

Grievance Officers

- Dean of Student Services - North Building (910) 592-8084 x.2021
- Counselor - Student Services/North Building (910) 592-8084
- Frankie Sutter, Title IX Compliance Officer (910) 592-8081 x.2005
- Director of Security - Warren Student Center (910) 592-8081

If none of these grievance officers are available, employees should report such incidents through the chain of command or to the college president. Students should report such incidents to their instructor or any member of the college administration.

When reporting an incident, it is helpful to provide as much information as possible. Such information includes:

- A description of the event or events,
- The number of occurrences with dates and places,
- The names of any witnesses, and
- If appropriate, documents, papers, and/or other exhibits

Known and suspected violations of any laws and other emergencies should be reported to the campus security office during the hours of 8:00 a.m. to 5:00 p.m. and to the Evening Director's Office after 5:00 p.m. for action. The Director of Security's office is located in the Warren Student Center and the Evening Director's office is located on the first floor of North Building and either office may be reached through any of the college's phones.

Crime Awareness and Campus Security Act of 1990

As required by provisions of the Crime Awareness and Campus Security Act of 1990, the college must provide statistics on reported offenses during the previous three academic years.

OFFENSES	2012	2013	2014
Murder/ Manslaughter	0	0	0
Sex Offenses	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Liquor Law Violations	0	1	0
Drug Law Violations	2	3	0
Illegal Weapons Possession	1	0	0
Harassment	0	0	0
Stalking	0	0	0

Sexual Harassment and Title IX Policies and Procedures

2015-2016



SCC Commitment



The Board of Trustees and the Administration of Sampson Community College are fully committed to the principles and practice of equal employment and educational opportunities. The college does not practice or condone discrimination in any form, against students, employees, or applicants on the grounds of race, color, national origin, religion, sex, age, disability, or political affiliation. The college commits itself to positive action to secure equal opportunity regardless of those characteristics.

SCC prohibits all forms of illegal discrimination and fosters a campus environment which empowers individuals to bring forth claims of illegal discrimination without fear of retaliation. No form of illegal discrimination shall be tolerated whether it arises in the employment environment or in some manner which impedes the ability of students, employees, and others to access any service offered by the College. SCC shall place a special emphasis on providing training designed to help faculty, staff, and students recognize, intervene, prevent, and end illegal discrimination based on sex or gender, including sexual harassment, sexual violence, sexual assault, stalking, domestic violence, dating violence, or other forms of intimate partner violence.

It is the goal of the college to provide the safest educational environment possible. The college employs one full-time Director of Security and other part-time Clinton City Police Department officers as security personnel. These officers serve as representatives of the college and have full law enforcement authority to provide coverage of the main campus during the college's scheduled hours of operation.

All criminal incidents that occur at SCC sponsored off-campus activities should be reported to the college official in charge of the activity and the appropriate law enforcement agency having jurisdiction. Campus security personnel will investigate and document incidents that are reported.

Sexual Harassment

Sexual harassment can apply to people of the same gender, not just male/female interactions. All employees are responsible for maintaining an environment that is free from sexual harassment. Students are also expected to comply with this policy and to take appropriate measures to ensure that such conduct does not occur. Employees or students who violate this policy will be subject to appropriate disciplinary action up to and including termination or expulsion.

Sexual harassment refers to behavior that is not welcome, that is personally offensive, that fails to respect the rights of others and that, therefore, interferes with the individual's work/learning effectiveness. Sexual harassment may take different forms. One specific form is the demand for sexual favors. Other forms of harassment include, but are not limited to:

- Grabbing, touching or patting
- Sexually offensive pictures, magazines, notes, calendars, cartoons, or jokes
- Unwanted flirtations or advances and sexual propositions
- Verbal abuse, harassment or stalking
- Rewards for granting sexual favors or the withholding of rewards for refusing to grant sexual favors
- Graphic comments about an individual's body, dress, sexually degrading names or sexual orientation.



Grievance Procedures

Employees or students who believe they are victims of, or witnesses to, sexual harassment or discrimination, should report the matter immediately to one of the grievance officers so that appropriate corrective action may be taken.

When an allegation of misconduct is made, SCC shall:

- Inform the alleged victim of options and assistance which may be available to them;
- Maintain confidentiality to the fullest extent permitted by law;
- Thoroughly and impartially investigate the allegation;
- When reasonably necessary, provide an interim remedy(ies) pending a final resolution;
- Provide all parties involved in the allegation a prompt and equitable determination of the merits of the claim;
- Decide whether the allegations are more likely than not to have occurred (preponderance of the evidence standard); and, if it is more likely than not that the allegations occurred, resolve the allegations in a manner designed to end the discrimination, prevent its reoccurrence, remedy the effects upon the victim and the community, and impose reasonable sanctions on any party found to have engaged in behavior prohibited by this policy.

Any individual who does not feel that appropriate action has been taken as a result of a harassment or discrimination report, may appeal to the Board of Trustees. The Operating Manual of the Board of Trustees may be found on the college's web site at www.sampsoncc.edu.

For definitions of prohibited conduct and additional information regarding Title IX policies and procedures, please visit the [Title IX](#) page on college's website.