North Central Missouri College

Annual Security Report

and

Annual Fire Safety Report

2025

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Preparation of the Annual Security and Fire Safety Report

The mission of North Central Missouri College (NCMC) is to provide accessible, affordable, and quality educational programs. In fulfilling its mission, the College adheres to a set of educational and administrative policies to promote a safe and secure learning environment and to foster a sense of community and of public accountability. In some cases, the descriptions of campus policies included in these reports may be summaries. If there are any questions about College policies or if any person believes that the College is not fulfilling the requirements of the Clery Act, please contact Dr. Tristan Londre, Safety and Security Administrator at (660) 359-3948 x1300. College policies are subject to change at any time.

Each year, the College's Safety and Security Administrator prepares and distributes security and fire safety reports to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act or "Clery Act". These reports provide current and prospective students and employees with information about the safety and security policies and practices of the College, as well as crime and fire statistics.

The College prepares the Annual Security Report in cooperation with the local law enforcement agencies surrounding NCMC campus and non-campus locations. Campus crime, arrest, and referral statistics include those reported to the NCMC Vice President of Student Affairs, designated Campus Security Authorities, and local law enforcement agencies. NCMC reports crime using the definitions as described in the Federal Bureau of Investigation's Uniform Crime Reporting Handbook, National Incident Based Reporting System, and as required by Clery Act regulations and Violence Against Women Act ("VAWA") regulations.

Officials of the College that are designated Campus Security Authorities are required to notify the Safety and Security Administrator or the Vice President of Student Affairs of crimes that are defined under the Clery Act; however, it is the responsibility of all members of the campus community to report crimes. Please see the policy below titled "General Procedures for Reporting a Crime or Emergency." North Central Missouri College has a memorandum agreement with the North Central Missouri Mental Health Center (NCMMHC) to provide counseling for students. The NCMMHC staff work with their clients to report crime to North Central Missouri College on a voluntary basis, if they feel it is in the best interest of the client. The College reviews all reported incidents to determine whether and how they needed to be included in the crime statistics.

Each semester, an e-mail notification goes to all enrolled students providing the website to access this report. Faculty and staff receive similar notification via e-mail notification. Paper copies of the report are available through the Academic Affairs Office, located in Geyer Hall or by calling (660) 359-3948 x1300. All prospective employees may obtain a copy from the Vice President of Business and Finance at (660) 359-3948 x1500. The report is available through the Consumer Information link, which is at the bottom of all main website pages, including the Job Opportunities page and the Apply page for prospective students.

Security of and Access to Campus Facilities

During business hours, the College (excluding certain housing facilities) will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours, access to all College

facilities is by key or card, if issued, or by admittance via an NCMC staff member. Arrangements to use College facilities, including both buildings and grounds, must be in advance through the Ketcham Community Center or the Vice President of Business and Finance. Security considerations, as they relate to the maintenance of campus facilities, are the responsibility of the Director of the Physical Plant. NCMC does not have campus security.

Residence halls are secured 24 hours a day. The College Catalog and Student Handbook provide detailed rules and regulations. Residence hall students are permitted to enter their own building at all times. Guests are welcome in the residence halls, but each guest must be accompanied at all times by the resident who is serving as the guest's host. Overnight guests must register with the Director of Residence Life or Hall Coordinator before or at the time of arrival. Cameras assist in monitoring the exterior of the building.

Campus buildings are open to the public during regular business hours. College maintenance and custodial personnel secure academic, administration and service buildings when they are not in use and unlock them during the weekend only as needed. Other than residence halls, all buildings or facilities are off limits to students after closing hours unless the student has authorization from a department head or administrator to work in that building after closing hours. Over extended breaks, the doors of all halls will be secured around the clock. Some facilities may be open at different times, and schedules may depend on the time of year. Examples are the Ketcham Community Center, Academic Resource Center, Library, Workforce Development Board offices, and the Head Start facility. In these cases, the facilities will be secured according to schedules developed by the department responsible for the facility. Emergencies may necessitate changes or alterations to any posted schedules. Cameras assist in monitoring the exterior of buildings and parking lots.

Law Enforcement and Reporting of Criminal Activity

North Central Missouri College does not have campus security. The Trenton Police Department has full police power, including arrest authority and power to search and routinely patrol the main campus, as they would any other area of the city. There is no formal agreement between NCMC and the Trenton Police Department or any of the other law enforcement entities having jurisdiction over NCMC campus and non-campus locations, however good working relationships do exist.

The College does not have a voluntary confidential reporting system for inclusion in the annual crime statistics. Any individual on the main campus who is a victim of a crime, observes any criminal activity, or has information about a crime should report the incident immediately to the Trenton Police Department (TPD). Persons reporting criminal incidents should provide as much information as possible. If possible, this should include the location, nature of injuries, the description of possible criminals and a brief description of what happened. Trenton police officers will respond to protect the victims, investigate the incident and make arrests when warranted. In addition, community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety related incidents to the Vice President of Student Affairs in a timely manner. To report a crime or an emergency on the main campus, call the Trenton Police Department at 911. To report a non-emergency security issue, call the Vice President of Student Affairs at extension 1400 or from outside the College phone system at (660) 359-3948 during normal business hours.

North Central Missouri College offers classes at other locations that include, but may not be limited to Brookfield, Cameron, Chillicothe, Grundy County (Barton Farm), Savannah, and St. Joseph. To report a crime or emergency at a non-Trenton location, call the local police or sheriff's department by dialing 911. To report a non-emergency security issue, call the Vice President of Student Affairs at (660) 359-3948 x1400, the Vice President of Business and Finance at x1500, or the President at x1200.

All NCMC incident reports go to the Vice President of Student Affairs for review and potential action. Local law enforcement will investigate a report when deemed appropriate. If a sexual assault or rape should occur, staff on the scene, including local law enforcement, will assist in offering the victim assistance.

Information is available to NCMC community members about the resources for crime victims. This information does not imply that those resources are reporting entities for NCMC. Report crimes to the Vice President of Student Affairs at (660) 359-3948 or in Alexander Hall to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the community, when appropriate.

Crimes may also be reported to the Vice President of Business and Finance at (660) 359-3948 x1500 or in the Frey Building, to the President at (660) 359-3948 x1200 or in the Frey Building, to the Director of Housing and Residence Life (for crimes occurring in residence halls) at (660) 359-3948 x1412 or in Alexander Hall, or with any Campus Security Authority (CSA). There is a complete listing of CSA's in this section of the report.

According to federal law, colleges are required to report statistics concerning the occurrence of certain criminal offenses reported to the local police agency or any official of the institution defined as a Campus Security Authority. The Clery Act defines a Campus Security Authority as "an official of the institution who has significant responsibility for student and campus activities, including but not limited to, student housing, student discipline and campus judicial proceedings."

Many job roles at NCMC have been determined to qualify those personnel as Campus Security Authorities. The college expects these employees to report crimes for inclusion in the NCMC Annual Security Report. Campus Security Authorities at NCMC (listed with telephone extension) include:

- Athletic Director (1455)
- Barton Director (1336)
- Basketball, Men's Coach (1408)
- Basketball, Women's Coach (1456)
- Basketball, Assistant Men's Coach (1450)
- Basketball, Assistant Women's Coach (1456)
- Dean/Director, Savannah Campus 1-816-324-8061 or (8067)
- Vice President of Student Affairs (1400)
- Director of Residence Life/Men's Baseball Coach (1412)
- Golf, Men's Coach (1450)
- Golf, Women's Coach (In-person; no campus phone)
- Hall Director – Ellsworth/Assistant Basketball Coach (1470)
- Hall Director – Selby/Assistant Softball Coach (1480)
- Ketcham Community Center Director (1455)
- Resident Assistants (In-person; Students)

- Softball, Women's Coach (1409)
- TRIO Director (1348)
- Vice President of Academic Affairs (1300)

Policy - Off-Campus Crime

For off campus reporting, please contact the Trenton Police Department or appropriate local law enforcement. NCMC does not have off-campus locations designated for housing or assigned specifically for officially recognized student organizations.

Policy - Counseling Services

North Central Missouri College has on-campus counseling services, provided by a licensed professional counselor. NCMC also partners with the North Central Missouri Mental Health Center (NCMMHC) to provide counseling to students. For more information, contact the Vice President of Student Affairs at (660) 359-3948 x1400 or NCMMHC at (660) 359-4487. The counselor will inform the persons they are counseling of any voluntary, confidential reporting mechanism for reporting crimes for inclusion in the annual crime statistics.

Timely Warnings and Emergency Notifications

Timely Warnings

Timely warnings are triggered by crimes that have already occurred (and may be continuing) but which represent an ongoing threat. A timely warning will be issued for certain crimes that are reported to campus security authorities or local law enforcement agencies and are considered by the College to represent a serious or continuing threat to students and employees. The timely warning policy applies to crimes that occur on campus, in or on non-campus buildings or property, and on public property. The warning will be issued as soon as the pertinent information is available.

Timely Warning Policy

Campus-wide timely warnings are provided to give students, faculty, and staff timely notification of crimes and other events that may represent a serious or ongoing threat to the campus community and to heighten safety awareness. This communication is prepared as part of the timely warning requirement of the Clery Act. When a crime is reported to or brought to the attention of college authorities, the Vice President of Student Affairs, in cooperation with the President and/or members of crisis management team, will determine if that crime represents a serious or ongoing threat to the safety of members of the college community. The situation may be on or off campus. Information for timely warnings may also come from other law enforcement agencies. If the decision is made to issue a timely warning, these designees will request that the Chief Information Officer, Vice President of Business and Finance and/or Public Relations Office issue a timely warning. Decisions to issue a timely warning will be made on a case-by-case basis, including such factors as: the nature of the crime, the continuing danger to the community, and the possible risk of compromising law enforcement efforts.

Timely warnings will be issued to the entire campus community in one or more of the following ways: posting on electronic bulletin boards, including Blackboard and myCOMPASS, bulletin boards, NCMC alert text messaging, email, news release, NCMC website, or phone system. Every attempt will be made to issue the warning within a reasonable amount of time; however, the release is subject to the

availability of accurate facts concerning the incident, and investigation restraints. When timely warnings are issued, victims' names will be kept confidential. Anyone with information warranting a timely warning should report the circumstances to the Vice President of Student Affairs by phone at (660) 359-3948 x1400 or in person at Alexander Hall. If the VP is not available, reports may be made to the Vice President of Business and Finance x1500 or the President x1200 in the Frey Building.

Emergency Notifications

Emergency notification is triggered by a significant emergency or dangerous situation (e.g. crime, severe storm, chemical spill, disease outbreak) that is currently occurring on or imminently threatening the campus. Emergency notification procedures will be initiated immediately and without delay upon confirmation that a dangerous situation or emergency exists or threatens, for any significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus.

All members of the NCMC community are notified on an annual basis that they are required to notify the Trenton Police Department and relevant NCMC officials of any situation or incident on campus that involves a significant emergency or dangerous situation that may involve an immediate or ongoing threat to the health and safety of students and/or employees on campus.

Emergency Response and Evacuation Procedures

NCMC has an emergency management plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. Such situations include, but are not limited to tornadoes, bomb threats, chemical spills, disease outbreaks, or armed intruders.

Emergency notification to students and employees will include one or more of the following: telephone paging system, fire alarm paging, website, text messaging, and email notification system (texting and email notification require signing up with Community Connection service). Some or all of these methods of communication may be activated in the event of an immediate threat to the NCMC campus community. To sign up for Community Connection: https://my.textcaster.com/ServePopup.aspx?id=506 Enter required information and under Grundy County or Andrew County check the box next to North Central Missouri College.

Determination of an emergency situation will be made by a member or members of the Crisis Management Team Decision Group, as outlined in the Crisis Management Plan. If the situation warrants, local, county, and state enforcement agencies will be consulted by a member of the Crisis Management Team Decision Group and information will be shared with the President or designee.

Upon confirmation that a significant emergency or dangerous situation exists, and in accordance with the procedures outlined below, NCMC will, without delay, and taking into account the safety of the community, determine the content of an emergency notification and initiate the notification system, unless issuing such a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or mitigate the emergency.

A member or members of the Crisis Management Team will make the decision to notify the entire campus or only select areas based on the situation, considering information such as: location of incident, potential harm and risk to other areas of campus, etc. There will be continued assessment of the

situation and additional segments of the campus community may be notified if the situation warrants. When there is a potential that a very large segment of the community will be affected or when a situation threatens the operation of the campus as a whole, the entire campus will be notified.

Where possible, prepared scripts and recordings will be used. The final content will be prepared by a member or members of the Crisis Management Team, in consultation with local authorities if the situation warrants. Information shared may differ by segments of the campus community, for example a tornado warning would warn local commuter students to not leave their homes, while residential students will be asked to take shelter in designated on-campus locations.

A select member or members of the Crisis Management Team or trained designee will be responsible for activating the notification systems. Members of the Crisis Management Team Decision Group are:

- President
- Vice President of Business and Finance Chief Information Officer
- Vice President of Academic Affairs
- Dean of Instruction
- Dean/Director of Savannah Campus
- Director of Public Relations
- Vice President of Student Affairs

If notification beyond the campus community is required, a member or members of the Crisis Management Team, in conjunction with the President, will work with Public Relations to disseminate the emergency information.

Emergency Response

The Crisis Management Plan is reviewed annually. Crisis management procedures are outlined in the crisis management plan, located at: https://www.ncmissouri.edu/consumerinfo/emergency-response-evacuation-procedures/

When a situation occurs that causes an immediate threat to the main campus, the first responders to the scene will usually be the Trenton Police Department and Trenton Fire Department. These entities typically respond and will work with NCMC to assist with the incident. Depending on the nature and location of the incident, other local, country or federal agencies could also be involved in responding to the incident.

General information about emergency response and evacuation procedures for NCMC are publicized each year as part of the institution's Clery Act compliance efforts and that information is available on the NCMC website. Building escape plans are included in the NCMC Crisis Management Plan.

Annually, North Central Missouri College will conduct announced or unannounced drills to test emergency procedures. Drills in the residence halls will be conducted, at minimum, once per semester. Each drill date, time, and feedback will be recorded and shared with members of the Crisis Management Team Operation Group. An email will be sent prior to the annual drill directing students and employees to emergency and evacuation procedures and the crisis management plan for additional safety and security information. Detailed information on shelter-in-place, safe areas, and evacuation plans for each building will be included.

Documentation will occur for each test, to include: a description of the exercise, date the test was held, time the test started and ended, and whether it was announced or unannounced. Documentation and feedback will be recorded and shared with members of the President's Cabinet.

Missing Student Policy

In accordance with the Higher Education Opportunity Act, North Central Missouri College has a policy and procedure in place for reporting and investigating a report of a missing student who resides in on-campus student housing. Any campus community member or other person with reason to believe an NCMC student who lives in on-campus student housing has been missing from campus for 24 hours, should immediately make a report to:

Vice President of Student Affairs
Alexander Hall Office 12
1301 Main Street, Trenton, MO
(660) 359-3948 x1400, kalley@mail.ncmissouri.edu

or

Director of Housing and Residence Life
Alexander Hall G4A
1301 Main Street, Trenton, MO
(660) 359-3948 x1412, dhillerman@mail.ncmissouri.edu

The Vice President of Student Affairs or Director of Housing will immediately refer the matter to the Trenton Police Department. If a missing student report is made to another NCMC employee, the employee must immediately send this information to the Vice President of Student Affairs or Director of Housing, who will then contact the Trenton Police Department. As with any other emergency situation, the Trenton Police Department can be contacted directly by dialing 911 when a campus community member is concerned about a student's whereabouts and feels the student may be in danger. Even if the Trenton Police Department is directly contacted, campus community members must still follow-up with a report to the Vice President of Student Affairs or Director of Housing at the earliest possible time.

Students living in on-campus student housing will have the option to provide an emergency contact to be notified within 24 hours, if local law enforcement determines the student to be missing. This emergency contact can be different than the student's general emergency contact, if desired. Students can list the contact on their Emergency Information Sheet, completed at check-in. The information will be registered confidentially, will be accessible only to authorized campus officials, and may not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

Upon notification of a possible missing student situation, the College will collaborate with the Trenton Police Department to investigate the matter. If the student is determined by the Trenton Police Department to be missing, the College will notify the contact person identified by the student within 24 hours. At this time, the College may also begin contacting close acquaintances of the missing student to assist with the investigative process.

If the student is determined to be missing, is under the age of 18, and is not emancipated, the custodial parent or guardian will also be contacted by the College no later than 24 hours after the determination has been made that the student is missing, in addition to any additional contact person designated by the student. After the permanent legal guardian and additional contact have been notified, the College

will cooperate with the guardian, designated contact and the local authorities to pursue the appropriate course of action.

Depending on the circumstances regarding the student's absence or status, the College reserves the right to notify parents and/or permanent legal guardian regarding the report of the missing student at any time, regardless of their age.

Alcohol and Illegal Drug Policies and Information

In accordance with federal law, and as described in more detail below, NCMC has adopted and implemented a program and policies to prevent the unlawful possession, use, or distribution of illicit drugs, marijuana, and alcohol by students and employees. NCMC will impose disciplinary sanctions for violations of this policy and any additional policies noted in official college publications.

Students are expected to comply with local and state laws pertaining to alcoholic beverages, marijuana, controlled substances, and illegal drugs. The possession, use, manufacture, sale, purchase, dispensing, or distribution of alcohol, marijuana, illegal drugs and/or controlled substances is strictly prohibited on all college property and college-sponsored activities. Possession of alcoholic beverage containers and/or drug paraphernalia, which includes objects used or primarily intended for use or designed for use in ingesting, inhaling, otherwise introducing illegal drugs and/or controlled substances into the human body, including but not limited to pipes, water pipes, bongs, roach clips, vials, and hypodermic instruments are also prohibited. Determination will be made by considering all relevant facts.

In addition, public intoxication, or being in a drugged condition, whether from alcohol, drugs, or other substances, is also prohibited. This condition may be evidenced by disorderly, obscene, or indecent conduct or appearance.

No student shall furnish or cause to be furnished any alcoholic beverage to any person under the legal drinking age. Missouri under-age drinking laws and federal and state drug laws regarding the possession, use and sale of illegal drugs will be enforced through judicial referrals and/or reporting incidents to the police department.

NCMC will impose sanctions, consistent with local, State, and Federal law, for violations of NCMC alcohol and drug policies and the Student Code of Conduct. Sanctions may include a verbal warning, written warning, loss of privileges, probation, suspension, expulsion from the halls and/or campus, or imposition of a lesser sanction. Sanctions may also include classes, community service, referrals for appropriate counseling and/or referral to local law enforcement for prosecution. If a student is convicted of violating criminal laws regarding alcohol or drugs, they may be subject to civil action. Legal sanctions may include classes, community service, fines, prison terms, loss of driving privileges, and mandated rehabilitation programs. In addition, a student convicted for the possession or sale of illegal drugs may have financial aid eligibility suspended if the offense occurred while the student was receiving federal student aid.

The unlawful possession, purchase, manufacture, use, sale or distribution of illicit drugs and alcohol by employees on college property or at any of its activities is prohibited. Violations of NCMC alcohol and drug policies as stated in college policies or employee handbooks/manuals may result in disciplinary action including corrective discipline, counseling, (faculty) reassignment, verbal warnings, documented warnings, probation, suspension with or without pay, and discharge for employees and/or referral to

local law enforcement for prosecution.

If an employee is convicted of violating criminal laws concerning alcohol or drugs, in addition to civil action, the employee may be subject to termination. Legal sanctions may include classes, community service, fines, prison terms, loss of driving privileges, and mandated rehabilitation programs. Failure to disclose previous convictions on a job application is grounds for termination.

NCMC supports the laws and regulations of the United States of America, the State of Missouri, Grundy County, and the City of Trenton as well as the counties and cities in which NCMC centers and outreach sites are located. Each student and employee is expected to do the same. Applicable legal sanctions under state, local, and federal law can include forfeiture of personal property and real estate, fines, revocation of driver's license, probation, parole, imprisonment, mandatory minimum sentences, and deportation for non-US citizens. Conviction of a federal drug crime can also result in the loss of eligibility for Federal financial aid. A Federal Trafficking Penalties table, from the U.S. Drug Enforcement Administration appears below.

Federal Trafficking Penalties

<table>
<tr><th colspan="5">Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)</th></tr>
<tr><th>Schedule</th><th>Substance/Quantity</th><th>Penalty</th><th>Substance/Quantity</th><th>Penalty</th></tr>
<tr><td>II</td><td>Cocaine
500-4999 grams mixture</td><td rowspan="8">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. Fine of not more than $5 million if an individual, $25 million if not an individual.

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.</td><td>Cocaine
5 kilograms or more mixture</td><td rowspan="8">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. Fine of not more than $10 million if an individual, $50 million if not an individual.

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.

2 or More Prior Offenses: Life imprisonment. Fine of not more than $20 million if an individual, $75</td></tr>
<tr><td>II</td><td>Cocaine Base
28-279 grams mixture</td><td>Cocaine Base
280 grams or more mixture</td></tr>
<tr><td>IV</td><td>Fentanyl
40-399 grams mixture</td><td>Fentanyl
400 grams or more mixture</td></tr>
<tr><td>I</td><td>Fentanyl Analogue
10-99 grams mixture</td><td>Fentanyl Analogue
100 grams or more mixture</td></tr>
<tr><td>I</td><td>Heroin
100-999 grams mixture</td><td>Heroin
1 kilogram or more mixture</td></tr>
<tr><td>I</td><td>LSD
1-9 grams mixture</td><td>LSD
10 grams or more mixture</td></tr>
<tr><td>II</td><td>Methamphetamine
5-49 grams pure or
50-499 grams mixture</td><td>Methamphetamine
50 grams or more pure or 500 grams or more mixture</td></tr>
<tr><td>II</td><td>PCP
10-99 grams pure or
100-999 grams mixture</td><td>PCP
100 grams or more pure
or 1 kilogram or more mixture</td></tr>
</table>

				million if not an individual.

Substance/Quantity	Penalty
Any Amount Of Other Schedule I & II Substances Any Drug Product Containing Gamma Hydroxybutyric Acid Flunitrazepam (Schedule IV) 1 Gram	**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. **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 that 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. **Second Offense**: Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual.

Chart Two

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.
Hashish 10 kilograms or less	
Hashish Oil 1 kilogram or less	

*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is a mandatory term of life imprisonment without release and a fine up to $8 million if an individual and $20 million if other than an individual.

Missouri Penalties

In Missouri, it is illegal for anyone under the age of 21 to consume, purchase or possess alcohol. If you violate these laws and are found guilty in a court of law, you are subject to suspension of your driving privileges, a fine of up to $1,000, and up to one year in jail. County and municipal ordinances contain similar prohibitions and sanctions. The same penalties apply to persons knowingly furnishing alcohol to minors. Additionally, Missouri has a "Possession by Consumption" law which prohibits minors from having blood alcohol content in excess of .02%. For more information about Missouri alcohol laws, visit the Missouri General Assembly Revised Statutes (Chapter 311) http://revisor.mo.gov/main/OneChapter.aspx?chapter=311 . For information about Missouri drug laws visit the Missouri General Assembly Revised Statutes (Chapter 195) at http://revisor.mo.gov/main/OneChapter.aspx?chapter=195 . In addition to the information listed above, a complete listing of Missouri substances, how they are placed on the schedule and additional drug information, can be found at: https://health.mo.gov/safety/bndd/laws.php .

Student-Athlete Drug Use Testing Policy

A Student-Athlete Drug Use Testing Policy was approved by the NCMC Board of Trustees in August 2012, and the first random drug test took place in fall 2012. The College continues to issue random drug testing every semester. For a copy of the Student-Athlete Drug Use Testing Policy, contact the Athletic Director.

Alcohol and Drug Abuse Information and Programs

NCMC assists in drug education and prevention programs to reduce the abuse and illegal use of alcohol and other drugs. First-time violators of the College's substance abuse policies are required to attend a substance abuse education class as part of the disciplinary process. Specific information is addressed in the Alcohol and Drug Biennial Review, available on the Student Consumer Information page at:

https://www.ncmissouri.edu/consumerinfo/wp-content/uploads/sites/26/2017/01/Biennial-Report.pdf or located in the Vice President of Student Affairs Office. The College also provides education through dissemination of informational materials, educational programs, counseling referrals and college disciplinary actions.

Alcohol and Other Drugs Biennial Review

NCMC compiles a Biennial Review of the College alcohol and drug policy and initiatives. The Biennial Review includes foundational belief, a review of policy, annual notification, goals, statistical reporting elements, enforcement/sanction consistency, AOD campus efforts, measured effectiveness of the policy and programs through a SWOT analysis, and identified improvements that can be made. The Alcohol and Drug Biennial Review is available at: https://www.ncmissouri.edu/consumerinfo/wp-content/uploads/sites/26/2017/01/Biennial-Report.pdf on the Student Consumer Information page at: https://www.ncmissouri.edu/consumerinfo/ , and in the following locations: Tutoring Center, Library, VP of Student Affairs' Office, Dean of Instruction's Office, and the Human Resources Office.

Health Risks

Substance abuse may result in a wide array of serious health and behavioral problems. Substance abuse has both long and short-term effects on the body and the mind. Alcohol and drugs are toxic to the human body. In addition to the problem of toxicity, contaminant poisonings often occur with illegal drug use. HIV infection with intravenous drug use is a prevalent hazard.

Acute health problems may include heart attack, stroke, and sudden death, which can occur for first time cocaine users. Long lasting effects caused by drug and alcohol abuse can cause problems such as disruption of normal heart rhythm, high blood pressure, leaks of blood vessels in the brain, bleeding and destruction of brain cells, possible memory loss, infertility, impotency, immune system impairment, kidney failure, cirrhosis of the liver, and pulmonary damage. Drug use during pregnancy may result in fetal damage and birth defects causing hyperactivity, neurological abnormalities, and developmental difficulties. Additional health risks Are summarized in the table below.

Substance	***Some Possible Long-Term Effects***
Alcohol	toxic psychosis, physical dependence, neurological and liver damage, fetal alcohol syndrome, impaired judgment
Amphetamines *uppers, speed, crank*	loss of appetite, delusions, hallucinations, heart problems, hypertension, irritability, insomnia, toxic psychosis, rebound depression
Barbiturates *barbs, bluebirds, blues*	severe withdrawal symptoms, possible convulsions, toxic psychosis, depression, physical dependence, impaired judgment
Benzodiazepines (Valium, Xanax, Ativan, Dalmane, Rohypnol) *benzos, downers, sleepers, tranqs, roofies*	impaired judgment, sedation, panic reaction, seizures, psychological dependence, physical dependence
Cocaine & Cocaine freebase *coke*	loss of appetite, depression, weight loss, seizure, heart attack, stroke, hypertension, psychosis, chronic cough, nasal passage injury, hallucinations

Codeine	physical dependence, constipation, loss of appetite, lethargy, respiratory depression
Heroin *H, junk, smack*	physical dependence, constipation, loss of appetite, lethargy, respiratory depression
Inhalants *ames, gas, laughing gas, poppers, snappers*	psychological dependence, psychotic reactions, confusion, frozen airway, sudden death
LSD *acid*	may intensify existing psychosis, panic reactions, can interfere with psychological adjustment and social functioning, insomnia, flashbacks
MDA, MDMA, MOMA *ecstasy, xtc*	same as LSD, sleeplessness, nausea, confusion, increased blood pressure, sweating, paranoia
Marijuana (cannabis) *pot, grass, dope, weed, joints*	bronchitis, conjunctivitis, mood swings, paranoia, lethargy, impaired concentration
Mescaline (peyote cactus) *mesc, peyote*	may intensify existing psychosis, hallucinations at high dose
Methaqualone *ludes*	coma, convulsions
Morphine *M, morf*	physical dependence, constipation, loss of appetite, lethargy
PCP *crystal, tea, angel dust*	psychotic behavior, violent acts, psychosis, hallucinations at high dose
Psilocybin *magic mushrooms, shrooms*	may intensify existing psychosis
Steroids *roids, juice*	cholesterol imbalance, acne, baldness, anger management problems, masculinization of women, breast enlargement in men, premature fusion of long bones preventing attainment of normal height, atrophy of reproductive organs, impotence, reduced fertility, stroke, hypertension, congestive heart failure, liver damage, depression

Provided courtesy of the University of Washington.

Alcohol and Drug Treatment Programs

North Central Missouri College has on-campus counseling, provided by a licensed professional counselor. The counselor can provide substance use screenings and referrals to local substance use programs. North Central Missouri Mental Health Center (NCMMHC) and Preferred Family Healthcare provide counseling and referral assistance to students and employees who are troubled by alcohol or substance abuse problems. The Vice President of Student Affairs can assist students in setting-up counseling services through an agreement between NCMC and NCMMHC. NCMC employees may seek assistance through employee assistance offered by United Healthcare. Specific information is available for employees by contacting the Business Office or visiting the United Healthcare website. Any member of the College community that is experiencing symptoms associated with their own or someone else's alcohol or drug use is encouraged to seek help.

Hazing Policy

Hazing is defined as any action or situation that recklessly or intentionally endangers the mental or physical health or safety of a person for the purpose of initiation or admission into any organization registered by the College. This includes, but is not limited to, beating, branding, forced exercises, forced consumption of food or beverage or any other substance. Also included are activities causing mental stress such as sleep deprivation, exclusion from contact with others, or forced contact that could result in extreme embarrassment or adversely affect the dignity of the individual. For the purpose of clarity, any activity described above that is directly or indirectly a condition of initiation of admission into a registered College organization shall be presumed to be a forced activity, the willingness of an individual to participate in such activity notwithstanding. College registered student organizations are prohibited from hazing in any form both on and off campus. For the most complete and current hazing policy, please consult the consumer information section of the NCMC public website.

Sexual Assault, Domestic/Dating Violence, and Stalking Prevention

Policy – Sexual Misconduct, Investigation Procedures, and Information for Crime Victims

North Central Missouri College prohibits "Sexual Misconduct," which includes non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, sexual violence, sexual harassment, domestic violence, dating violence, and stalking. Sexual misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual misconduct can be committed by any gender and it can occur between people of the same or different sex. The full policy on sexual misconduct can be found in section 3.14 of the NCMC Board Policy Manual at:

https://www.ncmissouri.edu/about/wp-content/uploads/sites/16/2021/05/board_policy_manual.pdf

In an effort to reduce the risk of sexual misconduct, including the crimes of rape, sexual assault, sexual harassment, stalking, dating violence and domestic violence, occurring among its campus community, the College utilizes a range of campaigns, strategies and initiatives to provide awareness, educational, risk reduction and prevention programming.

It is the policy of NCMC to offer programming to prevent domestic violence, dating violence, sexual assault and stalking each year. Educational programs are offered to raise awareness for all incoming students and employees and are often conducted during new student and new employee orientation and throughout an incoming student's first semester. These programs and others offered throughout the year include strong messages regarding not just awareness, but also primary prevention (including normative messaging, environmental management and bystander intervention), and discuss institutional policies and procedures on sexual misconduct as well as the State of Missouri's definitions of domestic violence, dating violence, sexual assault, stalking and consent in reference to sexual activity. Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third party intervention and prevention such as calling for help and/or identifying allies. Programs also offer information on risk reduction that strives to empower victims, how to recognize warning signals and how to avoid potential attacks, and do so without victim-blaming approaches. Student workers, Resident Assistants, and other student groups receive targeted messaging regarding sexual misconduct and intervention. NCMC policy, forms, resources, and other information are

provided in wall pockets throughout campus, so the campus community has access to written information at their disposal. Resource and information cards are distributed to students and sexual assault is a main focus during Safety Awareness Week. During parent orientation, sexual misconduct is also discussed, encouraging parents to have conversations with their children about consent, safety and campus procedures if a sexual assault were to occur. Throughout the year, ongoing awareness and prevention campaigns are directed to students and employees.

If you are the victim of sexual misconduct, especially conduct that may also be a crime, some or all of these safety suggestions may guide you after an incident has occurred:

Go to a safe place and speak with someone you trust. Tell this person what happened. If there is any immediate danger, or if you wish to file a criminal report, contact the Trenton Police Department or call 911. If requested, the Vice President of Student Affairs or Title IX Coordinator will assist you in contacting the police. Please keep in mind, however, that it is your choice whether you want to get law enforcement authorities involved, and you may decline to notify such authorities.

Consider securing immediate professional support (e.g.: counseling, victim advocacy, medical services, etc.) to assist you in the crisis

If you are on campus during regular business hours, you may go to the Vice President of Student Affairs in Alexander Hall for counseling referral, support and guidance.

For your safety and well-being, immediate medical attention is encouraged. Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault. The hospital will arrange for a specific medical examination. To preserve evidence, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable. Typically, if police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed. If you are involved in transmission of items of evidence, such as to the hospital, secure them in a clean paper bag or clean sheet, to avoid contamination.

It is also important to take other measures to preserve evidence in the cases of rape, sexual assault, domestic violence, dating violence, and stalking. If you have physical injuries, photograph or have them photographed, with a date stamp on the photo. Record the names of any witnesses, and their contact information. Try to memorize details (physical description, names, license plate number, car description,), or write detailed notes if you have time and the ability to do so. You should also save emails, text messages, tweets, Facebook messages, and other forms of electronic communication that may contain evidence supporting your claim (these types of evidence may be the only evidence available in the case of stalking). Preservation of evidence may be helpful to the proof of a crime, to obtain an order of protection or to offer proof of a campus policy violation.

If you obtain external orders of protection (e.g. restraining orders, injunctions, protection from abuse), please notify the Vice President of Student Affairs or the campus Title IX Coordinator so those orders can be observed on campus.

Even after the immediate crisis has passed, consider seeking support from the North Central Missouri Mental Health Center. Contact the Vice President of Student Affairs if you need assistance with College-

related concerns. The VP will also assist in any needed advocacy for students who wish to obtain protective or restraining orders from local authorities.

Depending on the circumstances involved, the College may be able to offer reasonable academic accommodations, changes to living, transportation and working arrangements, and other protective measures, supports and resources as needed and requested by a victim. The College will provide such accommodations or arrangements if requested by the victim and if they are reasonably available, regardless of whether the victim chooses to report the incident to local law enforcement. To make such a request for an adjustment to your academic, living, transportation or work environment, or for any other protective measure, contact the Vice President of Student Affairs. Victims will be provided written notification of this information at the time they file a report of sexual misconduct with the College.

State of Missouri Definitions Related to Sexual Misconduct

Consent (as it relates to sexual activity)

Missouri law's definition of "consent" is as follows (*See* Mo. Rev. Stat. § 556.061):

Consent or lack of consent may be expressed or implied. Assent does not constitute consent if: (a) It is given by a person who lacks the mental capacity to authorize the conduct charged to constitute the offense and such mental incapacity is manifest or known to the actor; or (b) It is given by a person who by reason of youth, mental disease or defect, intoxication, a drug-induced state, or any other reason is manifestly unable or known by the actor to be unable to make a reasonable judgment as to the nature or harmfulness of the conduct charged to constitute the offense; or (c) It is induced by force, duress or deception.

Dating Violence

Missouri law does not specifically define dating violence but conduct of this nature is covered by Missouri's definitions of domestic violence and domestic assault.

Domestic Violence

Missouri's definition of domestic violence is "abuse or stalking committed by a family or household member." *See* Mo. Rev. Stat. § 455.010. "Family or household member" includes spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time.

Under Missouri law, domestic violence also includes the crime of "domestic assault," which is as follows (*See* Mo. Rev. Stat. §§ 565.072-565.074):

A person commits the crime of domestic assault in the first degree if he or she attempts to kill or knowingly causes or attempts to cause serious physical injury to a family or household member, including any child who is a member of the family or household.

A person commits the crime of domestic assault in the second degree if the act involves a family or household member, including any child who is a member of the family or household … and he or she: (1) attempts to cause or knowingly causes physical injury to such family or household member by any means, including but not limited to, by use of a deadly weapon or dangerous instrument, or by choking

or strangulation; or (2) recklessly causes serious physical injury to such family or household member; or (3) recklessly causes physical injury to such family or household member by means of any deadly weapon.

A person commits the crime of domestic assault in the third degree if the act involves a family or household member, including any child who is a member of the family or household … and: (1) the person attempts or recklessly causes physical injury to such family or household member; or (2) with criminal negligence the person causes physical injury to such family or household member by means of a deadly weapon or dangerous instrument; or (3) the person purposely places such family or household member in apprehension of immediate physical injury by any means; or (4) the person recklessly engages in conduct which creates a grave risk of death or serious physical injury to such family or household member; or (5) the person knowingly causes physical contact with such family or household member knowing the other person will regard the contact as offensive; or (6) the person knowingly attempts to cause or causes the isolation of such family or household member by unreasonably and substantially restricting or limiting such family or household member's access to other persons, telecommunication devices or transportation for the purpose of isolation.

Sexual Assault

Under Missouri law, sexual assault is captured in the definitions of rape, statutory rape, sodomy, statutory sodomy, and sexual abuse.

Missouri's definition of rape is as follows (*See* Mo. Rev. Stat. §§ 566.030 and 566.031):

A person commits the offense of rape in the first degree if he or she has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

A person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent.

Missouri's definition of statutory rape is as follows (*See* Mo. Rev. Stat. §§ 566.032 and 566.034):

A person commits the crime of statutory rape in the first degree if he has sexual intercourse with another person who is less than fourteen years old.

A person commits the crime of statutory rape in the second degree if being twenty-one years of age or older, he has sexual intercourse with another person who is less than seventeen years of age.

Missouri's definition of sodomy is as follows (*See* Mo. Rev. Stat. §§ 566.060 and 566.061):

A person commits the offense of sodomy in the first degree if he or she has deviate sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

A person commits the offense of sodomy in the second degree if he or she has deviate sexual intercourse with another person knowing that he or she does so without that person's consent.

Missouri's definition of statutory sodomy is as follows (*See* Mo. Rev. Stat. §§ 566.062 and 566.064):

A person commits the crime of statutory sodomy in the first degree if he has deviate sexual intercourse with another person who is less than fourteen years old.

A person commits the crime of statutory sodomy in the second degree if being twenty-one years of age or older, he has deviate sexual intercourse with another person who is less than seventeen years of age.

Missouri's definition of sexual abuse is as follows (*See* Mo. Rev. Stat. §§ 566.100 and 566.101):

A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion.

A person commits the offense of sexual abuse in the second degree if he or she purposely subjects another person to sexual contact without that person's consent.

Stalking

Missouri's definition of stalking "is when any person purposely and repeatedly engages in an unwanted course of conduct that causes alarm to another person when it is reasonable in that person's situation to have been alarmed by the conduct" (*See* Mo. Rev. Stat. § 455.010).

Missouri statutes also separately defines the "crime of stalking" as a situation when a person "purposely, through his or her course of conduct, harasses or follows with the intent of harassing another person." Additionally, "aggravated stalking" occurs when a person "purposely, through his or her course of conduct, harasses or follows with the intent of harassing another person, and: (1) makes a credible threat; or (2) at least one of the acts constituting the course of conduct is in violation of an order of protection and the person has received actual notice of such order; or (3) at least one of the actions constituting the course of conduct is in violation of a condition of probation, parole, pretrial release, or release on bond pending appeal; or (4) at any time during the course of conduct, the other person is seventeen years of age or younger and the person harassing the other person is twenty-one years of age or older; or (5) he or she has previously pleaded guilty to or been found guilty of domestic assault, violation of an order of protection, or any other crime where the other person was the victim (*See* Mo Rev. Stat. § 565.225).

Under this statute, the term "harasses" means "to engage in a course of conduct directed at a specific person that serves no legitimate purpose, that would cause a reasonable person under the circumstances to be frightened, intimidated, or emotionally distressed" and the term "course of conduct" means "a pattern of conduct composed of two or more acts, which may include communication by any means, over a period of time, however short, evidencing a continuity of purpose. Constitutionally protected activity is not included within the means of course of conduct…."

For a complete listing of the State of Missouri sexual offenses and misconduct definitions, see Missouri Statutes at: https://revisor.mo.gov/main/Home.aspx

Addressing Sexual Misconduct

Specific details and procedures outlining the investigation and resolution processes of the College when a complaint of sexual misconduct has been made can be found in the NCMC Sexual Misconduct Policy, contained in section 3.14.24 of the NCMC Board Policy, accessible online at: https://www.ncmissouri.edu/about/wp-content/uploads/sites/16/2021/05/board_policy_manual.pdf

A paper copy can also be obtained by contacting the Vice President of Student Affairs/Title IX Coordinator (x1400), or Vice President of Academic Affairs (x1300).

Anyone wishing to report or file a complaint relating to an incident of sexual misconduct may do so by contacting the Vice President of Student Affairs/Title IX Coordinator, Kristen Alley, at 660-359-3948, X1400 or visiting Alexander Hall. In addition, information can also be provided to one of the Title IX Deputy Coordinators: Dr. Beth Caldarello, Director of Library Services, at extension 1322 in Geyer 213; or Kristi Harris, Chief of Staff, at extension 1203 in Frey 102; or with any mandated reporter.

Upon receiving a report of sex discrimination or sex-based harassment, the Title IX Coordinator conducts a preliminary assessment of the situation. The Title IX Coordinator may remove a Respondent from one or more of NCMC's Education Programs or Activities on a temporary basis if an individualized risk assessment determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations justifies removal. In the event the Title IX Coordinator imposes an interim removal, the Respondent can challenge the removal within two business days of the notification.

If a complainant or Title IX Coordinator files a complaint, NCMC will employ one of the resolution processes specified in the policy. The College will make a good faith effort to complete the Resolution Process within 60—90 business days.

North Central Missouri College uses the preponderance of the evidence standard of proof when determining whether a policy violation occurred. Further information on evidentiary considerations is provided in section 3.14.24.19 of Board Policy.

If a student is accused of sexual misconduct, s/he is subject to action in accordance with the NCMC Student Code of Conduct and NCMC Sexual Misconduct Policy. If there is a finding that sexual misconduct occurred, sanctions may include warnings, reprimands, probation, suspension from on-campus housing, suspension from the College, expulsion, termination, required counseling, withholding diploma, revocation of degree, changes in academic arrangements, ban from on-campus housing, ban from campus, restitution, access restriction, no-contact orders, and/or community service. Serious and violent incidents and acts of non-consensual sexual intercourse (the policy equivalent to the crime of rape) usually result in suspension, expulsion or termination of employment. The College may also employ interim protection measures such as interim suspension and/or contact bans in any case where the Respondent's behavior represents a risk of violence, threat, pattern or predation.

Sexual misconduct that is a crime can be reported directly to the Trenton Police Department located at 610 Main, Trenton, MO, phone: 660-359-2121; the Savannah Police Department located at 402 W Pearl St, Savannah, MO, phone: 816-324-7541; or other local law enforcement.

Procedurally, when the College receives a report of sexual misconduct the campus Title IX Coordinator is notified. If the victim wishes to access local community agencies and/or law enforcement for support, the College will assist the victim in making these contacts.

The Title IX Coordinator will offer assistance to victims in the form of interim or long-term measures such as opportunities for academic accommodations, changes in housing for the victim or the responding student, visa and immigration assistance, changes in working situations and other assistance as may be appropriate and available on campus or in the community (such as no contact orders, campus escorts, transportation assistance, targeted interventions, information about financial aid and taking a leave of absence, legal aid, etc.). If the victim so desires, they will be connected with a counselor, as well as an advisor. No victim is required to take advantage of these services and resources, but the College provides them in the hopes of offering help and support without condition or qualification. A summary of rights, options, supports and procedures, is provided to all victims, whether they are a student, employee, guest or visitor, at the time they make a report of sexual misconduct under this policy.

When a resolution is reached, the appropriate sanction(s) or responsive actions are promptly implemented to effectively stop the discrimination or harassment, prevent its recurrence, and remedy the effects of the discriminatory conduct, both on the Complainant and the community. The Title IX Team, as well as other members assigned to participate in the Resolution Process, receive annual training. IN addition, the College provides annual sexual misconduct training for members of the college community.

Preservation of confidentiality and privacy of the information specific to the investigation are maintained in accordance with federal and state law. If a public release of information is required to comply with the timely warning provisions of the Clery Act, the College will not release the names of victims or information that could easily lead to a victim's identification. Additionally, NCMC maintains privacy in relation to any accommodations or protective measures, except to the extent necessary to provide the accommodations and/or protective measures.

In any complaint of sexual misconduct, the person bringing the accusation and the responding party are entitled to the same opportunities for an advisor of their choice throughout the process, including any meeting, conference, or other procedural action. Once an investigation is complete, the parties will be informed, in writing, of the outcome, including the finding, the sanctions (if any) and the rationale. Delivery of this outcome to the parties will occur without undue delay between notifications. All parties will be informed of the College's appeal processes, and their rights to exercise a request for appeal. If the appeal process is invoked, the parties will also be informed in writing of the outcome of the appeal, including any changes to the previous decision and/or sanctions imposed.

The College will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceedings conducted by such an institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Notice to Victims of VAWA Offenses

VAWA offenses fall under the NCMC Sexual Misconduct Policy, which can be found at:

https://www.ncmissouri.edu/about/wp-content/uploads/sites/16/2021/05/board_policy_manual.pdf

Institutional Complaint

A person who wishes to make a complaint with the College can contact the Title IX Coordinator directly to file a formal complaint or contact any NCMC employee and request their assistance in filing a formal complaint with the Title IX Coordinator:

Kristen Alley
Vice President of Student Affairs/Title IX Coordinator
Address: NCMC Campus, Alexander Hall
Office 12, 1301 Main Street, Trenton, MO
Phone: 660-359-3948, ext. 1400
Email: kalley@mail.ncmissouri.edu

Contact and submission of a formal complaint can be completed in person, over the phone, electronically, or in paper form. Any person can file a report of sexual misconduct even if the alleged conduct was not perpetrated against him or her.

For submission of an electronic or paper complaint, individuals are encouraged to complete a Sexual Misconduct Form in order to assure accurate information is recorded. Sexual Misconduct Forms are located at the following locations:

- NCMC website
- NCMC Library
- Vice President of Student Affairs Office, Alexander Hall
- Vice President of Academic Affairs Office, Geyer Hall
- TRIO Director's Office, Geyer Hall

In all formal complaint submissions, individuals are encouraged to provide as much information as possible, including a written description of the incident(s), the name of the respondent if known, the date(s), time(s) and location(s) of the conduct, the names of any witnesses, and if there is any specific relief being sought.

The College encourages person to make complaints of sexual misconduct as soon as possible because delayed reporting may limit the College's ability to investigate and respond to the complaint.

Criminal Complaints

Any victim of sexual crime is encouraged to contact local law enforcement to report the crime. A victim can contact law enforcement directly, or NCMC can provide assistance in contacting law enforcement at the victim's request. To report a crime, call 911 or contact local law enforcement. In Trenton, individuals may call:

Trenton Police Department
Emergencies: 911 or 660-359-2121
Non-Emergency: 660-359-5557
610 Main, Trenton, MO

Outreach Sites - Police Department	**Phone number**

Brookfield Police Department	660-258-3385
MWSU Police Department (Houlne)	816-271-4438
Savannah Police Department	816-324-7541
St Joseph Police Department (Hillyard)	816-271-4777

NCMC has provided a copy of the Sexual Misconduct Policy to the Trenton Police Department. NCMC will work with local enforcement in the investigation, as is allowed. With prior permission from either the complainant or respondent, NCMC will share the evidence supplied by those respective individuals to assist law enforcement in their investigation. However, NCMC will comply with all lawful orders issued by criminal, civil, or tribal courts.

Order of Protection and/or No Contact Order

Victims of sexual misconduct can seek an ex parte order of protection, full order of protection, or any other temporary restraining order or no contact order against the alleged perpetrator from a criminal, civil, or tribal court. The complainant should provide such information to the Title IX Coordinator. The College will take all reasonable and legal action to implement the order. If the Order of Protection or Restraining Order is violated, contact the police immediately. Keep a written record of any contact, harassment, or abuse, including the date and time of the incidents and the names of witnesses. Save any messages, texts, emails, or other forms of communication to share with the police. You can also file a motion with the court to request that the other party be held in contempt of court for violating the protection order.

If someone is being harassed, stalked, or as a result of an investigation or outcome related to conduct, the Vice President of Student Affairs/ Title IX Coordinator may issue a No Contact Order. A No Contact Order is a directive that mandates parties refrain from having contact with another in any way, including in person, via email, phone, text messaging, social media, or any other electronic or direct communication. The order also includes third parties acting on the person's behalf. It warns the individual that any contact could be considered a conduct violation/policy violation and grounds for further action.

If you are the victim of sexual misconduct and/or threats, the order may be put in place automatically upon the initiation of a complaint, during the course of the investigation, and possibly after the case has concluded. You may also request a No Contact Order. If the No Contact Order is violated, contact the Vice President of Student Affairs as soon as possible. Keep records of all contact and communication. Violation(s) of the directive and/or protective actions will constitute a separate violation of policy that may lead to disciplinary action up to and including suspension and/or termination regardless of the outcome of the underlying complaint.

Confidentiality

If an individual wants to maintain confidentiality, North Central Missouri College works with North Central Missouri Mental Health Center (NCMMHC), a local, off-campus mental health care provider, to provide professional counseling. These professional counselors work with, but are separate from, the College and may talk to a victim in confidence. Counseling and support is available, whether or not a victim chooses to make an official report or participate in the institutional disciplinary or criminal process. These counselors will generally only report to the College that an incident occurred without

revealing any personally identifying information. Disclosures to these counselors will not trigger a College investigation into an incident against the victim's wishes. Following is the contact information for these individuals:

North Central Missouri Mental Health Center
1601 East 28th Street
Trenton, MO 64683
660-359-4487

Students should be aware that sharing information about an incident of sexual misconduct with an NCMC employee will result in a report to the Title IX Coordinator, who will take appropriate steps to investigate what happened resolve the matter.

Anonymous Reporting

NCMC does not have a procedure that provides for anonymous reporting. If information about sexual misconduct is received but the identities of the parties are unknown, the College will investigate the situation to the extent possible based on available information.

Medical Assistance

If someone is a victim of sexual assault, domestic violence, dating violence, or stalking, the College encourages them to seek medical attention. A victim may, however, decline medical assistance.

Seeking medical assistance allows the individual to be treated for any medical conditions that might exist, injuries that they may not be able to feel, testing for pregnancy or disease, and provides an opportunity for evidence collection. It is important to take steps to preserve any available evidence because it may be needed for criminal prosecution or in obtaining a protection order. Evidence should be preserved as soon as possible after the incident, even if the reporting student is unsure about reporting or filing criminal charges. Some evidence may only be collected within a short period of time after the incident occurs and delaying action to preserve evidence immediately after an incident may reduce the chances for a successful criminal prosecution in the future. Staff are available to assist anyone interested in seeking a forensic exam. Contact the Title IX Coordinator for assistance.
During a forensic exam, physical evidence, such as hair, semen or photographs of injuries, will be collected and stored for possible future use in court. There is no charge for the forensic exam, however, there may be charges for other medical care received. Individuals pursuing a forensic exam should try NOT to: shower, douche, drink, smoke, eat, change clothes, use the bathroom, change clothes or brush their teeth. They may also want to bring extra clothes to change into after the exam. Victims of sexual assault are encouraged to not change their clothes, however, if a change of clothes occurred, place the original clothing in a paper bag (plastic may destroy evidence).

Wright Memorial Hospital in Trenton has a forensics team and provides specially-trained nurses (SANE - Sexual Assault Nurse Examiner) to assist victims of sexual assault. Calls may be placed ahead of arrival to request that a SANE nurse be accessible when a victim arrives. Contact information for Wright Memorial Hospital is:

Wright Memorial Hospital

191 Iowa Boulevard
Trenton, MO
660-358-5700

Other Off-Campus Resources

Green Hills Women's Shelter provides advocacy and support for victims of sexual violence. They operate a 24-hour hotline: 1-800-942-0649, serving both male and female victims of domestic violence and/or sexual assault. Two shelters, one in Trenton and one in Cameron are also available for women and children needing safe refuge. To contact the Trenton shelter, call 660-359-3297. To contact the Cameron shelter, call 816-632-4900.

Crisis hotlines are also available, including the following:

- Missouri Crisis Line – 1-888-761-HELP (4357); Text HAND to 839863;
- RAINN Sexual Abuse Hotline – 800-656-HOPE (4673);
- Comprehensive Mental Health Services Crisis Line – 1-888-279-8188;
- National Domestic Violence Hotline – 800-799-7233;
- DoD Safe Helpline – 887-995-5247 (Crisis intervention for members of the military);
- The Trevor Project – 866-488-7386 (Crisis intervention for LGBTQ community).

Online Resources

- Missouri Coalition Against Domestic Assault and Sexual Violence *https://www.mocadsv.org*
- US Dept. of Justice Office on Violence Against Women *https://www.ovw.usdoj.gov*
- National Coalition Against Domestic Violence *https://www.ncadv.org*
- National Sexual Violence Resource Center *https://www.nsvrc.org*
- Stalking Resource Center *https://www.victimsofcrime.org/our-programs/stalking-resource-center*

The Vice President of Student Affairs/Title IX Coordinator can assist individuals in making contact with counseling services. There are no on-campus counseling services available.

Mandatory Reporter Law in Missouri (*RSMo. 210*)

At various times throughout the year faculty and staff members may be responsible for the supervision of various programs in which minors (individuals under the age of 18) participate on campus. If a faculty or staff member suspects that a minor on campus is a victim of physical or sexual abuse they should notify the Maryville Department of Public Safety immediately.

All faculty and staff responsible for the supervision of a child for any part of a 24-hour day are considered mandatory reporters under *RSMo. 210.110* & *210.115*. Responsible employees cannot leave the onus of reporting in the hands of the chain of command of an organization. Northwest shall not impede or inhibit any employee from reporting. No person making a report shall be subject to any sanction, including any adverse employment action, for making such report. An individual may call the hotline at 1.800.392.3738**,** The Children's Division staff this hotline 24 hours a day, 7 days a week, 365 days a year. They will take information from you and respond to child abuse and neglect.

Be sure you have:	**You will also be asked:**
the name of the child	Is the child in a life-threatening situation now?
the name of the parent(s)	How do you know about the abuse/neglect?
the name of the alleged abuser	Did you witness the abuse/neglect?
where the child can be located	Were there other witnesses and how can they be

contacted?

Accommodations

The institution is obligated to comply with a reasonable request for accommodations following an alleged sex offense. The Title IX Coordinator may also take protective action that he/she deems appropriate concerning the interaction of the parties, including without limitation, directing College officials to make academic accommodations (alter academic schedules, withdraw from/retake a class without penalty), access academic support such as tutoring, change college housing, access to dining facilities, and/or college employment arrangements.

Additional Reporting Information

Amnesty - To encourage reporting, NCMC provides amnesty to victims who may be hesitant to report to College officials because they fear that they themselves may be accused of minor policy violations, such as underage drinking or visitation, related to the sexual misconduct incident. Amnesty means that the individual's conduct will not be subject to punitive conduct action, but may be addressed through education, assessment and/or treatment. No conduct proceedings or conduct record will result from conduct that falls under amnesty. The College's commitment to amnesty in these situations does not prevent action by police or other legal authorities against an individual who has illegally consumed alcohol or drugs or has otherwise violated the law.

Victim's Rights

The Missouri Office of Prosecution Services offers resources for victims of crime, including information on victim's rights in Missouri and advocacy assistance. More information on this topic can be found at: https://www.prosecutors.mo.gov/victims

In 1992, the United States Congress enacted the Campus Sexual Assault Victims' Bill of Rights which was signed into law July of 1992. It states that:

- Accuser and accused will have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceeding.
- Survivors shall be informed of their options to notify law enforcement.
- Survivors shall be notified of counseling services.
- Survivors shall be notified of options for changing academic and living situations.

In addition, the Missouri Constitution contains a crime victim's Bill of Rights:

Missouri Constitution
Article I
BILL OF RIGHTS
Section 32

August 28, 2010
Crime victims' rights.

Section 32. 1. Crime victims, as defined by law, shall have the following rights, as defined by law:

(1) The right to be present at all criminal justice proceedings at which the defendant has such right, including juvenile proceedings where the offense would have been a felony if committed by an adult;

(2) Upon request of the victim, the right to be informed of and heard at guilty pleas, bail hearings, sentencing's, probation revocation hearings, and parole hearings, unless in the determination of the court the interests of justice require otherwise;

(3) The right to be informed of trials and preliminary hearings;

(4) The right to restitution, which shall be enforceable in the same manner as any other civil cause of action, or as otherwise provided by law;

(5) The right to the speedy disposition and appellate review of their cases, provided that nothing in this subdivision shall prevent the defendant from having sufficient time to prepare his defense;

(6) The right to reasonable protection from the defendant or any person acting on behalf of the defendant;

(7) The right to information concerning the escape of an accused from custody or confinement, the defendant's release and scheduling of the defendant's release from incarceration; and

(8) The right to information about how the criminal justice system works the rights and the availability of services, and upon request of the victim the right to information about the crime.

2. Notwithstanding section 20 of article I of this Constitution, upon a showing that the defendant poses a danger to a crime victim, the community, or any other person, the court may deny bail or may impose special conditions which the defendant and surety must guarantee.

3. Nothing in this section shall be construed as creating a cause of action for money damages against the state, a county, a municipality, or any of the agencies, instrumentalities, or employees provided that the General Assembly may, by statutory enactment, reverse, modify, or supersede any judicial decision or rule arising from any cause of action brought pursuant to this section.

4. Nothing in this section shall be construed to authorize a court to set aside or to void a finding of guilt, or an acceptance of a plea of guilty in any criminal case.

5. The general assembly shall have power to enforce this section by appropriate legislation.

(Adopted November 3, 1992.)

Policy - Sex Offender Registration

In accordance to the Campus Sex Crimes Prevention Act of 2000, NCMC must provide a link to the Missouri Sex Offender Registry. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning

registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student.

For a list of registered offenders reported to the College, contact the Vice President of Student Affairs Office at 660-359-3948, Ext. 1400. The Missouri State Highway Patrol maintains an online registry of sex offenders. The list is available at:
https://www.mshp.dps.missouri.gov/MSHPWeb/PatrolDivisions/CRID/SOR/SORPage.htm

Procedure to Register with the College:

- Registered sex offenders are required to self-report their status to the Vice President of Student Affairs (students) or the President's Office (employees) within five business days of enrollment or Board approval for employment/volunteering at the College.
- If designated as a registered sex offender after employment or enrollment, the self-reporting must occur within one working day of the designation.
- The decision to admit or employ will be made on a case-by-case basis after a review of the totality of the circumstances. The information sought will include:
    - The nature and number of offense(s)
    - Date of last offense
    - Length of time from the last offense
    - Treatment and/or counseling sought
    - Restitution completed
    - Any additional information that could assist in assessing the risk posed by the offender to the community
- The Vice President of Student Affairs or the President's Office will inform the applicant by letter of the decision within ten business days of receiving the required information.
- Failure to self-report may result in disciplinary action up to and including termination of employment or expulsion.

Firearms Policy

The possession and use of personal firearms, explosives, other weapons or unauthorized dangerous chemicals is strictly prohibited on campus or at any College activity.

Crime Awareness and Prevention Policy and Information

During Orientation, Advising, and Registration (OAR), the student organization and business fair, and residence life meetings, students and parents are briefed on safety and security. In addition, the campus conducts a Safety Awareness Week, providing safety and security information addressing topics that include: personal safety, theft prevention, campus security, crime prevention, sexual assault/harassment/discrimination, health and wellness, drinking or texting while driving, and other safety measures that can be taken. Student Affairs personnel are also available on request to facilitate crime prevention programs.

Educational programs are also provided throughout the year to promote the prevention of sexual misconduct and awareness of NCMC's sexual misconduct policy and procedures. Cards are distributed and available throughout the year listing emergency numbers, hotlines, abuse warning signs, and ways to prevent assault. Information is made available to staff and students. Certain segments of the student

population are also targeted with specific messages, encouraging them to utilize student leadership positions for advocacy and awareness.

Personal safety and property security at NCMC is everyone's responsibility. The following information is provided during OAR and on the NCMC website.

Security Tips

- Residence hall doors should be locked at all times
- All guests must be properly registered and should never be left unattended
- Suspicious persons found in or around the building should be reported to the Business Office at 1500 or contact the Trenton Police at 911
- Stay alert at all times (wearing headphones while walking/jogging can reduce alertness)
- Let a roommate or friend know where you are going and how long you might be gone
- Walk on the part of the sidewalk close to the street
- Trust your instincts. Get help right away if the situation or place is uncomfortable
- Don't carry large sums of cash, or display cash in public
- Keep a list at home of credit cards and other important material you would need to replace in case of loss
- Keep names and phone numbers of relatives or friends handy in the event of an emergency

Vehicles

- Do not leave your keys inside an unattended vehicle
- Do not leave your vehicle unlocked/unsecured. Make sure windows are closed
- Do not leave valuables visible in your car

Security Services

- Campus lighting throughout
- Safety information provided through passive programming
- Residence hall exterior doors locked 24 hours/day
- Cameras in the parking lot
- Safety and security programs are available at your request!

Safety Services

Accidents, injuries, illnesses, fires, safety threats and other hazards should be reported immediately to the NCMC Business Office at 359-3948, Ext. 1500, or Student Affairs, Ext. 1418. In emergencies, call 911.

Lighting

Nighttime safety is enhanced by an outdoor lighting system on campus. Replacement of spent exterior bulbs is accomplished jointly by the City of Trenton and NCMC Maintenance Department.

Phones

Telephones are available at numerous locations on campus to provide call capability to Trenton Police Department, the College Business Office (359-3948, Ext. 1500) or Student Affairs (359-3948, Ext. 1201).

Policy – Annual Security Report Crime Statistics and Definitions

The NCMC Academic Affairs Office updates crime statistics annually using records of incidents maintained by the college, as well as available police department records from Trenton Police

Department and other law enforcement agencies with jurisdiction over other NCMC campuses and locations. To request current information or a paper copy of the report, contact the Vice President of Academic Affairs by phone: 660-359-3948, ext. 1300.

The college reports crime statistics using guidelines established by the FBI Uniform Crime Reporting (UCR) Handbook, National Incident Based Reporting System (NIBRS), Clery guidelines, and VAWA guidelines. The Department of Education, Student Assistance General Provisions (34 CFR part 668 Section 668.48) *Institutional Security Policies and Crime Statistics* directs an annual reporting period from January 1 until December 31 of each year. Crimes are recorded in the calendar year they were reported and available for the past three years. State of Missouri definitions appear above in the Policy on Sexual Misconduct, Investigation Procedures, and Information for Crime Victims.

Definitions of Criminal Offenses

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

Criminal Homicide: Manslaughter by Negligence: The killing of another person through gross negligence. Murder and Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

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

Weapon Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This definition encompasses weapons offenses that are regulatory in nature.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, transportation, possession or use of alcohol beverages, not including driving under the influence of drunkenness.

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. This definition includes any gender of victim or perpetrator. Sexual penetration means 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, or by a sex-related object. This definition also includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol) or because of age. Physical resistance is not required on the part of the victim to demonstrate lack of consent.

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

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

Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent

Hazing: Any intentional, knowing, or reckless act committed by a person (whether individually or in concern with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—

- whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- activities that could result in extreme embarrassment or adversely affect the dignity of the individual.
- any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law;
- any activity that induces, causes, coerces, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law; and
- activities that could result in extreme embarrassment or adversely affect the dignity of the individual.

Clery Act Hate Crime Definitions

The law also requires the release of hate crime statistics. A hate crime is a criminal offense committed against a person or property motivated, in whole or in part, by the offender's bias. Bias is a pre-formed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, ethnicity, national origin, or gender identity. Hate crimes may include any offense listed in the previous section, as well as the following:

- **Larceny-Theft:** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Note: Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.
- **Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property (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.

Geography definitions from the Clery Act

On Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and Any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Non-Campus Building or Property: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Additional VAWA Definitions

Dating Violence: Violence committed by a person— (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors:
(i) The length of the relationship;
(ii) The type of relationship;
(iii) The frequency of interaction between the persons involved in the relationship.

If a dating relationship is asserted by the reporting party, the assumption of a dating relationship will be made. Missouri law does not specifically define dating violence, but conduct of this nature is covered by Missouri's definitions of domestic violence and domestic assault.

Domestic Violence: Felony or Misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. This would include the following categories:

- Incidents between persons who are spouses
- Incidents between persons who are former spouses
- Incidents between persons who have a child in common regardless of whether or not they have been married or have resided together in the past
- Incidents between persons (of any age) related by blood
- Incidents between persons (of any age) related by marriage, excluding spouses
- Incidents between persons, not married, but presently residing together
- Incidents between persons, not married, but who have resided together in the past
- Incidents between persons who are or have been in a continuing social relationship of a romantic or intimate nature
- Missouri's definition of domestic violence can be found at Mo. Rev. Stat. § 455.010. Under Missouri law, domestic violence also includes the crime of "domestic assault" which can be found at Mo. Rev. Stat. §§ 565.072-565.074.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to— (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress. Missouri's definition of stalking can be found at Mo. Rev. Stat. § 455.010 and § 565.225.

Consent

In evaluating whether consent was given, consideration will be given to the totality of the facts and circumstances, including but not limited to the extent to which a complainant affirmatively uses words or actions indicating a willingness to engage in sexual contact, free from manipulation, intimidation, fear, or coercion; whether a reasonable person in the respondent's position would have understood such person's words and acts as an expression of consent; and whether there are any circumstances, known or reasonably apparent to the respondent, demonstrating incapacitation or fear.
Consent is defined as an active process where there is clear and unmistakable voluntary agreement, expressed in mutually understandable words or actions, to engage in sexual activity.

Silence or absence of resistance does not imply consent. Informed consent cannot be gained by force, coercion, threat, by ignoring or acting in spite of the objections of another, or by taking advantage of the incapacitation of another, where the respondent knows or reasonably should have known of such incapacitation. Informed consent is also absent when the activity in question exceeds the scope of informed consent previously given, i.e. past consent does not imply future consent. Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Consent can be withdrawn at any time. In the state of Missouri, consent cannot be provided if the

person lacks the mental capacity to authorize the conduct charged to constitute the offense and such mental incapacity is manifest or known to the actor; or it is given by a person who by reason of youth, mental disease or defect, intoxication, a drug-induced state, or any other reason anyone under the age of seventeen cannot give informed consent.

Crime Statistics Overview

The numbers provided below reflect crimes reported to the College. The federal Campus Security Statistics report for all postsecondary institutions is at https://ope.ed.gov/security/Search.asp. NCMC Crime Statistics are at https://www.ncmissouri.edu/consumerinfo/wp-content/uploads/sites/26/2021/03/annual-security-report.pdf .

Colleges must report instances of eleven different criminal offenses in tabular form. Colleges must also report instances of hate crimes – any of the offenses above other than negligent manslaughter, along with any larceny, vandalism, simple assault, or intimidation when motivated by one of the eight bias categories of race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity. These are reported below in narrative form. The College must report three additional Violence Against Women Act (VAWA) offenses, and arrests or disciplinary referrals for violation of weapons, drug abuse and liquor laws. When more than one Criminal Offense occurs during a single incident, only the most serious offense is included according to the FBI's UCR Hierarchy Rule. Exceptions to the Hierarchy Rule apply to Arson, Sexual Assaults, Hate Crimes, VAWA Offenses, and arrests or referrals. This report notes any unfounded crimes in narrative format.

Note on Reporting Locations for 2025

North Central Missouri College discontinued classes at the Bethany and Maryville locations in 2023. All non-campus locations in Trenton as well as Hillyard Technical Center and Houlne Center in St Joseph are reported as non-campus locations on the table for the main campus for 2024 stats. The stats for Savannah include 2022 statistics from the North Belt Campus at 6503 North Belt Hwy, Country Club MO, as reported in the 2022 ASR, since Savannah is considered a change of address from North Belt.

Hazing statistics have been recorded since 2025, but 2025 incidents are to be reported with 2026.

NCMC Crime Statistics – Trenton (Main) Campus

Trenton Main

Offense	On Campus			On Campus Residence Halls*		
	2023	2024	2025	2023	2024	2025
Murder/Non-negligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	1	0	1	1	0	1
Burglary	0	0	0	0	0	0

Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Domestic Violence (VAWA)	0	0	0	0	0	0
Dating Violence (VAWA)	0	0	0	0	0	0
Stalking (VAWA)	0	0	1	0	0	0
Hazing	-	-	0	-	-	0
Arrests: Weapons Offenses	0	0	0	0	0	0
Arrests: Drug Offenses	0	0	0	0	0	0
Arrests: Alcohol Offenses	0	0	0	0	0	0
Disciplinary Referrals: Weapons	0	0	0	0	0	0
Disciplinary Referrals: Drugs	6	0	0	6	0	0
Disciplinary Referrals: Alcohol	1	4	0	1	4	0

*Statistics for residence halls also appear in the On Campus count.

Notes on main campus statistics:

- There were no reported incidents on the main campus classified as hate crimes in the three-year period 2023-2025.
- Hazing statistics were not required or collected prior to 2025.
- No crimes were determined to be “unfounded by law enforcement officials and subsequently withheld from the crime statistics noted in the chart(s) above.
- The term “campus” includes any building or property owned or controlled by the institution of higher education within the same reasonable contiguous geographical area and used by the institution in direct support of, or related to its educational purposes; or any building or property owned or controlled by student organizations recognized by the institution.
- For the topic "arrests," only arrests for the listed offenses are required to be reported by the Student Right-to-Know and Campus Security Act of 1990.
- Reported crimes may involve individuals not associated with the institution.

Trenton Main

Offense	**Public Property**			**Non Campus Locations**		
	2023	2024	2025	2023	2024	2025
Murder/Non-negligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	1	0	1
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0

Domestic Violence (VAWA)	0	0	0	0	0	0
Dating Violence (VAWA)	0	0	0	0	0	0
Stalking (VAWA)	0	0	0	0	0	0
Hazing	-	-	0	-	-	0
Arrests: Weapons Offenses	0	0	0	0	0	0
Arrests: Drug Offenses	0	0	0	0	0	0
Arrests: Alcohol Offenses	0	0	0	3	0	0
Disciplinary Referrals: Weapons	0	0	0	0	0	0
Disciplinary Referrals: Drugs	0	0	0	0	0	0
Disciplinary Referrals: Alcohol	0	0	0	0	0	0

Notes on main campus public and non-campus statistics:

- Non-campus statistics include any incidents occurring at Trenton locations not on the main campus but controlled by the college, as well as outreach sites during times that NCMC was considered to be in control of the location. For 2025, this includes locations in St. Joseph (Houlne Center) and Trenton (Griffin Field and Grimes Field).
- There were no incidents classified as hate crimes reported in the three-year period 2023-2025 within the NCMC Clery geography, including public property and non-campus locations.
- Hazing statistics were not required or collected prior to 2025.
- No crimes were determined to be “unfounded by law enforcement officials and subsequently withheld from the crime statistics noted in the chart(s) above.
- Public property in the Clery geography is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.
- For the topic "arrests," only arrests for the listed offenses are required to be reported by the Student Right-to-Know and Campus Security Act of 1990.
- Reported crimes may involve individuals not associated with the institution.

NCMC Crime Statistics – Barton Campus

Barton

Offense	**On Campus**			**Public Property**		
	2023	2024	2025	2023	2024	2025
Murder/Non-negligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0

Arson	0	0	0	0	0	0
Domestic Violence (VAWA)	0	0	0	0	0	0
Dating Violence (VAWA)	0	0	0	0	0	0
Stalking (VAWA)	0	0	0	0	0	0
Hazing	-	-	0	-	-	0
Arrests: Weapons Offenses	0	0	0	0	0	0
Arrests: Drug Offenses	0	0	0	0	0	0
Arrests: Alcohol Offenses	0	0	0	0	0	0
Disciplinary Referrals: Weapons	0	0	0	0	0	0
Disciplinary Referrals: Drugs	0	0	0	0	0	0
Disciplinary Referrals: Alcohol	0	0	0	0	0	0

Notes on Barton Campus:

- There were no incidents classified as hate crimes in the three-year period 2023-2025.
- Hazing statistics were not required or collected prior to 2025.
- No crimes were determined to be “unfounded by law enforcement officials and subsequently withheld from the crime statistics noted in the chart(s) above.
- For the topic "arrests," only arrests for the listed offenses are required to be reported by the Student Right-to-Know and Campus Security Act of 1990.
- Reported crimes may involve individuals not associated with the institution.

NCMC Crime Statistics – Savannah Campus

Savannah*

Offense	On Campus			Public Property		
	2023	2024	2025	2023	2024	2025
Murder/Non-negligent Manslaughter	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Domestic Violence (VAWA)	0	0	0	0	0	0
Dating Violence (VAWA)	0	0	0	0	0	0
Stalking (VAWA)	0	0	1	0	0	0
Hazing	-	-	0	-	-	0
Arrests: Weapons Offenses	0	0	0	0	0	0
Arrests: Drug Offenses	0	0	0	0	0	0
Arrests: Alcohol Offenses	0	0	0	0	0	0
Disciplinary Referrals: Weapons	0	0	0	0	0	0
Disciplinary Referrals: Drugs	0	0	0	0	0	0
Disciplinary Referrals: Alcohol	0	0	0	0	0	0

Notes on Savannah Campus:

- There were no incidents classified as hate crimes in the period 2023-2025.
- Hazing statistics were not required or collected prior to 2025.
- No crimes were determined to be “unfounded by law enforcement officials and subsequently withheld from the crime statistics noted in the chart(s) above.
- For the topic "arrests," only arrests for the listed offenses are required to be reported by the Student Right-to-Know and Campus Security Act of 1990.
- Reported crimes may involve individuals not associated with the institution.

Annual Fire Safety Report

NCMC publishes the Annual Fire Safety Report, in compliance with the Higher Education Opportunity Act of 2008, Student Right-to-Know and the Clery Act. The report provides statistics for the three most recent calendar years and includes statistics related to the number of fires, causes, injuries, deaths, and property damage. It also includes housing facility fire safety systems, drills and related campus policies and procedures, and outlines contacts for reporting fires as well as planned improvements. The Annual Fire Safety Report can be accessed via the following link: https://www.ncmissouri.edu/about/fire-safety-report/. A paper copy of this report is available by contacting the Vice President of Student Affairs, 660-359-3948 Ext. 1400.

Fire Reporting Procedures

If you observe a fire or smoke, activate the fire alarm and evacuate the building. Contact the Trenton Fire Department (or local fire department at outreach locations) immediately by calling 911. As soon as it is reasonable to do so, report the occurrence of all fires to the Vice President of Student Affairs at (660) 359-3948, ext. 1400 to ensure accurate fire statistics for reporting purposes.

Fire Safety Systems for Residence Halls

Ellsworth Hall (est. 1994) – Men's residence hall has:

- Fire Alarm Panel System, smoke detectors and pull stations in hallways and common areas.
- Hardwired smoke detectors with nine-volt battery back-up in each residence room.
- Fire extinguishers in hallways and lobby. There are no sprinkler systems in the residence halls.

Selby Hall (est. 1998) – Women's residence hall has:

- Fire Alarm Panel System, smoke detectors and pull stations in hallways and common areas.
- Hardwired smoke detectors with nine-volt battery back-up in each residence room.
  Fire extinguishers in hallways and lobby. There are no sprinkler systems in the residence halls.
- Lower Level – Former Dining Hall area is connected to the upper-level Fire Alarm Panel System with smoke detectors and pull stations in hallways and common areas.
- Fire extinguishers in lobby, as well as former kitchen and dining areas.

Pirate Plaza (est. 2021) – Coed Apartment-Style Halls

- Same fire safety systems and equipment as Ellsworth, except that Pirate Plaza also has a sprinkler system.

All alarm systems and extinguishers are inspected and serviced annually (August). Residence hall in-room smoke detectors have batteries replaced annually and are tested before each semester (fall and spring).

Residence Life Policies Relating to Fire Safety

NCMC has an alcohol/drug/weapon/tobacco free campus. All students are prohibited from having alcohol, drugs, and/or weapons on campus, or on their person at any time. Tobacco use is also prohibited on campus.

Candles, open flames, incense lighters, or matches are prohibited in campus housing due to their potential as fire hazards. In residence halls, the following cooking appliances are prohibited from use: ovens, skillets, hotplates, crock pots, toasters, and electric heaters. Microwave and micro-refrigerator units are allowed in residence hall rooms as well as small coffee pots.

Fire Prevention

Students should take responsibility to ensure halls are free of fire hazards. Students shall ensure that all fire equipment, fire doors, and fire exits remain unobstructed in their residential hall. Open flames such as candles, incense, matches, or lighters, are prohibited due to their potential as fire hazards. Irons and cooking appliances should never be left on when the room is unoccupied. Electrical outlets should never be overloaded.

The college conducts fire prevention training are each semester to educate residents on what items are prohibited due to fire hazard, how to be careful with items that may present a fire hazard, and what the procedures are in case of fire emergency. Fire drills are conducted to practice exiting the building safely, to prepare for the event of a fire.

Fire Evacuation Procedures

Residence Halls

If an alarm sounds in the residence halls, residents should check their immediate area for any obvious indications of a fire or other cause for the alarm. Remain calm.

Residence Life staff members will investigate the cause of each alarm, as long as it is safe to do so. Residents should begin an immediate and orderly evacuation along the designated routes. Residents should not run and move quickly out the nearest exit. They should exit the building and wait on the eastside of Mable Street (near Ketcham Center) for instructions or permission to re-enter the building. Do not leave the Ketcham area as staff will be attempting to account for all residents.

Residents should take their room keys with them and shut their door to prevent the spread of a fire. A staff member will check to make certain that rooms, baths, and closets are not occupied. Staff members will also check lobby areas of the hall. Anyone who does not evacuate or properly and quickly comply with the instructions of the staff member may face disciplinary action. The residence hall staff will signal that the building is safe and ready for re-entry. No one is to re-enter until NCMC personnel provide approval.

Procedures for fire evacuation are posted in each student's room. At the beginning of each semester, the Director of Residence Life notifies the Trenton Fire Department and Trenton Police Department of students who have identified themselves with physical mobility issues and any special assistance that might be needed.

On-Campus

In the event of a fire or fire drill all occupants are to evacuate the building. The evacuation should be done in a timely manner. Please stay calm and walk to the nearest exit. For specific evacuation routes, please reference the evacuation maps and crisis guides located in the doorway to the classrooms. Students with mobility impairment should inform their instructors what assistance they would require in case of an emergency. The student can, in conjunction with the instructor, ask for two volunteers from the class to assist in the event of an emergency. Instructors with mobility impairment should also ask for volunteers in the class

to assist. All staff should inform their supervisor and co-workers of their needs in the event of an emergency and should know the locations of elevators and stairways in their buildings.

The elevators shall not be used to evacuate the building unless directed to do so by fire department rescue personnel. Evacuated personnel should stay a safe distance away from the building and out of the fire lanes. Instructors should predetermine a location his/her class will meet, when safely out of the building. Instructors shall ensure all of their students are aware of this location and can locate it. Custodians and Maintenance staff shall make sure that the emergency response personnel have access to the buildings. Instructors should take their class roster or other means of student accountability with them and account for every student in their class. In the case of a missing student, the instructor should notify their supervisor or a Dean immediately. Fire rescue personnel will then be advised that a student cannot be accounted for. In the event of a fire drill or a false fire alarm, the building manager will determine that it is safe to re-enter the building and will notify an "ALL CLEAR". No one should re-enter the building until the "ALL CLEAR."

In the event of a fire in Alexander Hall, staff have been instructed to evacuate the building and meet across Main Street to account for all parties. If students or others are present, staff should direct them to evacuate the building and assist in keeping them out of the path of emergency personnel vehicles. If the fire alarm does not sound but a fire is witnessed, the fire alarm should be pulled and people should exit the building.

Students and staff at outreach locations should be familiarize themselves and follow the instructions for the respective buildings in which they are located. Students and employees who witness a fire or become aware one has occurred should immediately call 911 and follow procedures for reporting fires.

Fire Safety Education

Emergency procedures are discussed in hall meetings at the beginning of each semester and re-enforced at meetings throughout the year. Mandatory supervised fire drills are conducted once each semester in the residential facilities. Drills are scheduled in the evening to assure that the maximum numbers of residents are present to participate in the drill. During hall meetings at the beginning of the year, students are informed of evacuation procedures, fire-related policies and fire systems. Resident Assistants are trained to assist with fire emergencies and receive fire extinguisher training from the Trenton Fire Department twice during the year. Employees are also invited to attend fire extinguisher training and receive annual crisis management training covering fires, as well as other crises. Additional fire safety education programs are available upon request.

Fire Safety Inspections

All campus buildings are inspected annually (before the fall semester begins) by the NCMC Physical Plant. All fire alarms systems and sprinkler systems are inspected and tested annually. All fire extinguishers are inspected and serviced on an annual basis.

Improvements

North Central Missouri College annually reviews its Crisis Management Plan to determine if changes to fire policy and procedures are warranted. Ongoing assessment of facilities is part of NCMC's Strategic Plan. Fire protection systems in Geyer Hall and at Barton Farm were upgraded recently, and a fire alarm panel was added to the Frey Administration Building in 2019. No further improvements are planned at this time.

Fire Statistics at NCMC

2023 Fire Statistics Regarding Fires in NCMC Residence Halls

Residence hall	Selby	Ellsworth	Pirate Plaza
Total Fires	0	0	0
Date of Fires	N/A	N/A	N/A
Time of Fires	N/A	N/A	N/A
Cause of Fires	N/A	N/A	N/A
Number of Injuries that require treatment at a medical facility	0	0	0
Number of Deaths	0	0	0
Value of Property Damage	0	0	0

2024 Fire Statistics Regarding Fires in NCMC Residence Halls

Residence hall	Selby	Ellsworth	Pirate Plaza
Total Fires	0	0	0
Date of Fires	N/A	N/A	N/A
Time of Fires	N/A	N/A	N/A
Cause of Fires	N/A	N/A	N/A
Number of Injuries that require treatment at a medical facility	0	0	0
Number of Deaths	0	0	0
Value of Property Damage	0	0	0

2025 Fire Statistics Regarding Fires in NCMC Residence Halls

Residence hall	Selby	Ellsworth	Pirate Plaza
Total Fires	0	0	0
Date of Fires	N/A	N/A	N/A
Time of Fires	N/A	N/A	N/A
Cause of Fires	N/A	N/A	N/A
Number of Injuries that require treatment at a medical facility	0	0	0
Number of Deaths	0	0	0
Value of Property Damage	0	0	0

Multiple fire alarms are triggered at Anchor Plaza each year due to the extremely sensitive detectors, but none of these incidents involved flame, only smoke. No open flame or burning was observed associated with any reported alarm in the past three years, therefore they are not included in the fire log and statistics per federal guidance. 2025 drills were conducted as follows:

- Ellsworth and Selby Halls: March 25; October 15
- Anchor A and B: March 26; October 23