$5 million if an individual, \$25 million if not an individual.	Fentanyl Analogue 100 grams or more mixture	Fine of not more than \$10 million if an individual, \$50 million if not an individual.
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture	Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Methamphetamine 50 grams or more pure or 500 grams or more mixture	Second Offense: Not less than 20 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	
				2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.

Substance/Quantity	Penalty
Any amount of other Schedule I & II substances	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.
Any drug product containing Gamma Hydroxybutyric Acid	
Flunitrazepam (Schedule IV) 1 Gram	Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Any amount of other Schedule III drugs	First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.

Any amount of all other Schedule IV drugs (other than one gram or more of Flunitrazepam)	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any Amount of all Schedule V drugs	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.

**FEDERAL TRAFFICKING PENALTIES FOR MARIJUANA, HASHISH AND
HASHISH OIL, SCHEDULE I SUBSTANCES**

Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual. Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual. Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Hashish	
More than 10 kilograms	
Hashish Oil	
More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.

STATE OF ALABAMA DRUG OFFENSES AND PENALTIES

Alabama law establishes criminal offenses and penalties relating to controlled substances, marijuana, drug paraphernalia, manufacturing, distribution, possession with intent to distribute, and drug trafficking. Penalties vary depending on the offense, type and quantity of the controlled substance, prior convictions, and other circumstances.

Under Alabama law, controlled-substance offenses may range from misdemeanors to serious felony offenses. For example, unlawful distribution of a controlled substance and unlawful possession with intent to distribute a controlled substance are generally **Class B felonies** under **Alabama Code § 13A-12-211**. Unlawful possession or receipt of a controlled substance is generally a **Class D felony** under **Alabama Code § 13A-12-212**.

Marijuana offenses are classified according to the circumstances of possession. Under **Alabama Code § 13A-12-213**, possession of marijuana for other than personal use is a **Class C felony**. Possession of marijuana for personal use following a qualifying prior conviction is a **Class D felony**. Under **Alabama Code § 13A-12-214**, possession of marijuana for personal use only is generally a **Class A misdemeanor**.

Alabama law also establishes separate penalties for offenses involving drug paraphernalia under **Alabama Code § 13A-12-260**. The classification of a paraphernalia offense depends on the conduct involved, including possession, use, delivery, sale, manufacture, prior offenses, the age of the recipient, and other circumstances established by law.

Drug offenses may also be subject to enhanced penalties when controlled substances are sold or furnished to persons under 18 years of age, unlawfully sold on or within the statutory distance of a school or college campus, involved in drug trafficking, or committed under other aggravating circumstances provided by Alabama law.

A drug conviction by itself generally does not automatically make a student ineligible for federal Title IV student financial aid. Students with questions concerning federal financial-aid eligibility should contact the Wallace Community College Selma Financial Aid Office or review current information provided by Federal Student Aid at StudentAid.gov.

The following table provides a general summary of selected Alabama controlled-substance, marijuana, and drug-paraphernalia offenses. Actual charges and penalties depend upon the specific facts of each case and applicable Alabama law.

STATE OF ALABAMA CONTROLLED SUBSTANCES/MARIJUANA VIOLATIONS AND PENALTIES		
VIOLATION	PENALTIES*	AL CODE §
CONTROLLED SUBSTANCES		
<i>Trafficking:</i> Knowingly sells, manufactures, delivers, brings into this state, or is knowingly in actual or constructive possession of quantities of cannabis, cocaine, illegal drugs, amphetamine, methamphetamine, synthetic controlled substances, fentanyl, or other controlled substances meeting the trafficking thresholds established by Alabama law.	Felony. Mandatory minimum imprisonment and fines depend upon the type and quantity of controlled substance involved. Penalties increase substantially as the amount increases and, in certain circumstances, may include life imprisonment.	13A-12-231
Sale, furnishing, or giving of a controlled substance by a person over 18 years of age to a person under 18 years of age.	Class A Felony. The imposition or execution of sentence may not be suspended and probation may not be granted.	13A-12-215
Unlawful sale of a controlled substance on the campus or within a three-mile radius of the campus boundaries of any public or private school, college, university, or other educational institution.	In addition to any other penalty provided by law, five additional years of incarceration are imposed, with no provision for probation for the enhancement.	13A-12-250
Unlawful sale of a controlled substance within the statutory area surrounding a public housing project.	In addition to any other penalty provided by law, five additional years of incarceration may be imposed as provided by Alabama law.	13A-12-270
<i>Drug Trafficking Enterprise:</i> Engages in a continuing criminal enterprise involving trafficking offenses and acts in concert with five or more persons under circumstances specified by Alabama law.	Class A Felony. Enhanced mandatory imprisonment and substantial fines apply. Penalties may include lengthy terms of imprisonment, life imprisonment, and increased penalties for subsequent offenses.	13A-12-233
<i>Unlawful Manufacture of a Controlled Substance in the First Degree:</i> Commits unlawful manufacture in the second degree and two or more statutory aggravating circumstances are present, including circumstances involving firearms, booby traps, hazardous substances, proximity to certain occupied locations, or the presence of a person under 17 years of age.	Class A Felony.	13A-12-218
<i>Unlawful Manufacture of a Controlled Substance in the Second Degree:</i> Manufactures a Schedule I through V controlled substance or possesses a precursor substance with intent to unlawfully manufacture a controlled substance.	Class B Felony.	13A-12-217
<i>Unlawful Possession with Intent to Distribute a Controlled Substance:</i> Knowingly possesses specified quantities of controlled substances within the statutory ranges established by Alabama law.	Class B Felony. Prison	13A-12-211

<i>Unlawful Possession or Receipt of a Controlled Substance:</i> Possesses a Schedule I through V controlled substance without authorization or obtains certain controlled substances through fraud, deceit, misrepresentation, alteration of a prescription, use of a false name or address, or similar conduct.	<i>Class D Felony.</i> Prison	13A-12-212
Attempt, criminal solicitation, or criminal conspiracy to commit a controlled-substance crime.	Punishable as provided by Alabama law for the applicable inchoate controlled-substance offense.	13A-12-202 (c); -203(c); -204(c)
MARIJUANA & DRUG PARAPHERNALIA		
Unlawful Possession of Marijuana in the First Degree — possession for other than personal use.	<i>Class C Felony.</i>	13A-12-213 (a)(1)
Unlawful Possession of Marijuana in the First Degree — possession for personal use after a prior qualifying conviction for unlawful possession of marijuana in the second degree.	<i>Class D</i>	13A-12-213 (a) (2)
Unlawful Possession of Marijuana in the Second Degree — possession for personal use only.	Class A Misdemeanor.	13A-12-214
Use or possession of drug paraphernalia with intent to use it to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, store, contain, conceal, inject, ingest, inhale, or otherwise introduce a controlled substance into the human body in violation of Alabama law.	Class A Misdemeanor.	13A-12-260
Use, possession, delivery, sale, or manufacture of drug paraphernalia for use in unlawfully manufacturing a controlled substance under circumstances specified by Alabama law.	Generally a Class C Felony . If a firearm is possessed during the offense under circumstances provided by statute, the offense may be a Class B Felony .	13A-12-260
Delivery or sale of drug paraphernalia.	Generally a Class A Misdemeanor for a first offense. Certain subsequent violations may constitute a Class C Felony .	13A-12-260
Delivery of drug paraphernalia by a person 18 years of age or older to a person under 18 years of age who is at least three years younger than the offender.	Class B Felony.	13A-12-260

STATE ALCOHOLIC BEVERAGE LAWS AND PENALTIES

Various Alabama statutes regulate the possession, consumption, furnishing, sale, and use of alcoholic beverages. Criminal penalties vary depending upon the specific offense and may include fines, imprisonment, suspension or revocation of driving privileges, required substance-abuse treatment, and ignition-interlock requirements.

Under **Alabama Code § 32-5A-191**, penalties for Driving Under the Influence (DUI) increase based on the number of prior convictions and other aggravating circumstances. A fourth or subsequent DUI conviction, or a DUI conviction following a previous felony DUI conviction, is a **Class C felony**. The offense is punishable by a fine of not less than **\$4,100** nor more than **\$10,100** and imprisonment for not less than **one year and one day** nor more than **10 years**. Additional driver-license and ignition-interlock requirements may also apply.

Under **Alabama Code § 13A-11-10.1**, an adult who has control of a residence, authorizes an open house party, and is in attendance may not knowingly allow the party to continue when alcoholic beverages or controlled substances are illegally possessed or consumed by a person under 21 years of age and the adult fails to take reasonable action to prevent the illegal possession or consumption. A violation is a **Class B misdemeanor**, which may result in imprisonment for up to **six months** and a fine of up to **\$3,000**.

In addition to criminal penalties, Alabama law may provide civil remedies when alcohol is unlawfully sold, furnished, or provided and injury results. These remedies may arise under statutes including the **Alabama Civil Damages Act, Alabama Code § 6-5-70**, and the **Alabama Dram Shop Act, Alabama Code § 6-5-71**, depending upon the facts and circumstances of the incident.

HEALTH RISKS ASSOCIATED WITH USE OF CONTROLLED SUBSTANCES AND ABUSE OF ALCOHOL

Substance abuse and drug dependency are problems of staggering proportions in our society today. They are the leading causes of preventable illness, disability, and death in the U.S. and afflict millions of Americans. This number increases dramatically when one considers the harm done to the families of substance abusers as well as to those injured or killed by intoxicated drivers or in drug-related work accidents. Alcoholism can develop in anyone. It tends to appear first between the ages of 20 and 40 and to be more prevalent in persons with a family history of alcoholism.

ALCOHOL

Alcoholism is a disorder that has profound psychological, biological, and societal effects. Directly, it affects over 18 million people; indirectly, it affects another 56 million. It is usually characterized by one of three different patterns:

1. Regular daily intoxication;
2. Drinking large amounts of alcohol at specific times; or
3. Periods of sobriety interspersed with periods of heavy daily drinking.

Alcoholism is usually progressive, and physical dependence can develop; if this happens, serious, sometimes life-threatening symptoms can develop when alcohol is withdrawn. Short-term effects of alcohol use can include depression, gastritis, liver disease, automobile accidents, and domestic violence. Chronic alcohol abuse can produce irreversible health changes, including dementia, sexual impotence, cirrhosis of the liver, and heart disease. Death can occur either as a complication of one of these chronic problems, or acutely, secondary to alcohol intoxication by poisoning or aspiration of vomitus or as the result of any automobile accident while driving intoxicated.

MARIJUANA (CANNABIS)

Cannabis use can affect brain function, including memory, learning, attention, decision-making, coordination, reaction time, movement, and perception. Recent cannabis use may impair a person's ability to safely operate a motor vehicle, machinery, or perform other activities requiring attention, coordination, and judgment.

The effects of cannabis vary depending on several factors, including the amount and concentration of tetrahydrocannabinol (THC), frequency of use, age of first use, method of consumption, and whether cannabis is used with alcohol or other substances.

Frequent or heavy cannabis use may negatively affect attention, memory, and learning. These effects may continue for a period after cannabis use has stopped. Cannabis use during adolescence is of particular concern because the brain continues developing into early adulthood. Research suggests that frequent cannabis use during adolescence may affect attention, memory, learning, motivation, and other aspects of brain development.

Cannabis use may also cause anxiety, paranoia, disorientation, and other adverse psychological effects. Cannabis use has been associated with depression, social anxiety, suicidal thoughts and behaviors, psychosis, and schizophrenia. The relationship between cannabis and some mental health conditions is complex, and additional research continues to examine whether cannabis directly causes these conditions or contributes to their severity.

THC, the primary psychoactive chemical in cannabis, is stored in body fat and may remain in the body after the immediate intoxicating effects have ended. The presence of THC in the body does not necessarily indicate that a person remains impaired.

Cannabis use during pregnancy may affect fetal development and has been associated with adverse outcomes, including lower birth weight and possible problems with attention, memory, problem-solving, and behavior in children. Because additional research is needed to fully understand these effects, public health authorities recommend that pregnant or breastfeeding individuals avoid cannabis use.

Cannabis use may also lead to cannabis use disorder. The risk is greater among individuals who begin using cannabis at a young age or who use cannabis frequently or in high concentrations.

HALLUCINOGENS

This category includes drugs such as lysergic acid diethylamino (LSD, also known as "acid"), mescaline, psilocybin (also known as mushrooms), and peyote. These drugs cause delusions, hallucinations, and impaired perception of time and space. Phencyclidine (PCP, or "angel dust") and amphetamine variants known as "ecstasy" are included in this category, though they rarely cause hallucinations in the true sense. They are, however, potent drugs that have mind-altering effects and impair perception and cognition. Hallucinogens can produce a "bad trip" with anxiety, agitation, hallucinations, and paranoia leading to impulsive behavior. After a "bad trip," the person can be subject to "flashbacks," which are recurrences of the experiences of the "bad trip" without taking any more of the drug. Psychosis and impaired thinking may result after long-term use.

COCAINE

The use of cocaine, an illegal stimulant drug, has risen dramatically in the United States. Other names for this drug are code, C., lady, and snow. Cocaine is a white powder that is snorted, injected into veins, or smoked freebase, or as "crack." A crack is a crystalline form of cocaine that is also known as "rock", from its small, white rock-like appearance. "Speedballs" are cocaine mixed with heroin, which is a particularly dangerous combination. Crack produces the most intense cocaine high; addiction can occur after using it only once or twice. Cocaine highs are characterized by feelings of extreme happiness and a sense of limitless power and energy. However, the physical effects include high blood pressure and heart palpitations. A

cocaine "crash" follows the high and includes symptoms of depression, dullness, great irritability, and paranoia. Serious medical complications occur with cocaine use, such as heart attacks (even in young people), seizures, and strokes due to high blood pressure. The psychological effects of cocaine use include violence, paranoia, and personality changes as well as symptoms such as depression, anxiety, and confusion. Pregnant women using cocaine have an increased risk of miscarriages and stillbirths. Newborns addicted to cocaine are irritable and unresponsive, they are prone to having malformed kidneys and genitals, and to have heart attacks and strokes. Addiction to cocaine controls aspects of the user's life, impinging on the lives of those closest to the user and occurs in people of all ages, classes, and educational levels.

FENTANYL

Fentanyl is a powerful synthetic opioid that is significantly more potent than morphine and heroin. Pharmaceutical fentanyl is legally used to treat severe pain, but illegally manufactured fentanyl is commonly found in counterfeit pills and mixed with other drugs, often without the user's knowledge. Because fentanyl is extremely potent, even a small amount can cause severe respiratory depression, unconsciousness, overdose, and death.

Fentanyl affects areas of the brain that control pain and breathing. Short-term effects may include extreme relaxation, drowsiness, confusion, nausea, constipation, sedation, slowed breathing, and loss of consciousness. An overdose can cause breathing to become dangerously slow or stop completely, which may lead to brain damage or death if treatment is not provided quickly.

Repeated fentanyl or other opioid use may lead to tolerance, physical dependence, and opioid use disorder. A person who becomes physically dependent may experience withdrawal symptoms when use is reduced or stopped. These symptoms can include muscle and bone pain, sleep problems, diarrhea, vomiting, cold flashes, severe cravings, and other physical and psychological symptoms.

The risk of fatal overdose increases when fentanyl is combined with alcohol, benzodiazepines, other opioids, or other substances that suppress breathing. Because illegally manufactured fentanyl may be mixed into cocaine, methamphetamine, heroin, or counterfeit prescription medications, individuals may unknowingly consume fentanyl and be exposed to a potentially fatal dose.

Naloxone is a medication that can rapidly reverse an opioid overdose when administered in time. Emergency medical assistance should always be requested immediately when an opioid overdose is suspected, even if naloxone has been administered.

AMPHETAMINES, METHAMPHETAMINE, AND OTHER STIMULANTS

In addition to cocaine, several other drugs stimulate the nervous system and are very addictive. Most of them belong to the amphetamine family of drugs. Dexedrine (present in "diet" pills) may at times be prescribed by a physician, but its use as a legitimate medication is now infrequent. Street drugs of the amphetamine group include "ecstasy" and "ice." Ice is a smokable amphetamine compound that is very potent, and the effects are long-lasting and devastating. The health risks of these and other stimulants are similar to those of cocaine use.

NARCOTICS, INCLUDING HEROIN

Various medications are taken to relieve pain. Most non-prescription pain relievers (such as aspirin, Tylenol, Motrin, and Nuprin) are not considered addictive. However, there is a class of stronger pain relievers, available by prescription only, which are referred to as narcotics, and most of which are opiates. Examples of these drugs include morphine, codeine, Tylenol No. 3, Darvon, Darvocet, Percocet, Percodan, Demerol,

prescription cough medicines. These drugs differ from non-prescription pain relievers in their potential for abuse and dependence. With close medical supervision, these drugs may be safely used in specific medical circumstances for a limited time. However, addiction may occur, and the person may not want to stop the drug even when the pain has stopped. Tolerance to the drug is shown by an increase in the amount of drug necessary to relieve pain. This becomes progressive and leads to the craving or need for larger and larger doses, without which the person becomes extremely uncomfortable and physically ill. The time may come when the person "needs" such a large dose of the drug that it is poisonous or lethal. Under these circumstances, coma, suffocation, and death may ensue. The malignant course of this problem is similar to that of addiction to heroin. Although heroin is not available by prescription, it is a narcotic that belongs to the same chemical family as the above drugs. The use of heroin is mainly by injection into a vein, which carries the additional medical dangers of contracting AIDS and hepatitis from unclean needles and syringes.

SEDATIVES AND TRANQUILIZERS

Barbiturates and benzodiazepines are two of the most commonly used classes of sedatives. Barbiturates (such as Phenobarbital, Seconal, and Amytal) are highly addictive and can be fatal if taken in excess. Although they still have medical uses, they have largely been replaced by benzodiazepines, used for the relief of anxiety and to promote sleep. Benzodiazepines include such drugs as Valium, Librium, Ativan, Xanax, Dalmane, Halcion, and Restoril. While safe and effective at moderate doses for short periods (weeks), all benzodiazepines have the potential for physical and psychological dependence if used at higher doses for longer periods. Frequently, benzodiazepines are abused by adults who become dependent on them because of their anti-anxiety effects. Other tranquilizers that may be abused include methaqualone (Quaaludes), Doriden, and Equanil. Intoxication may result from benzodiazepine use and resembles alcoholic drunkenness. Drowsiness, slurred speech, unsteady gait, and lack of coordination are common signs. The effects of benzodiazepines (barbiturates and other sedatives) add to those of alcohol; taken together, they can lead to coma and even death. Withdrawal from benzodiazepines resembles alcohol withdrawal and is most apparent if the drugs are stopped abruptly. Withdrawal takes place within hours to days of stopping the drug. Once a person is addicted to benzodiazepines, a physician should supervise the plan for gradually stopping them, to minimize the serious effects of withdrawal.

IMPACT OF SUBSTANCE ABUSE ON FAMILIES

Families are often gravely affected by a substance-abusing member. This can occur on many levels. As a very direct, physiological consequence, the infants of alcohol and cocaine-abusing mothers often have low birth weight and may suffer from malformations and a variety of developmental problems. In addition, abusers often affect the economic well-being of their families as their inability to hold down a job or, in some instances, their stealing from relatives, reduces the family's financial means and stability. In many cases, substance abuse leads to violence at home. Substance abuse takes an emotional toll on the functioning of individual members and the family. Family members may actively deny the problem, may become symptomatic to deflect attention from the substance-abusing member, or may assume the abuser's responsibilities at home and even at work. On the other hand, very often the family's intervention with the user is an essential step in getting the abusing member to seek treatment. Support groups or family members, such as Al-Anon, Nar-Anon or COC-Anon, as well as family therapy, can provide needed assistance to families as they confront the destructive effects of the user's addiction.

RECOGNIZING SIGNS AND SYMPTOMS OF ALCOHOL AND SUBSTANCE ABUSE

Everyone occasionally has days when they exhibit behavior not normally associated with an educational or work environment nor characteristic of himself or herself. Unusual behavior during times of stress can be understood and accepted. However, when unusual behavior is displayed on a gradually increasing scale accompanied by general decline in work habits over a period of time, it indicates that an individual needs professional help. Below are some of the more common signs or symptoms of unusual behavior.

ABSENTEEISM AND TARDINESS

- Arriving late and leaving early
- Absences before and after payday or holidays
- Sporadic but significant use of sick time
- Taking frequent breaks
- Unexplained absences
- Friday and Monday absences
- Absences due to accidents both on and off the work site

IMPAIRED JOB PERFORMANCE

- Increasing operating errors
- Lost time on the job
- "Putting things off"
- Irresponsibility in completing tasks
- Faulty decision making
- Increased accident rates
- Wasted materials or damaged equipment
- High performance that slowly declines over time
- Job performance that becomes focused on a specialized, repetitious activity
(rather than the entire array of job duties)
- Irregular or non-existent office hours
- Sudden, extreme gaps in performance (missing a grant deadline, unexpected missing of final exams)

UNUSUAL INTERPERSONAL INTERACTIONS

- Sudden emotional outburst including anger, tears, laughter
- Mood swings, especially early or late in the work day
- Overreactions to criticism
- Blaming others for poor performance
- Making inappropriate statements
- Rambling or incoherent speech
- Isolation from co-workers or increasing social withdrawal

DECLINING PHYSICAL APPEARANCE (SUDDEN OR GRADUAL)

- Poor personal hygiene (e.g. body odor or dirty hair, nails, and skin)
- Less interest in dress and appearance (or a noticeable decline from previous meticulousness)
- Glazed or red eyes
- Slurred speech
- Poor coordination, staggering

- Tremors, poor eye-hand coordination
- Frequent gastrointestinal distress
- Deterioration of oral hygiene
- Legal problems, such as arrest for driving under the influence (DUI)
- Domestic situation, including children's drug use (children of alcoholics sometimes have drug abuse problems)
- Financial concerns, such as high debt load, bad loans, wages garnished, unusual spending patterns

Communication

To ensure all employees are aware of their critical roles in this, they receive a summary of the Alcohol- and Drug-Free Workplace policy, along with a link to the complete document, health risks, and legal implications during the annual notification of policies. Wallace Community College Selma will make good faith efforts to have and maintain an alcohol and drug-free workplace.

Alcohol and Drug Abuse Prevention, Treatment, and Recovery Resources

Wallace Community College Selma recognizes that alcohol and drug misuse can affect an individual's health, safety, academic success, employment, and overall well-being. Students and employees who need assistance are encouraged to seek help from appropriate local, state, or national resources. The following organizations provide substance-use treatment, counseling, recovery support, referrals, or crisis assistance.

- **Aletheia House – Selma**

Phone: (334) 212-7700

Location: 2851 Earl Goodwin Parkway, Selma, Alabama 36703

Aletheia House provides substance-use disorder treatment and recovery services, including outpatient and intensive outpatient services for individuals experiencing problems related to alcohol or drugs.

- **The Bridge, Inc. – Dallas County Adolescent Services**

Phone: 1-888-546-6324

The Bridge provides substance-use screening, assessment, counseling, and outpatient treatment services for adolescents. This resource may be especially helpful for younger students or families seeking assistance with alcohol or drug-related concerns.

- **Cahaba Center for Mental Health**

Phone: (334) 874-2600

Location: 912 J.L. Chestnut Jr. Boulevard, Selma, Alabama 36701

Cahaba Center provides behavioral-health services, counseling, assessment, and referrals. Individuals experiencing substance-use concerns along with mental-health or emotional-health concerns may contact the center for assistance and appropriate

services.

- **Dallas County Court Services**

Phone: (334) 431-5556

Location: 1203 Voeglin Avenue, Selma, Alabama 36703

Dallas County Court Services provides community-based support, counseling, recovery assistance, and services for individuals whose alcohol or drug use may be connected to legal or criminal-justice concerns.

- **Alabama Department of Mental Health – Substance Use Treatment Services**

Phone: 1-844-307-1760

The Alabama Department of Mental Health assists individuals in locating substance-use treatment and recovery services throughout Alabama. Assistance may include referrals for outpatient treatment, residential treatment, detoxification services, counseling, and other recovery programs.

- **SAMHSA National Helpline**

Phone: 1-800-662-HELP (4357)

The Substance Abuse and Mental Health Services Administration provides free and confidential treatment information and referral assistance for individuals and families experiencing alcohol, drug, mental-health, or other substance-use concerns.

- **988 Suicide & Crisis Lifeline**

Call or Text: 988

The 988 Lifeline provides 24-hour crisis support for individuals experiencing emotional distress, mental-health crises, suicidal thoughts, or substance-use-related crises.

- **Emergency Assistance**

Phone: 911

Individuals experiencing a suspected overdose, severe intoxication, medical emergency, or immediate threat to their safety or the safety of another person should call 911 immediately.

Services, eligibility requirements, operating hours, locations, and contact information may change. Students and employees are encouraged to contact the provider directly to confirm current services and availability.

WALLACE COMMUNITY COLLEGE SELMA

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Dean of Students

Jennifer Reynolds

Dean of Instruction

Tammie Briggs

Director of Institutional Effectiveness

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