



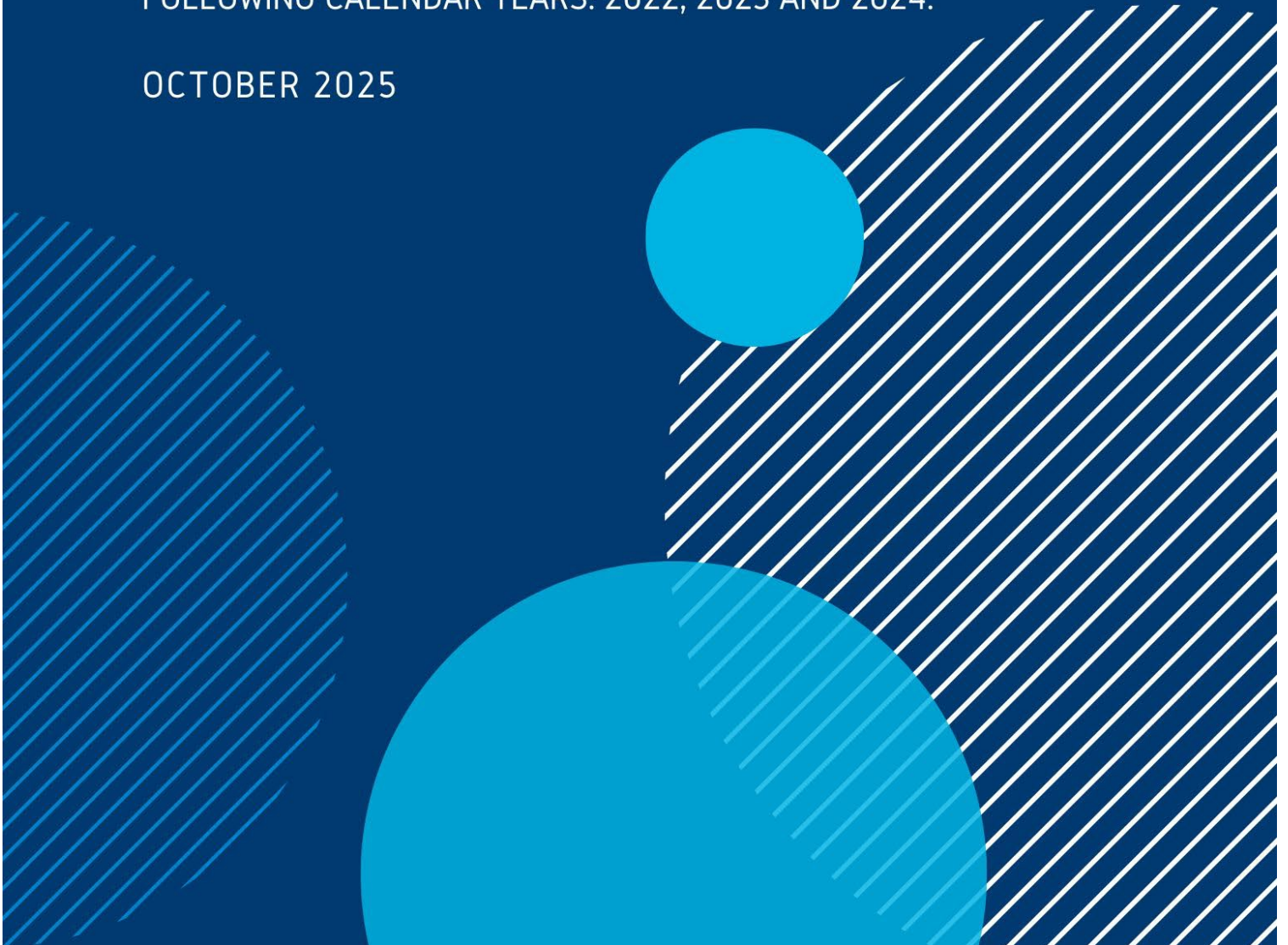
St. Louis Community College

2025

ANNUAL SECURITY REPORT AND FIRE SAFETY REPORT

THIS REPORT CONTAINS CRIME STATISTICS DATA THAT SPANS THE
FOLLOWING CALENDAR YEARS: 2022, 2023 AND 2024.

OCTOBER 2025





St. Louis Community College has been a leader in education and career training for people from across the metropolitan area since 1962. The College welcomes recent high school graduates, working adults, those seeking continuing education courses as lifelong learners, people who are developing or redefining their skills in the workforce, among many others.

When our students are making decisions about their educational pursuits, they want to know if the St. Louis Community College campuses area safe, and they expect to find updated safety data.

To comply with federal mandates, STLCC has prepared its annual security report as a valuable resource for students and the communities we serve.

To develop this annual security report, STLCC police work in conjunction with faculty and staff, as well as local, state and federal law enforcement entities to ensure a safe environment for our students, faculty and staff.

On behalf of St. Louis Community College and the Board of Trustees, thank you for your support of our educational mission.

Sincerely,

Jeff L. Pittman, PhD
Chancellor



St. Louis Community College
Expanding Minds. Changing Lives.

Annual Security Report and Fire Safety Report



Alfred J. Adkins

Director of Public Safety
3221 McKelvey Road
Bridgeton MO 63044
314-539-5266
aadkins2@stlcc.edu

Amy Clendennen, JD

General Counsel/Chief Legal Officer
Corporate College
3221 McKelvey Road
Bridgeton, MO 63044
314-539-5330
amyclendennen@stlcc.edu

Benjamin Talley

Police Captain
STLCC – Florissant Valley
3400 Pershall Road
Florissant, MO 63135
314-513-4299
btalley@stlcc.edu

Shannon Nicholson

Director for Community Standards/Title IX Coordinator
Corporate College
3221 McKelvey Road
Bridgeton, MO 63044
314-539-5345
snicholson29@stlcc.edu

Keith Robinder, PhD

Vice President Student Support Programs
STLCC – Wildwood
2645 Generations Drive
Wildwood, MO 63040
636-422-2208
krobinder@stlcc.edu

Table of Contents

Annual Security Report and Fire Safety Report.....	3
Director's Introduction.....	6
St. Louis Community College 2025 Annual Security Report (ASR).....	7
Clery Act Requirements.....	7
Overview: Law Enforcement Authority and Powers	7
Reporting Crimes and Emergencies Policy.....	8
Emergency Telephones.....	8
Campus Security Authorities	9
Reporting Concerns Regarding Students.....	10
Supportive Resources	10
Confidential Advisement of Crime Reporting	10
Timely Warning Procedures	10
Emergency Response & Evacuation	12
Local Police Departments.....	15
Access to Campus Facilities	16
Camera Maintenance of Campus Facilities.....	16
Education Programs: Campus Security Procedures and Crime Prevention	16
Alcohol and Drug Policies	17
Standards of Conduct.....	17
Violations	18
Health Risks.....	18
Drugs	19
Alcohol	19
Legal Sanctions	20
Alcohol	21
Loss of Workers' Compensation Benefits	21
Accidents Involving College-Owned Vehicles	21
Inspections.....	21
Counseling, Treatment, Rehabilitation or Re-entry Programs	21
Nationally Recognized Resources	22
Educational Information.....	22
Disclosure of Crime Statistics	23

Campus (On-Campus).....	24
Missouri Crime Definitions	25
Violence Against Women Act (VAWA) Crime Categories Additions.....	30
Hate Crime Reporting 34 CFR 688.46(c)3	31
Classification of Missouri Penalties and Fines for Offenses	32
Annual Fire Safety Report.....	33
Missing Students.....	34
Sex Offender Registry.....	34
Sex Offender Database	35
Sexual Assault Policies and VAWA	35
STLCC Board Policy B.13 states	35
Definitions	35
Dating Violence	36
Protective Measures	38
Reporting Options and Resources.....	38
Reporting Procedures.....	41
College Report	41
Police Report	41
Investigative Procedures	42
Domestic Violence and Sexual Assault Awareness and Prevention Programs	54
Preservation of Evidence.....	56
Resources Promoted to Students and Employees Community Resources.....	58
Community Resources.....	59
State Resources	60
Faculty & Staff Specific Counseling Services.....	61
Reporting Notes.....	61

Appendices:

Appendix 1 - District-Wide Crime and VAWA Statistics	62-170
--	--------

Director's Introduction

St. Louis Community College publishes this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Statistics Crime Act, as amended by the August 14, 2008, Higher Education Opportunity Act. "The Clery Act" may be found in 20 U.S.C. §1092(f), 20 U.S.C. §1092(i), and 20 U.S.C. §1092(j), and the regulations (the detailed rules that outline how the United States Department of Education will enforce the law) may be found in 34 CFR §668.41, 34 CFR §668.46, 34CFR §668.49, and Appendix A of 34CFR§668.

The Clery Act requires Institutions of Higher Education (IHE) to prepare, publish and distribute an annual security report containing specific information regarding law enforcement, security, legal and disciplinary policies of STLCC. The St. Louis Community College Police Department (STLCCPD) has a professional working relationship with many other law enforcement agencies whose jurisdictions are adjacent to or surrounding the various campuses of STLCC.

This report contains useful safety and crime prevention information. The statistical information (2022-24) collected for this report does not contain any names or specific locations to maintain the confidentiality of any victims. STLCCPD encourages all students, faculty, and staff to use this document as a guide for safe practices on and off campus, as well as a guide for reporting suspicious persons/circumstances, crimes or emergency situations.

Educating our community is paramount to keeping them safe and make their schooling, visit or employment an enjoyable experience. It is our mission to inform students, staff and visitors of incidents that occur in and around our campuses. To that end, we present this document.

Alfred J. Adkins

Director, Public Safety & Emergency Management
St. Louis Community College

St. Louis Community College 2024 Annual Security Report (ASR)

Clery Act Requirements

Publish an Annual Security Report (ASR)

The Clery Act requires STLCC to annually publish a report by October 1; documenting the previous three calendar years of select campus crime statistics including STLCC security policies, procedures and information on the basic rights guaranteed to victims of sexual assault. The law requires that schools make the report available to all current students and employees.

Prospective students and employees must be notified of its existence and given a copy upon request. Schools may comply with this requirement via the internet, if required recipients are notified, and provide exact information regarding the online location of the report. Paper copies of the ASR are available upon request. Annually, all crime statistics must be provided to the Department of Education and submitted online within 15 days after October 1. These crime statistics are published on the Department of Education reporting website: (<https://ope.ed.gov/campusafety/#/>)

Overview: Law Enforcement Authority and Powers

The STLCCPD is a fully functioning law enforcement agency appointed by the STLCC Board of Trustees. They are commissioned armed law enforcement officers with full police powers, as authorized in section 178.862 of the Revised Statutes of Missouri (RSMo).

All commissioned STLCCPD officers possess the same powers on the St. Louis Community College campuses as city police officers within their particular city. In addition, commissioned St. Louis Community College Police personnel, by the virtue of Missouri state laws, possess certain state-wide powers of arrest for certain offenses like all other peace officers in the State of Missouri. Specifically, as outlined in the Revised Statutes of Missouri, the applicable portions state:

In addition to the powers prescribed in subsections 1 and 5 of this section, section 544.216, RSMo., and any other arrest powers, a law enforcement officer or federal law enforcement officer as defined in subsection 8 of this section, may arrest on view, and without a warrant, at any place within this state, any persons the officer sees asserting physical force or using forcible compulsion for the purpose of causing or creating a substantial risk of death or serious physical injury to any person or any person the officer sees committing a dangerous felony as defined in section 556.061, RSMo. Any such action shall be deemed to be within the scope of the officer's employment. §70.820.1, RSMo.

Thus, in every respect, commissioned law enforcement officers employed by STLCC have enforcement authority. Furthermore, by virtue of state law, STLCCPD personnel may apprehend violators anywhere within the State of Missouri for any offense, regardless of if committed in their presence.

Please note, the on-campus crimes reported to other local law enforcement agencies will typically be referred to the STLCCPD for report and investigation.

In addition, STLCCPD is staffed with security officers possessing limited powers. These personnel may respond to all calls, including incidents such as non-injury motor vehicle accidents, parking violations and other similar incidents, as well as being assigned to post positions.

At times, due to limited manpower, STLCCPD functions may be augmented by police officers from St. Louis Metropolitan Police Department, St. Louis County Police Department, Kirkwood Police Department, Ferguson Police Department, Bridgeton Police Department and the Missouri State Highway Patrol. While there are no official memoranda of understanding or other agreements in place, the aforementioned agencies each possess powers of arrest on one or more of the STLCC campuses. All crimes, both felony and misdemeanor, that occur on STLCC property are investigated by officers of STLCCPD. It is the policy of STLCC that all persons (faculty, staff, students and visitors) are encouraged to promptly report all incidents of crime or suspicious behavior to STLCCPD officials.

Maintain a Public Crime Log

Institutions with a police or security department are required to maintain a public crime log documenting the "nature, date, time and general location of each crime" and its disposition, if known. Incidents must be entered into the log within two business days. The log should be accessible to the public during normal business hours, remain open for 60 days and subsequently made available within two days upon request.

A copy of STLCC's public crime log is available by contacting STLCCPD, online and print copies are available at each campus police office upon request.

Reporting Crimes and Emergencies Policy

To fulfill the mission of providing a safe, secure and enjoyable environment to study and work, all members of the STLCC community, including visitors, students, faculty and staff are strongly encouraged to report any suspicious person/event, criminal activity or emergency they observe. Reporting can be accomplished in several ways depending upon the urgency of one's need for assistance. In instances where victims or witnesses to an incident elect to remain anonymous, appropriate steps will be taken by college police to fully protect the identity of these parties. This policy is meant to encourage the reporting of suspected crimes and to protect alleged victims.

For bona fide emergencies requiring POLICE, FIRE or EMERGENCY MEDICAL SERVICES response, DIAL **8-911** from any campus phone. ALL such **8-911** calls will connect through the dispatcher with the STLCCPD. Dispatchers at STLCCPD monitor each 911 call made from a campus phone. Individuals may also elect to **DIAL 911** in a bona fide emergency.

Emergency Communications Devices

Emergency communications devices are located throughout STLCC campuses. When activated, STLCCPD dispatch is contacted.

For non-emergency calls, STLCCPD may be contacted from any telephone at the exact number for the local college police. Calls will be answered by an STLCCPD dispatcher. Any educational or outreach center within the Clery geography for STLCC may contact Central Dispatch which can be reached at 314-539-5999.

Crimes may also be reported in person at any police department office on the main campuses of STLCC or directly to any college police officer present on a campus. STLCCPD is open 24-hours per day, every day of the year.

Campus Security Authorities

Crimes may also be reported to a Campus Security Authority (CSA). The Clery regulations found in *34CFR 668.46 (a)* define a Campus Security Authority in the following manner:

- *A College police department or a campus security department of an institution.*
- *Any individual or individuals who have responsibility for campus security but who do not constitute a College Police Department or a campus security department under paragraph (1) of this definition, such as an individual who is responsible for monitoring entrance into institutional property.*
- *Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.*
- *An official of an institution who has significant responsibility for student and campus activities, including but not limited to student discipline and campus judicial proceedings. If such an official is a pastoral or professional counselor as defined below, the official is not considered a campus security authority when acting as a pastoral or professional counselor.*

Specific examples of CSA's at STLCC:

- Managers of Campus Life
- TRiO program directors
- Athletic directors and coaches
- Faculty and staff advisors to student clubs
- Campus presidents or deans
- College police and security officers
- Campus senior student affairs officers

Students, staff and visitors to any campus of STLCC are strongly encouraged to report any suspicious persons/circumstances, criminal conduct or emergency incidents to these Campus Security Authorities so that appropriate decisions on timely warning reports and annual statistical disclosures can be made.

It will be the role of the CSA's to be there for students as someone to whom they can report crimes, look to for guidance if they have been victims of a crime, or if they simply need advice as to whether they should report an incident. If an individual chooses not to report a crime to a representative of STLCCPD and chooses the local police, CSA's can assist an individual in contacting the appropriate authorities (St. Louis City Police Department, St. Louis County Police Department, Kirkwood Police Department, Bridgeton Police Department or Fergusson Police Department as appropriate). **Please note** that on-campus crimes reported to these agencies will typically be referred to STLCCPD, as it is the College police that has the enforcement jurisdiction for the campuses.

The CSA's will not be responsible for taking any actions regarding suspected perpetrators of a crime, nor are they to make any judgments as to whether a crime took place; they are simply responsible for reporting crimes to STLCCPD. The CSAs are also not responsible for encouraging victims of a crime to contact the police if victims do not want the police contacted.

CSA's submit information on crimes to STLCCPD for inclusion into the crime statistics,

as required by law under the Clery Act for all institutions of higher education that receive federal financial aid. The statistical information collected for this report will not contain any names or specific locations to maintain the confidentiality of a victim.

Crimes may also be reported anonymously by going to the "Report a Concern" page of the college website and completing a Student Conduct Incident Report Form. The completed form will be reviewed by the appropriate Campus College Conduct Officer.

Reporting Concerns Regarding Students

The *STLCC Cares* Initiative was launched in 2017 and serves as a collaborative college-wide initiative designed to support students in maintaining their personal well-being and achieving their academic goals. Information on effectively responding to student behavioral concerns is provided to all employees through the STLCC Cares Resource Guide.

Care Team referrals, Student Conduct Incident Reports, Title IX Sexual Harassment Complaints, Student Discrimination Complaints, and other forms are available on the College [Report a Concern](#) page on the website. In addition to a link to the appropriate referral form, there is a brief description of the purpose for each process.

Supportive Resources

Information on supportive resources offered at STLCC and in the community can be found at the following College websites:

- Counseling Department: www.stlcc.edu/counseling
- Student Advocacy & Resource Centers (SARC): www.stlcc.edu/sarc
- Title IX: www.stlcc.edu/titleix

Confidential Advisement of Crime Reporting

As a result of the negotiated rulemaking process that was followed by the passage of law, the 1998 amendments to the Clery Act clarified the identity of those considered to be Campus Security Authorities. STLCC Board Policy and Administrative Procedures designate the licensed professional counselors in the STLCC Counseling Department, and Coordinators in the Student Advocacy & Resource Centers as confidential resources.

When operating in their roles as professional counselors and SARC coordinators these employee classifications are not considered to be a CSA and are not required to report crimes for inclusion in the annual disclosure of crime statistics. Professional counselors and SARC coordinators are encouraged, if and when they deem it appropriate, to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure for crime statistics.

Timely Warning Procedures

Institutions must provide timely warnings in a manner likely to reach all members of the campus community. This mandate has been part of the Clery Act since its inception in 1990. Timely warnings are limited to those crimes an institution is required to report and include in its ASR. There are differences between what constitutes a timely warning and an emergency notification; however, both systems are in place to safeguard students and campus employees.

Pursuant to 34 CFR 668.46 (e), STLCC prepares and issues timely warnings in the following circumstances:

In the event a situation arises, either on or off-campus that, in the judgement of the campus president, the director of public safety and emergency management, in consultation with the general counsel, constitutes an ongoing or continuing threat, a timely warning will be issued to appropriate segments of the campus community. Timely warnings regarding the occurrence of crimes at or near any college location will be disseminated to members of the college community by the Marketing and Communications department. If the warning is to be made to more than one campus, then the chancellor, the director of public safety and emergency management, and the executive director for marketing and communications, in consultation with the general counsel, will make the determination. These determinations will be made on a case-by-case basis after consideration of the available facts.

- The nature of the crime.
- The continuing danger to the campus community.
- The possible risk of compromising law enforcement efforts; and
- Whether the college has reliable information which, if disseminated, could help prevent crimes.

A timely warning will be considered whenever a college police authority receives a report that a Clery Act crime is alleged to have occurred on or near campus, or when a local law enforcement agency notifies the college that a Clery Act crime is alleged to have occurred near campus or off campus in an area proximate to college-owned and managed property, and that crime is considered by the college to represent a serious or continuing threat to students and employees. Clery Act crimes include:

Criminal homicide, sex offense, robbery, aggravated assault, burglary, motor vehicle theft and arson.

Depending upon other circumstances, non-Clery Act crimes may also trigger the consideration of a timely warning. Timely warnings may be issued for threats to persons or to property which pose a serious or continuing threat to the campus community. Timely warning reports will be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential and will aid in the prevention of similar occurrences.

Anyone with information that may warrant a timely warning should contact any of the designated campus officials (including but not limited to campus presidents, vice-presidents/directors of student affairs, academic deans and other officials having significant responsibility for student and college activities) or college police or security at Central Dispatch 314-539-5999.

Timely warnings will be issued to the campus community, or when appropriate, to those members of the campus community residing in the area subject to the ongoing threat, through the college's email notification system, text messages, postings on the STLCC website, physical postings on doors and bulletin boards, digital messaging boards and/or other notification methods as deemed appropriate.

Emergency Response & Evacuation

In compliance with 34 CFR 668.46 (g), the following describes the policies of the STLCC's Emergency Response & Evacuation procedures:

STLCC will determine that there is a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on campus by utilizing STLCCPD personnel and/or other campus security personnel (among others)

to gather and relay information to STLCCPD dispatch. Content of the emergency notification will be determined by one or more of the following persons:

The director of public safety, director of communications, general counsel, a campus president or dean or vice chancellor of academic affairs, finance or student affairs.

STLCCPD will inform the Chancellor's office of any emergency or dangerous situation as soon as possible. These same individuals may initiate the notification system in addition to determining message content.

STLCCPD will immediately make emergency notifications to the STLCC community upon confirmation of a significant on-campus emergency or dangerous situation involving an immediate threat to the health or safety of students or staff via the following avenues:

- *College-wide emails and text messages originating from the director of communications at the request of STLCCPD or higher authority.*
- *Telephone notifications within the ShoreTel system for college phones.*
- *Roving patrols and use of sirens, lights and public address systems on marked STLCCPD vehicles.*

STLCC will, without delay and considering the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgement of the responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency. Emergency notifications that are determined to be shared with the larger community will be initiated through the director of marketing and communications.

These notifications and periodic follow-up notifications as necessary will explain to students, faculty and staff procedures they should take into consideration for the particular emergency at hand, including either evacuating from a particular area, building or other location, or moving to shelter such as a basement or lower level in the event of severe weather.

In an effort to publicize STLCC's evacuation and emergency response procedures, STLCCPD personnel will disseminate educational literature specific to the STLCC campus on what to do in a variety of emergencies. This information is provided during orientation to students and during the annual fall faculty and staff welcome sessions.

Efforts to test notification and emergency plans are ongoing throughout the year and are conducted in a variety of ways, including:

- *The establishment of STLCC Emergency Operations Team which may conduct tabletop exercises involving key personnel of STLCC in mock scenarios.*
- *Annual evacuation drills for campus buildings.*
- *Routine fire drills for campus buildings.*
- *Clearly marked safety areas in each building where shelters are located throughout the campuses. They are on the lowest point of every building on an interior hallway or room.*

STLCCPD documents all emergency/evacuation exercises or drills it conducts. The documentation includes the time and date of the drill, the evacuation beginning and end time and whether the drill was announced or unannounced.

The below emergency preparedness drills were successfully conducted on campuses/sites of the College:

Forest Park	4/11/24	1:00 pm	Severe Weather
	9/25/24	1:00 pm	Fire
	10/3/24	2:00 pm	Lockdown
Forest Park – CDLC			
	2/21/24	9:50 am	Fire
	3/28/24	9:40 am	Fire
	5/23/24	10:00 am	Fire
	7/30/24	9:30 am	Fire
	8/29/24	9:45 am	Fire
Harrison Education Center			
	4/10/24	1:00 pm	Severe Weather
	9/24/24	2:00 pm	Fire
	11/6/24	1:50 pm	Lockdown
Meramec			
	4/18/24	1:00 pm	Severe Weather
	9/12/24	1:30 pm	Fire
	10/16/24	11:25 am	Lockdown
South County			
	4/19/24	1:00 pm	Severe Weather
	9/10/24	1:30 pm	Fire
	10/17/24	1:00 pm	Lockdown
Florissant Valley			
	2/29/24	10:40 am	Severe Weather
	9/30/24	10:40 am	Fire
	11/12/24	10:40 am	Lockdown
Florissant Valley - CDLC			
	2/23/24	10:20 am	Fire
	3/29/24	10:20 am	Fire
	4/16/24	10:20 am	Fire
	5/21/24	10:00 am	Fire
	6/12/24	10:00 am	Fire
	7/25/24	10:00 am	Fire
	8/30/24	10:00 am	Fire
	11/14/24	10:00 am	Fire
	12/17/24	10:20 am	Fire
Wildwood			
	4/17/24	10:00 am	Severe Weather
	9/10/24	10:00 am	Fire
	11/4/24	10:00 am	Lockdown
Corporate College			
	4/16/24	10:00 am	Severe Weather
	9/9/24	10:00 am	Fire
	11/6/24	10:00 am	Lockdown
BridgePark	4/18/24	10:15 am	Fire

CDLC stands for Child Development Laboratory Center

Members of STLCCPD conducted the following student activity and community

outreach events:

Florissant Valley – CDLC	10/25/24	“Trunk or Treat”
Florissant Valley	9/17/24	“Pizza with Police”
Meramec	9/24/24	“Pizza with Police”
Wildwood	9/19/24	“Pizza with Police”
Forest Park	10/16/24	“Pizza with Police”

The following dates represent New Employee Orientations where members of the STLCCPD Command Staff educated new employees on law enforcement related activities, safety tips and emergency preparedness. All sessions were held at Corporate College:

January 8, 2024
January 22, 2024
February 5, 2024
February 20, 2024
March 4, 2024
March 18, 2024
April 1, 2024
April 15, 2024
April 29, 2024
May 13, 2024
May 28, 2024
June 10, 2024
June 24, 2024
July 29, 2024
August 12, 2024
August 26, 2024
September 9, 2024
September 23, 2024
October 7, 2024
October 21, 2024
November 4, 2024
November 18, 2024
December 2, 2024
December 16, 2024

Institutions are required to inform the campus community about a “significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.” An emergency response expands the definition of

timely warning as it includes both Clery Act crimes and other types of emergencies (i.e., fire or infectious disease outbreak).

STLCC has emergency response and evacuation procedures in place and is required by the Clery Act to test them annually along with its policies for publicizing these procedures in conjunction with the annual test. STLCCPD publishes a list of drills and types.

STLCCPD has additional emergency evacuation procedures listed on the department website of STLCC.

Local Police Departments

STLCC does not currently recognize any off-campus activities by students. Criminal activity by students, off-campus is not officially reported to STLCC on a regular basis. When criminal activities do occur off-campus and are brought to the attention of STLCC, college officials will give cooperation and support to local law enforcement officials.

Reports of such criminal activity are routinely shared by the local law enforcement agencies through formal and informal inter-agency activities and communications.

Crime statistical information requests were sent to each area police agency.

Access to Campus Facilities

During normal business hours, STLCC facilities are open to students, parents, employees, contractors, guests and invitees. During non-business hours, access to all STLCC facilities is by key or by admittance from members of the STLCCPD. In the case of periods of extended closure, STLCCPD will admit only those with prior written approval to all facilities.

STLCC utilizes an extensive system of cameras for the purpose of safety, security and facilities maintenance. Cameras are located in many areas throughout the campuses including STLCC parking facilities, public areas and primary pedestrian areas. Cameras are typically purchased by STLCC departments for monitoring their specific operations or by STLCCPD for high traffic public areas.

All cameras included in the STLCC system can be viewed by STLCCPD with departmental and Human Resources approval. All STLCCPD cameras are randomly monitored but continually record. Thus, the STLCCPD video system is passive.

STLCCPD is committed to protecting the safety and security of the entire campus community. A campus security escort service utilizing a combination of police or security officers is available to all students, faculty and staff. Campus security escorts are provided upon request. Anyone wishing to request campus security escort service may contact their respective campus police.

Emergencies may necessitate changes or alterations to any posted schedule. Security surveys are conducted in areas identified as problematic. Administrators, including campus senior student affairs officers, as well as various department heads, may review these survey results. Additionally, they are reviewed by the STLCC director of public safety & emergency management or his/her designee. These surveys examine possible security issues such as landscaping, locks, alarms, lighting and communications.

Camera Maintenance of Campus Facilities

The campus camera system monitors the hallways of campus facilities and is partially maintained by outside vendors with consultation by the IT department in conjunction with the director of public safety & emergency management's office. STLCC's IT division plays

a major role in recommending, installing, maintaining and upgrading video equipment.
Education Programs: Campus Security Procedures and Crime Prevention

In an effort to ensure a safe and secure environment in which to work and study, STLCC and STLCCPD are committed to informing the members of the STLCC community about the functions and various safety and security programs of the college.

When requested, STLCCPD is available to host a table at each in-person New Student Orientation resource fair. The department can be invited to cover the purpose of the department, its organizational structure and authority, the types of crimes on campus, reporting options, how to avoid becoming a victim of crime, active shooter training and what to do if you are a victim.

STLCCPD can also provide statistics from the annual security report. In the virtual New Student Orientation format, the Orientation Coordinator informs students about campus safety protocol, including providing information about the STLCC Alert system, how to connect with STLCCPD, information about safety drills, and information on what to do in an emergency situation.

STLCCPD is invited to participate in the Fall and Spring student club Advisor meetings which occur district-wide at the beginning of each semester. At these trainings, STLCCPD representative have the opportunity to meet with student club and organization Advisors to inform their students about campus rules and regulations, parking enforcement and other safety issues.

Police representatives also provide helpful information designed to prevent students from becoming victims of crimes and from engaging in prohibited conduct. Furthermore, to provide proactive police and security services to the community, officers of the STLCCPD conduct a variety of security related training and assistance upon the request of individuals or groups. Examples include emergency awareness and holiday crime prevention.

College police officers are also available to members of the STLCC community to provide physical site security surveys of the various campus buildings upon request. STLCC police officers will provide recommendations to make the particular facility, and/or office less vulnerable to theft or other crime.

Members of the STLCCPD hosted Active Shooter Training Sessions for faculty and staff at the below locations. These sessions were open to all STLCC employees.

Bridge Park Life and Science	8/13/24	1:00 pm
Florissant Valley Maintenance Dept.	8/15/24	1:15 pm
Florissant Valley Campus Life	9/3/24	9:00 am
Staff Development Day	10/1/24	9:00 am & 3:00 pm

All STLCCPD officers, to include commanders, completed a two-day Active Shooter training course during the Summer and Fall semesters of the 2024 calendar year.

Alcohol and Drug Policies

In compliance with the Drug-Free Schools and Communities Act and the Drug-Free Workplace Act, STLCC is committed to providing a positive and healthy environment for students and employees. To this end, STLCC promotes an environment that is drug-free and free from the abuse of alcohol. Violations of this policy will be handled according to existing policies and procedures concerning the conduct of faculty, staff and students. All STLCC facilities and grounds are smoke-free.

Standards of Conduct

Students and employees of STLCC assume the obligation to conduct themselves in a manner consistent with the College's function as an educational institution. Therefore, students and employees are expected to comply with STLCC Board Policy, Administrative Procedures, and local, state and federal laws pertaining to alcoholic beverages, controlled substances and illicit drugs. All faculty, staff and students must comply with this policy as a condition of their employment or enrollment.

The manufacture, distribution, sale, consumption, use or conveyance of alcoholic beverages, controlled substances and illegal drugs and/or possession of drug paraphernalia by any student on college property, at any College-sponsored student activity or at STLCC approved classes, field trips or activities off campus are strictly prohibited. This includes possession of alcoholic beverage containers.

No student shall be in an intoxicated condition, which may be evidenced by disorderly, obscene or indecent conduct or appearance, while on campus or at a college-approved event off campus. Faculty and staff are prohibited from reporting to work under the influence of alcohol, chemicals or drugs including legally obtained prescription drugs which may impair one's ability to perform normal work activities.

No student or employee shall furnish or cause to be furnished any alcoholic beverage to any person under the legal drinking age of 21. Missouri underage drinking laws will be enforced through legal referrals and/or reporting incidents to the STLCCPD and/or the appropriate police department with jurisdiction over the location of the incident.

All faculty and staff members must notify the human resources department within five (5) days of any criminal drug statute conviction for a violation occurring in the workplace or in the conduct of college business. Any employee who fails to do so is subject to appropriate discipline, up to and including immediate termination.

Violations

Violations of the Standard of Conduct will be handled on a case-by-case basis in accordance with the appropriate policies and procedures applicable to faculty, staff and students.

Student violations will be enforced through the policies set in the Code of Student Conduct as incorporated in Board Policy and Administrative Procedures. Sanctions may include verbal or written warnings, community service, probation, suspension or expulsion.

Employee violations will be enforced through Board Policy and Administrative Procedures and set forth in the appropriate faculty or staff handbooks and/or manuals. Disciplinary actions may include reprimand, warning, probation, re-assignment, suspension without pay or termination for cause.

Sanctions for students and employees may also include referrals for appropriate counseling or to local prosecutors for criminal violations. If a student or employee is convicted of violating criminal laws pertaining to alcohol or drugs, they may be subject to civil action. Legal sanctions may include classes, community service, fines, imprisonment, loss of driving privileges or mandated rehabilitation programs.

The Drug-Free Workplace Act requires the College:

- *Within 10 days after receiving notice that an employee has been convicted of any*

criminal drug statute violation occurring in the workplace or in the conduct of college business to notify appropriate government agencies of such conviction; and

- *Within 30 days after receiving such notice to take appropriate personnel action against such employee up to and including termination and/or to require the employee to satisfactorily participate in a drug abuse assistance or rehabilitation program.*

Health Risks

Alcohol and other drug use can have dangerous and damaging short-term and long-term effects. Depending on which drug(s) are taken, the effects on the body and mental state can be significant. The physical problems associated with drug use may include loss of memory, slurred speech, blurred vision and acting out violently. These can lead to complications in family and social relationships as well as with work performance and/or academic performance.

Individuals who have a drug or alcohol addiction also are more likely to face financial difficulties, have more accidents leading to fatal and non-fatal injuries including falls, drownings and automobile crashes, find themselves in legal troubles and have other health problems.

Students who engage in risky drinking behavior may experience missed classes, falling grades and academic failure. In addition, college students who drink to excess may miss opportunities to participate in social, athletic and cultural activities that are part of college life.

Drug and alcohol use in the workplace not only contributes to lost productivity but also causes tremendous costs related to absenteeism, accidents, health care issues, loss of trained personnel and employee treatment programs. Drug and alcohol abuse can cause physical and emotional dependence. Users may develop a craving for these drugs or alcohol and their bodies may respond to the presence of drugs in ways that lead to increased drug and alcohol use.

Drugs

Like many prescription drugs, recreational drugs come with potentially harmful side effects that can have serious and long-term effects on your health. High doses of many of these drugs or impure or more dangerous substitutes for these drugs can cause immediate life-threatening health problems such as heart attack, respiratory failure and coma. Combining drugs with each other or with alcohol is especially dangerous.

A detailed description of the health risks associated with abuse of controlled substances is provided on the site Drug Fact Sheets published by the U.S. Department of Justice's Drug Enforcement Administration - <http://www.dea.gov/druginfo/factsheets.shtml>.

Alcohol

Abuse of alcohol can produce severe health risks including death. Alcohol consumption causes several marked changes in behavior. Even low doses significantly impair the judgement and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident.

Low to moderate doses of alcohol can increase the incidence of a variety of aggressive acts including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions severely altering a person's ability to learn and remember information. Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of

alcohol can produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long term consumption of large quantities of alcohol particularly when combined with poor nutrition can also lead to permanent damage to vital organs such as the brain and liver.

Women who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

Legal Sanctions

Federal Law

The Federal Controlled Substances Act prohibits the knowing, intentional and unauthorized manufacture, distribution or dispensing of any controlled substance or possession of any controlled substance with intent to manufacture, distribute or dispense. A detailed description of the penalties associated with illegal drug trafficking is provided in the chart. Federal Trafficking Penalties published by the U.S. Department of Justice's Drug Enforcement Administration - http://www.dea.gov/druginfo/ftp_chart1.pdf.

Conviction for possession of illegal drugs may be punishable by 1 to 3 years imprisonment and a minimum fine of \$1,000 unless the offense involves cocaine base (crack), which may carry mandatory imprisonment for up to 5 to 20 years.

The severity of the sanctions imposed for both possession and distribution offenses depend on the type and quantity of drugs, prior convictions and whether death or serious injury resulted.

Sanctions may be increased for offenses that involve distribution to minors or occur on or near college premises. In addition, other federal laws require or permit forfeiture of personal or real property used to illegally possess, facilitate possession, transport or conceal a controlled substance. A person's right to purchase a firearm or receive federal benefits, such as student loans, grants, contracts or professional or commercial licenses may be revoked or denied as a result of a drug conviction. Additionally, federal law mandates that any student who has been convicted of an offense under any federal or state law involving the possession or sale of a controlled substance shall not be eligible to receive any grant, loan or work assistance during the period on the date of such conviction and ending after the interval specified.

Missouri Law

Conviction for possession of illegal drugs has a maximum penalty of seven years imprisonment and a maximum fine of \$5,000. During the latter part of 2022 (December) the offense of marijuana possession was changed to the following:

Possession of up to 3 oz of recreational marijuana is legal in the State of Missouri for individuals 21 years of age and older. (Marijuana Legalization Initiative, 2022 Missouri Constitutional Amendment 3)

Section 195.214 RSMo makes it a Class A felony to distribute or deliver controlled substances on or near (within 2,000 feet) school property. Persons convicted of this offense can be sentenced to imprisonment for not less than 10 years. This term shall be served without probation or parole if the court finds the defendant is a persistent drug offender.

Missouri Penalties

A complete listing of Missouri substances, how they are placed on the controlled substance schedule and additional drug information can be found at:

<https://health.mo.gov/safety/bnodd/pdf/mocontrolledsubstances.pdf>

Missouri drug regulations can be found at:

<https://revisor.mo.gov/main/OneSection.aspx?section=195.017>

Alcohol

Missouri's Liquor Control Law (RSMo. Section 311.325) makes it illegal for a person under the age of 21 years to purchase, attempt to purchase or possess any intoxicating liquor. Violation of this statute can result in a fine between \$50 and \$1,000 and/or imprisonment for a maximum term of one year. County and municipality ordinances contain similar prohibitions and sanctions.

Loss of Workers' Compensation Benefits

The Missouri Workers' Compensation Act requires the forfeiture of benefits or compensation otherwise payable to an employee when the use of alcohol or non-prescribed controlled drugs is the proximate cause of the employee's injury. At a minimum, the Act provides for a reduction in benefits or compensation when the employee is injured while using alcohol or non-prescribed controlled drugs.

Accidents Involving College-Owned Vehicles

The College reserves the right to require that an employee undergo immediate drug and/or alcohol testing if the employee is involved in a vehicular accident while driving a college-owned vehicle.

Inspections

When the College has reasonable grounds to suspect that an employee unlawfully manufactured, distributed, possessed or used controlled substances, alcohol or drug paraphernalia on college property or at any of its activities, the College reserves the right to inspect the employee's locker, desk or other College property under the control of the employee.

Counseling, Treatment, Rehabilitation and Re-entry Programs

Early recognition and treatment of drug or alcohol abuse are important for successful rehabilitation and for reduced personal, family and social disruption. STLCC encourages the earliest possible diagnosis and treatment for drug and alcohol abuse; however, the decision to seek diagnosis and accept treatment for drug or alcohol abuse is the responsibility of the individual.

The College encourages faculty, staff and students to seek assistance to address substance abuse for themselves or a family member by contacting available resources. College resources include counseling services on each major campus. Counselors will also provide services for students virtually:

STLCC-Florissant Valley
STLCC-Forest Park
STLCC-Meramec
STLCC-Wildwood

Communications, Room C-120
West Wing, Room W-332
Clark Hall, Room AD-249
Technology and Science, Room TS-153

Contact the Counseling Department to consult or to schedule an appointment: 314-539-5151 or counseling@stlcc.edu

Numerous community-based mental health support services and treatment programs exist in the St. Louis metropolitan area. Consultation with one's personal physician is advised before self-referral to community programs. For further information regarding counselors in the campus counseling department or your primary care physician.

Regional and Nationally Recognized Substance Abuse Resources

Alcoholics Anonymous

Fellowship of men and women who share their experience, strength, and hope with each other that they may solve their common problem and help others to recover from alcoholism.

314-647-3677

Alcoholics Anonymous website (<https://aastl.org/>)

BASIC Inc.

Black Alcohol and Drug Service Information Center is a community-based agency that provides comprehensive culturally sensitive alcohol and drug abuse services.

314-621-9009

Basic Inc. website (<https://www.basicinc.org/>)

CenterPointe Hospital

CenterPointe Hospital offers a broad scope of programs for those who are struggling with mental health & substance abuse issues and provides a range of behavioral health and addiction services including crisis intervention, assessment, treatment, education, and referral.

800-345-5407

CenterPointe Hospital website (<https://www.centerpointehospital.com/>)

Preferred Family Health Care

A community-based health care organization that offers a range of services in nearly 100 locations, including substance use and mental and behavioral health.

Preferred Family Health Care locations (<https://pfh.org/locations>)

(phone numbers are listed for each location)

Queen of Peace Center

Queen of Peace Center provides family-centered care for **women** with substance-use disorders, their families, and at-risk youth through treatment, prevention, education and housing.

314-531-0511

Queen of Peace Center website (<https://www.qopcstl.org/>)

Salvation Army

Salvation Army Greater St. Louis Metro Area provides free residential drug and alcohol abuse rehabilitation centers.

314-652-3310

Salvation Army website (<https://centralusa.salvationarmy.org/midland/fight-addiction/>)

Substance Abuse and Mental Health Services Administration (SAMHSA)

Informational and referral service for treatment facilities, support groups and community-based organizations.

www.samhsa.gov

www.findtreatment.gov

800-662-HELP (4357)

Prevention and Education

STLCC has developed a campus and community Prevention Coalition charged with providing education and resources to the campus community to promote student well-being and success. The coalition includes faculty, staff, student and community partners who work collaboratively to develop annual educational programs and promote campus and community resources. STLCCPD is an active member of the Prevention Coalition.

The Prevention Coalition provides interactive training and educational resources on a variety of topics, including but not limited to suicide prevention, alcohol and drug abuse, interpersonal violence, mental and physical health and safety, healthy relationships, and cannabis laws and policies. Members of the campus community are encouraged to learn more and access resources designed to encourage well-being and academic success.

A Mental Health First Aid course is also offered. This is a one-credit hour course offered over three days (12 contact hours). A certification course designed to assist participants in giving first aid to individuals experiencing a mental health crisis and/or who are in the early stages of a mental health disorder. The course teaches an appropriate response plan and the signs and symptoms of common mental health problems (anxiety, depression, psychosis, eating disorders and substance use disorders).

Disclosure of Crime Statistics

Higher education institutions must disclose crime statistics for incidents that occur on campus, in unobstructed public areas immediately adjacent to or running through the campus and at certain non-campus facilities, including STLCC remote classrooms. The statistics must be gathered from college police or security, local law enforcement and other school officials who have “significant responsibility for student and campus activities.”

The Clery Act requires reporting of crimes in several major categories; some with significant sub-categories and conditions. These categories are:

- *Criminal Homicide*
- *Murder & Non-Negligent Manslaughter*
- *Negligent Manslaughter*
- *Sex Offense*
- *Rape*
- *Fondling*
- *Statutory Rape*
- *Incest*
- *Robbery*
- *Aggravated Assault*

- *Burglary*
- *Motor Vehicle Theft*
- *Arson*
- *Domestic Violence*
- *Dating Violence*
- *Stalking*

Definitions of the crime categories and background information on these crime categories can be found in:

FBI's 2004 Uniform Crime Reporting Handbook (UCR)

2013 UCR National Incident–Based Reporting System (NIBRS)

Schools are required to report statistics for the following categories of arrests or referrals for campus disciplinary action (if an arrest was not made):

1. *Larceny/Theft*
2. *Simple Assault*
3. *Intimidation*
4. *Destruction/Damage/Vandalism of Property*

Background information on Hate Crime classifications can be found in the 2012 UCR Hate Crime Data Collection Guidelines and Training manual. The information contained in this document is intended to be used as a tool to assist in proper classification of the incidents contained in the STLCC Crime Log for statistical purposes as required for Clery Act reporting. Missouri law establishes some definitions pertaining to alcohol, drugs and weapons violations and also has specific language for some of the other Clery crime categories. All current applicable Missouri laws and citations have been reviewed and can also be found in this document along with other guidance. STLCC must submit a report that lists the statistical crime data to the Department of Education annually.

Campus (On-Campus)

- (1) *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 institutions' educational purposes, including residence halls and*
- (2) *Any building or property that is within or reasonably contiguous to the area identified in paragraph one 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 institutions' 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

are within the campus or immediately adjacent to and accessible from the campus.

STLCC campus properties include:

STLCC-Florissant Valley, 3400 Pershall Road, Ferguson, MO 63135, is located along Interstate 270 in the inner ring suburb of Ferguson, which is one of 91 municipalities within St. Louis County. The campus occupies more than 100 acres, houses 471 employees and includes 15 buildings including a childcare center. Fall 2024 enrollment was 2,480.

STLCC-Forest Park, 5600 Oakland Ave., St. Louis, MO 63110), is located along Interstate 64 in the city of St. Louis, occupies 36 acres, has 596 employees and includes three multi-story contiguous buildings. Fall 2024 semester student enrollment was 3,771.

STLCC-Meramec, 11333 Big Bend Road, Kirkwood, MO 63122, is located in the city of Kirkwood within proximity of Interstates 44 and 270 in the inner ring suburb of Kirkwood. The campus occupies 78 acres and has 718 employees. Fall 2024 semester student enrollment was 4,200.

STLCC-Wildwood, 2645 Generations Drive, Wildwood, MO 63040), is located in the city of Wildwood, one of 91 municipalities within St. Louis County, has 319 employees. The campus occupies 132 acres in the outer ring suburb of Wildwood. Fall 2024 semester student enrollment was 698.

Additionally, there was a total of 4,500 students enrolled online for Fall 2024.

STLCC also operates satellite sites at the following locations:

South County, 4115 Meramec Bottom Road, St. Louis, MO 63129, in St. Louis County, MO.

William J. Harrison Education Center, 3140 Cass Ave., St. Louis, MO 63106, is a learning center located in midtown St. Louis and is part of STLCC-Forest Park.

Corporate College, 3221 McKelvey Rd., Bridgeton, MO 63044, is in the city of Bridgeton.

Center for Workforce Innovation, 3344 Pershall Road, Ferguson, MO 63135, is in Ferguson, directly adjacent to STLCC-Florissant Valley campus.

BRDG Park, 1005 N. Warson Rd., St. Louis, MO 63132, is in Creve Coeur.

Metropolitan Education and Training Center, 6347 Plymouth Ave., Wellston, MO 63133, is in Wellston, MO.

Missouri Crime Definitions (Revised Statutes of Missouri (RSMo), 2014)

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Murder 1st degree	Causes the death of another person after deliberation upon the matter	Knowingly causes the death	Death or life in Prison, A/Felony	§565.020
Murder 2nd degree	Causes the death of another person	Purposely causing serious physical injury to another person, causing the death of another person, or death during felony crime	10-30, or life, A/Felony	§565.021

1: **Murder and Voluntary Manslaughter** – The willful (non-negligent) killing of one human being by another.

2016 Missouri Offense Table for Murder (§565.020 – .021, RSMo.)

2: **Involuntary Manslaughter** – The killing of another person through recklessness.

2016 Missouri Offense Table for Manslaughter (§565.023, RSMo.)

CHARGE	ACT	OTHER ELEMENTS	PRISON	STATUTE
Involuntary Manslaughter	Recklessly causes the death of another person		D, C, B, A/Felony	§565.02 4

3: **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.

2016 Missouri Offense Table for Robbery (Chap. 569.RSMo.)

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Robbery 1st degree	Forcibly steals property	Serious physical injury or weapons used or threatened	10-30, or life, A/Felony	§569.020
Robbery 2nd degree	Forcibly steals property	No weapon used or threatened	5-15 years B/Felony	§569.030

4: **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. (It is not necessary that injury result from aggravated assault when a gun, knife or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

2016 Missouri Offense Table for Assault (Chap. 565. RSMo.)

CHARGE	ACT	OTHER ELEMENTS	PRISON	STATUTE
Assault 1st degree	Knowingly attempt to kill or cause serious physical injury	Person does cause serious injury	5 years-life (30 years) B, A/Felony	§565.050
Assault 2nd degree	Knowingly attempt to kill or cause serious physical injury	Attempts to cause injury, sudden passion, reckless cause , intoxication, etc.	Up to 7 years, C/Felony	§565.060

5: **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.

2016 Missouri Offense Table for Burglary (Chap. 569 RSMo.)

CHARGE	ACT	OTHER ELEMENTS	PRISONS	STATUE
--------	-----	----------------	---------	--------

Burglary 1 st degree	Enters unlawfully or remains unlawfully in a building or structure for the purpose of committing a crime	Knowingly and deadly weapon involved	5-15 years, B/Felony	§569.160
Burglary 2 nd degree	Enters unlawfully or remains unlawfully in a building or structure for the purpose of committing a crime	Knowingly and no weapon involved	Up to 7 years, C/Felony	§569.170

6: **Motor Vehicle Theft** – The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned – including joyriding.)

2016 Missouri Offense Table for Motor Vehicle Theft (Chap. 570, RSMo.)

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Stealing	Taking property of another	Without consent (greater than \$500 and \$25,000 changes charge)	A/Misdemeanor or C, B, A/Felony	§570.030

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

2016 Missouri Offense Table for Arson (Chap. 569, RSMo.)

CHARGE	ACT	OTHER	PRISON TERM	STATUTE
Arson 1 st degree	Damages a building or inhabitable structure with fire or explosion	Knowingly places a person in danger of death or serious physical injury	5 years-life (30 years), B, A/Felony	§569.040
Arson 2 nd degree	Damages a building or inhabitable structure with fire or explosion	No person involved	Up to 7-15 years, C, B/Felony	§569.050

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

2016 Missouri Offense Table for Liquor Law Violations (Chap.311 RSMo.)

RSMo	Description	Crime/Class
§311.325	Possession	Up to 1 year, A/misdemeanor
§311.880	Misdemeanor Violations	Up to 1 year, A/misdemeanor

9: **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 unlawful possession, sale use, growing, manufacturing, and making of narcotic drugs.

2016 Missouri Offense Table for Drug Violations (Chap. 195, RSMo.)

RSMo.	Description	Prison Term
§195.130	Keeping or maintaining a public nuisance	Up to 7 years, C/Felony
§195.202	Possession or control of a controlled substance	Up to 1 or 7 years, A/misdemeanor-C/Felony

§195.211	Distribution, delivery, manufacture or production of a controlled substance, violations and attempted violations	Up to life (30 years), C, B, A/Felony
§195.212	Unlawful distribution to a minor	5-15 years, B/Felony
§195.213	Unlawful purchase or transport with a minor	5-15 years, B/Felony
§195.214	Distribution of a controlled substance near schools	10 years-life (30 years), A/Felony
§195.217	Distribution of a controlled substance near a park	10 years-life (30 years), A/Felony
§195.218	Distribution of a controlled substance near public housing	10 years-life (30 years), A/Felony
§195.222	Trafficking drugs, first degree	10 years -life (30 years), A/Felony
§195.223	Trafficking drugs, second degree	5 years-life (30 years), B, A/ Felony
§195.226	Providing materials for production of a controlled substance	Up to 4 years, D/Felony
§195.233	Unlawful use of drug paraphernalia	Up to 1 or 4 years, A/misdemeanor D/Felony
§195.235	Unlawful delivery or manufacture of drug paraphernalia, penalty	Up to 4 years, D/Felony
§195.241	Possession of an imitation controlled substance	Up to 1 year, A/misdemeanor
§195.244	Advertisements to promote sale of drug paraphernalia or imitation controlled substances prohibited.	Up to 6 months, B/misdemeanor
§195.285	Prior and persistent offenders-possession, imprisonment for (See 195 202)	5 years-life (30 years) B, A/Felony
§195.291	Prior and persistent offenders, imprisonment for distribution, delivery, manufacture or production (See 195.211).	10 years-life (30 years), A/Felony
§195.292	Prior drug offender dist. to a minor or purchase or transport with a minor	10 years-life (30 years), A/Felony
§195.295	Prior drug Offender Trafficking 1st Degree	10 years-life (30 years), A/Felony
§195.296	Prior drug Offender Trafficking 2nd Degree	10 years-life (30 years), A/Felony
§195.420	Possession of methamphetamine precursors	Up to 4 years, D/Felony
§578.260	Possession or purchase of solvents to aid others in violations	Up to 6 months or 4 Years, B/misdemeanor D/Felony
§578.265	Selling or transferring solvents to cause certain symptoms	Up to 7 years, C/Felony

10: **Weapons: Carrying, Possessing, etc.** – 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.

2016 Missouri Offense Table for Weapons Violations (Chap. 571. RSMo.)

RSMo.	Description	Crime/Class
§571.010	Definitions	
§571.020	Possession, manufacture, transport, repair, sale of certain weapons	Up to 1 or 7 years, A/misdemeanor, C/Felony
§571.030	Unlawful use of weapons	Up to 1 year or life (30 years), B, A/misdemeanor-D, B, A/Felony
§571.070	Possession of firearm unlawful for certain persons	Up to 7 years, D Felony

§571.107	Concealed Carry	Not a criminal act, but may result in fine, eviction from premises, and subsequent suspension or revocation of permit
----------	-----------------	---

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

Definitions for fondling, incest and statutory rape come from the FBI's UCR Program document "The National Incident Based Reporting System (NIBRS) User Manual and from the FBI's UCR" (Current version 2013)

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. Definition from the FBI's UCR Program "Summary Reporting System (SRS) User Manual" (Current Version 2013)

2016 Missouri Offense Table for Sexual Offenses (Chap. 566.RSMo.)

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Rape 1 st Degree	Sexual intercourse	Incapable/lack capacity for consent , or by the use of forcible compulsion	5 years-life without parole (30 years)	§566.030
Rape 2 nd Degree	Sexual	Without consent	Up to 7 years	§566.03
Sodomy 1 st Degree	Deviate sexual intercourse	Incapable/lack capacity for consent , or by the use of forcible compulsion	5 years-life without parole for (natural life)	§566.060
Sodomy 2 nd Degree (Deviate Sexual Assault)	Deviate sexual intercourse	Without consent	Up to 7 years, C/Felony	§566.06 1

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.

Missouri Offense Table for Sexual Offenses (Chap. 566, RSMo.)

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Sexual Abuse 1 st degree*	Sexual contact	Incapable/lack capacity for consent , or by the use of forcible compulsion	Up to 7 or 15 years, C, B/Felony	§566.10 0
Sexual Abuse 2 nd degree*	Sexual contact	Without consent	Up to 1 or 4 years, A/misdemeanor-D/Felony	§566.10 1
Child Molestation 2 nd degree	Sexual contact	Under the age of 17 (with or without consent)	Up to 1 or 4 years, A/misdemeanor-D/Felony	§566.06 8

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

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Incest	Marry or attempt to marry, Sexual intercourse or deviate sexual intercourse	Relative (Siblings, ancestors, and adopted children, etc.)	Up to 4 years, D/Felony	§568.02 0

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

2016 Missouri Offenses Table for Sexual Offenses (Statutory Rape) (Chap. 566, RSMo.)

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Statutory Rape 1 st Degree	Sexual intercourse	Intercourse with someone under 14	5 years-life (30 years)	§566.032
Statutory Rape 2 nd Degree	Sexual intercourse	21 or older having intercourse with someone under 17	Up to 7 years, C/Felony	§566.034
Stat. Sodomy 1 st Degree	Deviate sexual intercourse	Intercourse with someone under 14	5 years-life (30 years)	§566.062
Stat. Sodomy 2 nd Degree	Deviate sexual intercourse	21 or older having intercourse with someone under 17	Up to 7 years, C/Felony	§566.064

Please note that if the incident of statutory rape or sodomy is forcible it should be deemed as the crime of Rape for Clery reporting purposes.

Violence Against Women Act (VAWA) Crime Categories Additions

Definitions used in the section Violence Against Women Act of 1994 (42 U.S.C. 13925 (a))

Domestic Violence

A felony or misdemeanor crime of violence committed –

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

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

The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.

For the purpose of this definition-

- *Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.*
- *dating violence does not include acts covered under the definition of domestic violence.*

Missouri's definition of domestic violence, §455.010(5), RSMo. Relevant Orders of Protection: "Domestic violence is abuse or stalking committed by a family or household member."

Dating violence is considered domestic violence under current Missouri law in the definition for domestic assault, based on the definition of "Family or Household Member" in §455.010(7), RSMo:

“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.”

2016 Missouri Offense Table for Domestic Violence/Dating Violence (Chap. 565, RSMo.)

CHARGE	ACT	OTHER	PRISON TERM	STATUTE
Domestic Assault 1 st Degree	Attempt to kill, or cause serious injury	Knowingly cause injury	5 years-life (30 years), B, A/Felony	§565.072
Domestic Assault 2 nd Degree	Attempt to kill, or cause serious injury	Recklessly causes injury	Up to 7 years, C/Felony	§565.073
Domestic Assault 3 rd Degree	Attempt to cause serious injury	Recklessly causes injury	Up to 1 or 4 years, A/misdemeanor D/Felony	§565.074

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

- *Fear for his or her safety or the safety of others; or*
- *Suffer substantial emotional distress.*

2016 Missouri Offense Table for Stalking Violations (Chap. 565, RSMo.)

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Harassment	Communicates a threat	Frightens, intimidates, or causes emotional distress	Up to 1-4 years, A/misdemeanor– D/Felony	§565.090
Stalking	Communicates a credible threat	Multiple incidents of harassment “ course of conduct ”	Up to 1 year or up to 7, A/misdemeanor or C, D/Felony	§565.225
Aggravated Stalking	Communicates a credible threat	Multiple incidents of stalking	Up to 4 or 7 years, C, D/Felony	§565.225
Invasion of Privacy 1 st Degree	Knowingly photographs or films another person (full or partial nudity)	Without consent	Up to 4 years, D/Felony	§565.252
CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Invasion of Privacy 2 nd Degree	Knowingly views photographs or films another person (full or partial nudity)	Without consent using hidden camera to view undergarments	Up to 1 year or up to 4, A/misdemeanor or D/Felony	§565.253

Hate Crime Reporting 34 CFR 688.46(c)3

Definitions from the Hate Crime Data Collection Guidelines of the Uniform Crime Reporting Handbook 2015

An institution must report, by category of bias (prejudice), the following crimes reported to local police agencies or to a campus security authority that manifests evidence that

the victim was intentionally selected because of the victim's actual or perceived categories below:

Race bias: A pre-formed negative opinion or attitude toward a group of persons who possesses common physical characteristics, e.g., color of skin, eyes, and/or hair, facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, Blacks or African Americans, whites.

Gender bias: A pre-formed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

Religion-based bias: A pre-formed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

National origin bias: A pre-formed negative opinion or attitude toward a person or group of persons based on the specific geographic region of origin (not defined in the Hate Crimes Guidelines document).

Sexual orientation bias: A pre-formed negative opinion or attitude toward a person or group of persons based on their actual or perceived sexual orientation.

Gender identity bias: A pre-formed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.

Ethnicity bias: A pre-formed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term race in that race refers to grouping based mostly upon biological criteria, while ethnicity also encompasses additional cultural factors.

Disability bias: A pre-formed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Included crime categories are all federal crime categories listed previously above and the following:

- **Larceny-Theft (Except Motor Vehicle Theft)** – *The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.*

2016 Missouri Offense Table for Larceny/Theft (Chap. 570, RSMo.)

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Stealing	Taking of other property	Without consent (greater \$500 and \$25,000 changes charge)	Up to 1 year or up to life(30 years), A/Misdemeanor or C, B, A, /Felony	\$570.030

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.

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
--------	-----	----------------	-------------	---------

Assault 3 rd Degree	Recklessly causes physical injury to another person.	Criminal negligence	Up to 6 months or up to 4 years, C, A/misdemeanor or D/Felony	\$565.070
--------------------------------	---	---------------------	---	-----------

2016 Missouri Offense Table for Simple Assault (Chap. 565, RSMo.)

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.

CHARGE	ACT	OTHER ELEMENT	PRISON TERM	STATUTE
Harassment	Act with the purpose to cause emotional distress to another person		Up to 1 year or up to 4 years, A/misdemeanor or D/Felony*	\$565.090

Destruction/Damage/Vandalism of Property – To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

2016 Missouri Offenses Table for Vandalism (RSMo. 569)

CHARGE	ACT	OTHER ELEMENTS	PRISON TERM	STATUTE
Property damage 1 st degree	Knowingly damages property of another	More than \$750 Includes motor vehicles	Up to 15 years B, C, D Felony	\$569.100
Property damage 2nd degree	Knowingly damages property of another	Less than \$750 Includes motor vehicles	Up to 6 months B Misdemeanor	\$569.120

Classification of Missouri Penalties and Fines for Offenses

Felony Class	Penalties (Years of imprisonment 558.011RSMo.)	Fines (\$560.011 RSMo.)
A	10-30, or life	-
B	5-15	-
C	Up to 7	Up to \$5,000
D	Up to 4	Up to \$5,000

Misdemeanor Class	Penalties (Term of imprisonment 558.011RSMo.)	Fines (\$560.016 RSMo.)
A	Up to 1 year	\$1,000
B	Up to 6 months	\$500
C	Up to 15 days	\$300
Infraction	-	\$200

2016 Missouri Penalties and Fines for Offenses

Definitions

(See §556.061 and 562.016. RSMo. For definitions of applicable terms noted below.)

For institutional purposes, STLCC adopts the definition of consent as defined in Missouri Revised Statutes.

Consent or lack of consent may be expressed or implied. Assent does not constitute consent if:

- *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*
- *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 judgement as to the nature or harmfulness of the conduct charged to constitute the offense; or

- *It is induced by force, duress or deception.*

Criminal Negligence – failure to be aware of a substantial unjustifiable risk that circumstances exist, or a result will follow, and such failure constitutes a gross deviation from the standard of care which a reasonable person would exercise in the situation.

Forcible Compulsion either:

- a: Physical force that overcomes reasonable resistance; or
- b: A threat, express or implied that places a person in reasonable fear of death, serious physical injury or kidnapping of such person or another person.

Knowingly – when used with respect to:

- a: Conduct or attendant circumstances means a person is aware of the nature of his or her conduct or that those circumstances exist; or
- b: A result of conduct means a person is aware that his or her conduct is practically certain to cause that result.

Purposely – when used with respect to a person's conduct or to a result thereof means when it is his or her conscious objection to engage in that conduct or to cause that result.

Recklessly – consciously disregarding a substantial and unjustifiable risk that circumstances exist or that a result will follow, and such disregard constitutes a gross deviation from the standard of care which a reasonable person would exercise in the situation.

(See §566.010 RSMo. For definition of applicable terms for Sex Offenses.)

Deviate sexual intercourse – any touching of another person with the genitals or any touching of the genitals or anus of another person or the breast of a female person, or such touching through the clothing for the purpose of arousing or gratifying sexual desire of any person.

Sexual intercourse – any penetration; however slight, of the female sex organ by the male sex organ, whether or not an emission result.

Annual Fire Safety Report

Similar to the Annual Security Report and the current crime log, institutions with on-campus housing must report fires that occur in on-campus housing, generate both an Annual Fire Report and maintain a fire log that is accessible to the public. St. Louis Community College has **NO** residential halls and thus does not compile or report fire data to the federal government. Therefore, it is not required to publish an *Annual Fire and Safety Report*.

Missing Students

Institutions with on-campus housing must provide a protocol for reporting when a student has been missing for 24 hours.

St. Louis Community College has **NO** residential halls and thus does not have a policy for missing students. If a member of the STLCC community receives a report of a missing student, a report should be made to STLCCPD who will notify and work cooperatively with the local authorities in investigating the incident. In the instance where a student is reported missing and is under 18 years of age and not emancipated, a custodial parent or guardian will be contacted within 24 hours.

Sex Offender Registry

In 1996, Megan's Law amended the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act of 1994 (42 U.S.C. § 14071(j)). Pursuant to this federal law, persons who are required to register under a state sex offender registry are required to notify the state regarding each post-secondary school at which the offender works or is a student. In the state of Missouri, sex offenders are required to register with the county sheriff's department (§589.400 RSMo.) The Missouri State Highway Patrol maintains a statewide sex offender registry.

<https://apps.mshp.dps.mo.gov/MSHPWeb/PatrolDivisions/CRID/SOR/SORPage.html>

In addition to the state sex offender registry, the U.S. Department of Justice also maintains a nationwide sex offender registry:

<https://www.nsopw.gov/?AspxAutoDetectCookieSupport=1>

Sex Offender Database

Sections 589.400 – 426, RSMo and §43.650, RSMo, mandate that the Missouri State Highway Patrol maintain a sex offender database and website on the internet that is accessible to the public. The website may be found here:

<http://www.mshp.dps.missouri.gov/MSHPWeb/PatrolDivisions/CRID/SOR/SORPage.html>

For information about sex offenders in Missouri call 1-800-SOR-MSHP (767-6747).

Additional information and verification may be obtained from the chief law enforcement official (sheriff) of the county where the sex offender resides. The website is intended to supplement and complement the sex offender registries maintained by the various counties.

The information on the Missouri Highway Patrol's website refers only to persons who have been convicted of, found guilty of or plead guilty to committing or attempting to commit sexual offenses and may not reflect the entire criminal history of a particular individual. Offenders required to register for crimes of kidnapping, felonious restraint or child abuse may not be listed on this website.

The Sex Offender Registry was created in response to the Missouri legislature's resolution to facilitate public access to available information about persons registered as sexual offenders. The Missouri State Highway Patrol's Criminal Justice Information Services (CJIS) Division has not considered or assessed the specific risk of re-offense with regard to any individual prior to his or her inclusion on this website and has made no determination that any individual included on the website is currently dangerous. Individuals included on the website are included solely by virtue of their conviction record and Missouri state law. The primary purpose of providing this information is to make the information easily available and accessible; not to warn about any specific individual.

Sexual Assault Policies and VAWA

STLCC Board Policy B.13 states:

St. Louis Community College is committed to providing an academic and work environment that is free from sex discrimination, including sexual misconduct and sexual harassment in any form. In keeping with this commitment, the College prohibits sexual harassment of any member of the College community. Sexual harassment in any form, including verbal, written,

physical or visual harassment will not be tolerated. Sexual harassment may include, without limitation, unwelcome sexual advances, attempts to coerce any member of the College community into a sexual relationship or to punish such persons for refusing to submit to sexual advances or conduct of a sexual nature which creates an intimidating, hostile or offensive academic or work environment.

Definitions

The definitions that follow are provided by the Violence Against Women's Act (VAWA). For the Missouri statutes related to sexual offenses, refer to the charts listed earlier in this document. The state definition of consent is also provided in earlier text.

Dating Violence

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

- I: The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and frequency of interaction between the persons involved in the relationship.
- II: For the purposes of this definition – Dating violence includes, but is not limited to, sexual or physical abuse or threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence

I: A felony or misdemeanor crime of violence committed –

- *By a current or former spouse or intimate partner of the victim*
- *By a person with whom the victim shares a child in common*
- *By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner*
- *By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; 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 in which the crime of violence occurred.*

Sexual Assault

An offense that meets the definition of rape, fondling, incest or statutory rape as used in the Uniform Crime Reporting (UCR) System of the Federal Bureau of Investigation. Per the National Incident-Based Reporting System User Manual and from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent." Sexual Assault (as defined in the Clery Act), which includes any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent, including:

Sexual assault includes but is not limited to, the following acts when they occur without the consent of the victim:

Any penetration, however slight, of the genitals or anus of one person with the genitals of another person,

Any act involving the genitals of one person and the hand, mouth, tongue or anus of another person,

Any act involving the genitals of one person and the hand, mouth, tongue or anus of another person,

Any sexual act involving penetration, however, slight, of the genitals or anus of one person by a finger, instrument or object.

Touching of another person's genitals or breasts under or over the clothing,

Touching of one person with the genitals of another person under or over the clothing.

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

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

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

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

Stalking

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

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

II: *For the purposes of this definition –*

Course of conduct means two or more acts, including but not limited to acts which the stalker directly, indirectly or through third parties, by any action, method, device or means follows, monitors, observes, surveils, threatens or communicates to or about a person or interferes with a person's property.

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

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

Affirmative Consent

An informed, conscious, mutually understandable, affirmation given freely and actively by words (e.g., saying "yes") or actions that indicate a willingness to engage in mutually acceptable sexual activity (i.e., to do the same thing, at the same time, in the same way, with each other).

It is always encouraged to talk before engaging in sexual activity and to continue communicating clearly with each other. It is the responsibility of the person who wants to engage in the specific sexual activity to make sure he or she has effective consent before proceeding.

It is important to remember the following regarding effective consent:

- *Consent may be withdrawn at any time during a sexual encounter. Consent at one time does not imply consent at any other time.*
- *Consent to one form of sexual activity does not imply consent to other forms of sexual activity.*
- *Silence and passivity (i.e., absence of resistance) are inactive behaviors and cannot be considered effective consent.*
- *Participation in a relationship does not include the presumption of consent. There must still be a mutually understandable communication indicating a willingness to engage in sexual activity.*
- *Effective consent cannot result from force or threat of force, coercion, fraud or intimidation.*
- *Effective consent can never be given by minors, mentally disabled individuals or by persons incapacitated as a result of alcohol or other drug use. A person who is unconscious, unaware or otherwise physically helpless cannot give effective consent.*

Standard of Evidence

At STLCC, disciplinary proceedings involving matters arising from an allegation of dating violence, domestic violence, sexual assault or stalking that go before a Formal Hearing Committee, the committee shall determine responsibility using the “preponderance of the evidence” standard. Preponderance of the evidence means that the committee determines it is more likely than not the respondent is responsible for committing the act or acts presented in the complaint. Preponderance means more than half. If, for example, the committee concludes that the totality of the evidence weighs equally on both sides, the preponderance standard has not been met and a violation of the policy has not been proven. At least two committee members must agree with and sign the final decision of the committee.

Bystander Intervention

Bystanders are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up or do something about it. A bystander is someone who is present and thus potentially in position to discourage, prevent or interrupt an incident. Individuals are encouraged to speak out against attitudes that promote sexual misconduct and become more supportive of those who have experienced sexual misconduct. Intervention does not have to be confrontational. It can be as simple as telling a friend when he or she is acting inappropriately or calling the college police if someone is aware of inappropriate behavior. Members of the college community who step in to protect others within STLCC are supported and protected under the retaliation policy.

Protective Measures

The College reserves the right to implement accommodations and/or interim measures it deems necessary while the investigation, hearing and appeal are pending. These measures are to ensure that the safety, physical and emotional well-being concerns of both the complainant and respondent are addressed.

These accommodations may include, but are not limited to:

- *class or work reassignment.*
- *restricted access to college campuses and locations.*
- *college police escorts to class or parking/public transportation.*
- *temporary suspension.*

College officials may also issue a “no contact” order to all parties involved in the situation while the case is ongoing. College officials as well as STLCCPD are available to assist with matters in which an “Order of Protection” is needed through the courts in the jurisdiction in which the campus or residence of an individual is involved, as is SARC.

Reporting Options and Resources

Emergency Assistance

Of primary importance in situations of sexual misconduct is ensuring the person making the report is safe. College personnel can assist with this, as well as with seeking medical assistance and with the preservation of evidence. For emergency assistance, contact the local police department or college police.

St. Louis City and St. Louis County Police
Emergency Number 911

While the locations are listed below, contact can also be made through Central Police Dispatch: 314-539-5999.

Corporate College STLCC-Florissant Valley Campus Police Service Building

STLCC-Forest Park Campus Police (Includes William J. Harrison Center)
C-Tower, Room C-013

STLCC-Meramec Campus Police (Includes South County Education and University Center), West Side of Campus, off Couch Ave.

STLCC-Wildwood Campus Police

Victim Notification

Upon written notification to a chief student affairs officer, the College will disclose to an alleged victim the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such a crime or offense. If the alleged victim is deceased as a result of such a crime or offense, the next of kin shall be treated as the alleged victim for the purposes of this policy.

Reporting Contacts

Any member of the STLCC community who believes they have been subject to or witnessed domestic violence, dating violence, stalking or any type of sexual violence or sexual harassment is encouraged to report the incident as soon as possible. Students should be advised that there are only certain employees (noted below) designated as confidential resources. All other employees are required to report the information to the lead investigator on their respective campus or through the appropriate reporting form at www.stlcc.edu/titleix.

Making the decision to report an incident of sexual misconduct is often very difficult. Reporting an incident of sexual misconduct can be the first step in the healing process. It can also assist the College in preventing future occurrences while also assisting others.

In addition to the emergency assistance options, there are other options for reporting incidents of sexual misconduct at STLCC. Students are encouraged to talk with anyone with whom they feel comfortable disclosing this information.

College-wide Contacts

Shannon Nicholson, Title IX Coordinator, Director for Community Standards/Title IX Coordinator/Student Conduct, 314-539-5248, snicholson29@stlcc.edu

Shirley Simmons Director, Labor & Employee Relations 314-539-5127
ssimmons83@stlcc.edu (employee concerns)

Campus-based Contacts

In addition to the college-wide contacts, each campus has a team of individuals who can receive reports of sexual misconduct on their campuses. These are the Title IX investigators and the senior student affairs officer. As is noted above, a report may be made to anyone with whom the complainant feels comfortable. If a report is made to someone other than a confidential resource, those individuals will work with the complainant to file a report with one of the campus contacts.

Title IX Coordinator– Shannon Nicholson

Deputy Title IX Coordinator (focused on employee-related matters), Shirley Simmons

STLCC Title IX Investigators:

- *STLCC appoints investigators for instances of alleged Title IX violations.*

Confidential Resources

STLCC has identified two categories of employees as confidential resources. These are the licensed professional counselors in counseling department at each campus, and the coordinators in the student advocacy & resource centers (SARC). Speaking confidentially with one of these resources provides students with the opportunity to discuss options for the best next steps at the time for that individual. Confidential employees will provide all of the information for emergency contacts and reporting. The reporting party's privacy is protected if they choose to talk with any of these individuals unless the individual is a danger to themselves or others.

STLCC-Florissant Valley

Counselors: Melony Crayton and Mona Jaswal
Location: Communications, Room C-120
Phone: 314-539-5151

SARC Coordinator: Danielle Lusk
Location: Communications, Room C-210
Phone: 314-513-4226

STLCC-Forest Park (and William J. Harrison Center)

Counselors: Desirae Martinez
Locations: West Wing, Room W-332
Phone: 314-539-5151

SARC Coordinator: Candice Pinkins
Locations: Student Center SC-019
Phone: 314-644-9027

STLCC-Meramec (and South County Education Center)

Counselors: Troy Hansen and Holly Basom

Location: AD-249
Phone: 314-539-5151

SARC Coordinator: Mayuko McGuire
Location: Clark Hall – AD-130
Phone: 314-644-9027

STLCC-Wildwood
Counselors: Therèse Jacques
Location: Technology and Science, Room TS-153
Phone: 314-539-5151

Reporting Procedures

A report of an incident of sexual misconduct may be filed by the alleged victim of the misconduct, by someone at the College to whom the incident was reported or by a member of the public. If an alleged victim makes the report, the primary response of the College, regardless of to whom the report is made, is to make sure the individual is safe. If the incident reported is a sexual assault, the priority is to provide prompt medical attention to treat any injuries and preserve evidence in case the individual chooses to make a report at a later date.

All alleged victims of sexual misconduct are given a “One Sheet” that provides information about on and off campus resources. These resources include counseling center staff, their locations and phone numbers as well as information for agencies in the greater St. Louis Community. Individuals will also be provided an explanation of the procedures for the STLCC disciplinary action, as well as their rights and options in cases of alleged dating violence, domestic violence, sexual assault or stalking.

It is the right of the reporting party to choose whether to file a report (all employees are required to report). An online form is available for this purpose; however, it is not a requirement to use it. If a person chooses not to report the incident to law enforcement or campus authorities, they are strongly encouraged to speak to a counselor or utilize resources on or off campus.

College Report

If any member of the College community feels they have been subjected to or witnessed sexual misconduct, the individual is strongly encouraged to discuss the incident with the Title IX coordinator, the Title IX coordinator, Campus Chief Student Affairs Officer or supervisory personnel as soon as possible. The supervisory personnel shall contact the Title IX Coordinator, the deputy Title IX coordinator or the Campus Chief Student Affairs Officer to report the incident as soon as possible. The supervisor can also work with the employee to file a report via the online reporting form, found at www.stlcc.edu/TitleIX.

Once reported, consideration will be given regarding whether or not an investigation should be conducted. The Title IX Coordinator will make this determination with input from appropriate employees and based on a jurisdictional assessment of the allegations. The complainant is not obligated to participate in the College’s Title IX or other processes to resolve the matter; however, the College may still choose to pursue this process if enough information is available.

Police Report

Another option for making a report of sexual misconduct is to contact STLCCPD or local law enforcement in the jurisdiction where the incident occurred. Contacting to College

police may be done in person or by phone. College police contact information is listed earlier in this document. If the person chooses to make the report by telephone, they can contact College police who will ask for a location so the police may come and personally take a report in a private atmosphere.

The College police will assist the individual in understanding their rights, regarding judicial no-contact, restraining and protective orders. The College will assist student, faculty and staff who report sexual violence, sexual harassment, stalking, dating violence and/or domestic violence in obtaining medical support as well as counseling and support services.

College police will also notify the law enforcement unit in the jurisdiction in which the incident occurred.

Investigative Procedures

Recipients of complaints must report allegations to the Title IX Coordinator immediately following notification. The initial information reported to the coordinator should consist of names of the complainant and respondent and any information regarding the incident. The chief student affairs officer, on the campus where the incident is reported, will also be notified.

Complainant Option to Pursue Through College Title IX Process

At the start of any investigation, the complainant should be advised of the option to pursue the matter through the STLCC Title IX process. The complainant's decision should be noted. If the decision is not to pursue the STLCC Title IX process, the complainant should still be informed of all available resources, including accommodations, interim measure options and provided the One Sheet. The complainant should then be informed that in certain circumstances STLCC may be obligated to undertake its Title IX process regardless of their interest in doing so.

The complainant will be notified if the College intends to proceed with a Title IX violation claim without complainant participation. The College will take steps necessary to safeguard the privacy rights of the those involved in the case.

The Title IX Sexual Harassment Grievance Process

Filing a Formal Complaint

The timeframe for the Title IX Grievance Process begins with the filing of a Formal Complaint. The grievance process will be concluded within a reasonably prompt manner, and no longer than 120 days after the filing of the Formal Complaint. The process may be extended for a good reason, including but not limited to the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

To file a Formal Complaint, a complainant must provide the Title IX Coordinator with a written, signed complaint describing the facts alleged. Complainants are only able to file a Formal Complaint under this policy if they are currently participating in, or attempting to participate in, the education programs or activities of the College, including as an employee. An online form is available for this purpose and can be found linked to the College website.

If a complainant does not wish to make a Formal Complaint, the Title IX Coordinator may determine a Formal Complaint is necessary. The Title IX Coordinator will attempt to contact the complainant to discuss their wishes before the Title IX Coordinator signs a Formal Complaint. Serious consideration of the complainant's interest in proceeding with the formal resolution process will be given. The College will inform the complainant of

this decision in writing, and the complainant need not participate in the process further but will receive all notices issued as part of this process.

Nothing in the Title IX Sexual Harassment Grievance Policy, the Student Code of Conduct, or other resolution process prevents a complainant from seeking the assistance of state or local law enforcement alongside the appropriate College process.

Informal Resolution Process

A complainant who files a Formal Complaint may elect, at any time, to address the matter through a designated Informal Resolution Process.

Multi-Party Situations

Formal Complaints may be consolidated when facts alleged include sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of covered sexual harassment arise out of the same facts or circumstances.

Determining Jurisdiction

The Title IX Coordinator (or designee) will determine if the Title IX Grievance Process should apply to a Formal Complaint. The process will apply when all the following elements are met, in the reasonable determination of the Title IX Coordinator:

1. The conduct is alleged to have occurred on or after August 14, 2020,
2. The conduct is alleged to have occurred in the United States,
3. The conduct is alleged to have occurred in a college education program of activity;
and
4. The alleged conduct, if true, would constitute covered sexual harassment as defined in this policy.

If all the elements are met, the College will investigate the allegations according to the Grievance Process.

Allegations Potentially Falling Under Two Policies

If the alleged conduct, if true, includes conduct that would constitute covered sexual harassment and conduct that would not constitute covered sexual harassment, the Title IX Grievance Process will be applied to investigation and adjudication of only the allegations that constitute covered sexual harassment.

Mandatory Dismissal

If any one of these elements are not met, the Title IX Coordinator (or designee) will notify the parties that the Formal Complaint is being dismissed for the purposes of the Title IX Grievance Policy. Each party may appeal this dismissal using the procedure outlined in "Appeals" below.

Discretionary Dismissal

The Title IX Coordinator (or designee) may dismiss a Formal Complaint brought under the Title IX Grievance Policy, or any specific allegations raised within that Formal Complaint, at any time during the investigation or hearing, if:

- A complainant notifies the Title IX Coordinator in writing that they would like to withdraw the Formal Complaint or any allegations raised in the Formal Complaint.
- The respondent is no longer enrolled or employed by the College; or,
- If specific circumstances prevent the College from gathering evidence sufficient to reach a determination regarding the Formal complaint or allegations within the Formal Complaint.

Any party may appeal a dismissal determination using the process set forth in “Appeals” below.

Notice of Dismissal

Upon reaching a decision that the Formal Complaint will be dismissed, the institution will promptly send written notice of the dismissal of the Formal Complaint or any specific allegation within the Formal Complaint, and the reason for the dismissal, simultaneously to the parties.

Notice of Removal

Upon dismissal for the purposes of Title IX, the College retains discretion to utilize the Student Code of Conduct or appropriate employee accountability process to determine if a violation of Board Policies or Administrative Procedures has occurred. If so, the Title IX Coordinator (or designee) will promptly send written notice of the dismissal of the Formal Complaint under the Title IX Grievance Process and removal of the allegations to the student conduct or appropriate employee process.

Notice of Allegations

The Title IX Coordinator (or designee) will draft and provide the Notice of Allegations to any party to the allegations of sexual harassment. Such notice will occur as soon as practicable, after the institution receives a Formal Complaint of the allegations, if there are no extenuating circumstances.

The parties will be notified by the institutional email accounts if they are a student or employee, and by other reasonable means if they are neither.

Sufficient time will be provided for the parties to review the Notice of Allegations and prepare a response before any initial interview.

The Title IX Coordinator (or designee) may determine that the Formal Complaint must be dismissed on the mandatory grounds identified above and will issue a Notice of Dismissal. If such a determination is made, any party to the allegations of sexual harassment identified in the Formal Complaint will receive the Notice of Dismissal in conjunction with, or in separate correspondence after, the Notice of Allegations.

Contents of Notice

The Notice of Allegations will include the following:

- Notice of the Title IX Grievance Process and a hyperlink to a copy of the process.
- Notice of the allegations potentially constituting covered sexual harassment, and sufficient details known at the time the Notice is issued, such as the identities of the parties involved in the incident, if known, including the complainant; the conduct allegedly constituting covered sexual harassment; and the date and location of the

alleged incident, if known.

- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- A statement that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney, as required under 34 C.F.R. § 106.45(b)(5)(iv).
- A statement that before the conclusion of the investigation, the parties may inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and evidence that both tends to prove or disprove the allegations, whether obtained from a party or other source, as required under 34 C.F.R. § 106.45(b)(5)(vi).
- A statement that the Student Code of Conduct prohibits a student from knowingly giving false or perjured testimony in any college investigation proceeding. Also, no student will knowingly give false information to a college official or show reckless regard for the truth (AP G.18.A Student Code of Conduct – Dishonesty).
- A statement that employees are prohibited from knowingly giving false or perjured testimony and are expected to fully cooperate in the process.

Ongoing Notice

If, during an investigation, the College decides to investigate allegations about the complainant or respondent that are not included in the Notice of Allegations and are otherwise covered “sexual harassment” falling within the Title IX Grievance Policy, the Title IX Coordinator (or designee) will notify the parties whose identities are known of the additional allegations by their institutional email accounts or other reasonable means.

The parties will be provided sufficient time to review the additional allegations to prepare a response before any initial interview regarding those additional charges.

Advisor of Choice and Participation of Advisor of Choice

Parties will be provided equal access to advisors and support persons of their choice; any restrictions on the role of the advisor and their participation in the process will be applied equally.

The College has a long-standing practice of requiring students and employees to participate in the process directly and not through an advocate or representative. Students or employees participating as Complainant or Respondent in this process may be accompanied by an Advisor of Choice to any meeting or hearing to which they are required or are eligible to attend.

The Advisor of Choice is not an advocate. Except where explicitly stated by this policy, as consistent with the Final Rule, Advisors of Choice shall not participate directly in the process as per standard policy and practice of the College.

Meetings, hearings or other interactions necessary for the resolution of a pending matter will not be intentionally scheduled on dates where the Advisors of Choice for all parties are not available, provided that the Advisors act reasonably in providing available dates and work collegially to find dates and times that meet all schedules.

The College is obligated to investigate and adjudicate in a prompt timeframe Formal Complaints under Title IX and therefore cannot agree to extensive delays solely to

accommodate the schedule of an Advisor of Choice. The determination of what is reasonable shall be made by the Title IX Coordinator (or designee). The College will not be obligated to delay a meeting or hearing under this process for more than five (5) days due to the unavailability of an Advisor of Choice and may offer the party the opportunity to obtain a different Advisor of Choice or, in the case of a hearing, utilize one provided by the College.

Notice of Meetings and Interviews

Written notice will be sent to a party whose participation is invited or expected. This notice will include the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with a party, with sufficient time for the party to prepare to participate.

Delays/Extensions

Parties may request additional time during the grievance process for good cause, and the Title IX Coordinator, Deputy Title IX Coordinator (or designee) will have the sole discretion to grant extensions of the grievance process. Examples of good cause for an extension are needing additional time to provide evidence to the investigator or a party's unavailability to attend a hearing on a specific date. Requests for an extension of time should be made as soon as a party knows an extension will be needed to avoid inconveniencing other individuals involved in the grievance process.

Investigation

General Rules of Investigations

One or more Title IX Investigator(s) will perform an investigation under a reasonably prompt timeframe of the conduct alleged to constitute covered sexual harassment after issuing the Notice of Allegations.

The College, and not the parties, has the burden of proof and the burden of gathering evidence, i.e., the responsibility of showing a violation of this policy has occurred. This burden does not rest with either party, and either party may decide not to share their account of what occurred or may decide not to participate in an investigation or hearing. This does not shift the burden of proof away from the College and does not indicate responsibility.

Inspection and Review of Evidence

Prior to the completion of the investigation, the parties will have an equal opportunity to inspect and review the evidence obtained through the investigation. The purpose of the inspection and review process is to allow each party the equal opportunity to meaningfully respond to the evidence prior to conclusion of the investigation.

Evidence that will be available for inspection and review by the parties will be any evidence that is directly related to the allegations raised in the Formal Complaint.

All parties must submit any evidence they would like the investigator to consider prior to when the parties' time to inspect and review evidence begins.

The institution will send the evidence made available for each party and each party's advisor, if any, to inspect and review through an electronic format or a hard copy. The College is not under an obligation to use any specific process of technology to provide the evidence and shall have the sole discretion in terms of determining format and any restrictions or limitations on access.

The parties will have ten (10) business days to inspect and review the evidence and submit a written response by email to the investigator. The investigator will consider the parties' written responses before completing the Investigative Report.

A copy of the parties' written responses to the investigator will be provided to all parties and their advisors, if any. Any evidence subject to inspection and review will be available at any hearing, including for purposes of cross-examination.

The parties and their advisors must sign an agreement not to disseminate any of the evidence subject to inspection and review or use such evidence for any purpose unrelated to the Title IX grievance process.

The parties and their advisors agree not to photograph or otherwise copy the evidence.

Inclusion of Evidence Not Directly Related to the Allegations

Evidence obtained in the investigation that is determined in the reasoned judgment of the investigator not to be directly related to the allegations in the Formal Complaint will be included in the appendices to the investigative report.

Investigative Report

The Title IX Investigator will create an Investigative Report that fairly summarizes relevant evidence.

The Investigative Report is not intended to catalog all evidence obtained by the investigator, but only to provide a fair summary of that evidence.

Only relevant evidence (including both inculpatory and exculpatory – i.e., tending to prove and disprove the allegations – relevant evidence) will be referenced in the Investigative Report.

The investigator may redact irrelevant information from the Investigative Report when that information is contained in documents or evidence that is/are otherwise relevant. See, 85 Fed. Reg. 30026, 30304 (May 19, 2020).

Hearing

General Rules of Hearings

The College will not issue a disciplinary sanction arising from an allegation of covered sexual harassment until there is a finding of responsibility following a live hearing unless otherwise resolved through an information resolution process.

The live hearing may be conducted with all parties physically present in the same geographic location, or, at the College's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually through a remote video conferencing program. This technology will enable participants simultaneously to see and hear each other. At its discretion, the College may delay or adjourn a hearing based on technological errors not within a party's control.

All proceedings will be recorded through audio recording, audiovisual recording or written transcript. That recording or transcript will be made available to the parties for inspection and review.

Prior to obtaining access to any evidence, the parties and their advisors must sign an

agreement not to disseminate any of the testimony heard or evidence obtained in the hearing or use such testimony or evidence for any purpose unrelated to the Title IX Grievance Process. Once signed, this agreement may not be withdrawn.

Continuances or Granting Extensions

The College may determine that multiple sessions or a continuance (i.e., a pause on the continuation of the hearing until a later date or time) is needed to complete a hearing. If so, it will notify all participants and endeavor to accommodate all participants' schedules and complete the hearing as promptly as practicable.

Participants in the Live Hearing

Live hearings are not public, and the only individuals permitted to participate in the hearing are as follows:

Complainant and Respondent (The Parties)

The parties cannot waive the right to a live hearing unless done so as part of the informal resolution process.

- The College may still proceed with the live hearing in the absence of a party and may reach a determination of responsibility in their absence, including through any evidence gathered that does not constitute a "statement" by that party.
 - For example: a verbal or written statement constituting part or all of the sexual harassment itself is not a "prior statement" that must be excluded if the maker of the statement does not submit to cross-examination about that statement. In other words, a prior statement would not include a document, audio recording, audiovisual reading, and digital media, including but not limited to text messages, emails, and social media postings, that constitute the conduct alleged to have been the act of sexual harassment under the formal complaint.
- The College will not threaten, coerce, intimidate or discriminate against the party in an attempt to secure the party's participation.
- In general, the Hearing Panel cannot rely on any statement by a party or witness who does not submit to cross-examination during the hearing in reaching a determination on responsibility. However, in very limited circumstances, the Hearing Panel may consider statements by Complainants and Respondents that are against the individual's interest even if that individual does not submit to cross-examination. A statement against interest is a statement that could expose the individual to a finding of responsibility and sanctions, or a statement that tends to invalidate an individual's complaint against another. For example, if during an interview with an Investigator, a Respondent makes a statement admitting to the alleged conduct that would violate this policy, or a Complainant makes a statement that information in the Formal Complaint was false, then the Hearing Panel may consider those statements even if the individual does not submit to cross-examination.
- The decision-maker cannot draw an inference about the determination regarding responsibility based solely on a party's absence from the live hearing or refusal to answer cross-examination or other questions.
- The parties shall be subject to the institution's Rules of Decorum for Hearings.

Hearing Panel (The Decision-Makers)

The Hearing Panel will consist of a panel of 3 decision-makers.

- No member of the Hearing Panel will also have served as the Title IX Coordinator, Title IX investigator, or advisor to any party in the case, nor may any member of the hearing body serve on the appeals body in the case.
- No member of the Hearing Panel will have a conflict of interest or bias in favor of or against complainants or respondents generally, or in favor or against the parties to the particular case.
- The Hearing Panel will be trained on topics including how to serve impartially, issues of relevance, including how to apply the rape shield protections provided for complainants, and any technology to be used at the hearing.
- The parties will have an opportunity to raise any objections regarding a decision-maker's actual or perceived conflicts of interest or bias prior to the commencement of the live hearing.

Advisor of Choice

- The parties have the right to select an advisor of their choice, who may be, but does not have to be, an attorney.
- The advisor of choice may accompany the parties to any meeting or hearing they are permitted to attend, but may not speak for the party, except for the purpose of cross-examination.
- The parties are not permitted to conduct cross-examination; it must be conducted by the advisor. As a result, if a party does not select an advisor, the institution will select an advisor.
- The advisor is not prohibited from having a conflict of interest or bias in favor of or against complainants or respondents generally, or in favor or against the parties to the particular case.
- The advisor is not prohibited from being a witness in the matter.
- If a party does not attend the live hearing, the party's advisor may appear and conduct cross-examination on their behalf.
- If neither a party nor their advisor appear at the hearing, the College will provide an advisor to appear on behalf of the non-appearing party.
- Advisors shall be subject to the institution's Rules of Decorum and may be removed upon violation of those Rules.

Witnesses

- Witnesses cannot be compelled to participate in the live hearing and have the right not to participate in the hearing free from retaliation.
- If a witness does not submit to cross-examination, as described below, the decision-maker cannot rely on any statements made by that witness in reaching a determination regarding responsibility, including any statement relayed by the absent witness to a witness or party who testifies at the live hearing.
- Witnesses shall be subject to the institution's Rules of Decorum.

Hearing Procedures

For all live hearings conducted under this Title IX Grievance Process, the procedure will be as follows:

- The Title IX Coordinator, Deputy Title IX Coordinator (or designee) will open and establish rules and expectations for the hearing.
- The Parties will each be given the opportunity to provide opening statements.
- A member of the Hearing Panel will be designated as the Chair.
- Members of the Hearing Panel will ask questions of the Parties and Witnesses
- Parties will be given the opportunity for live cross-examination after the hearing panel conducts its initial round of questioning.
- During the Parties' cross-examination, members of the Hearing Panel will have the authority to pause cross-examination at any time for the purposes of asking their own follow up questions; and any time necessary in order to enforce the established rules of decorum.
- Should a Party or the Party's Advisor choose not to cross-examine a Party or Witness, the Party shall affirmatively waive cross-examination through a written or oral statement to the Hearing Panel. A Party's waiver of cross-examination does not eliminate the ability of the panel to use statement made by the Party.

Determination Regarding Responsibility

Standard of Proof

The College uses the preponderance of evidence standard for investigations and determinations regarding responsibility of formal complaints covered under this policy. This means that the information, testimony and evidence presented in the investigation and hearing determines whether it is more likely than not that a violation of the policy occurred.

General Considerations for Evaluating Testimony and Evidence

While the opportunity for cross-examination is required in all Title IX hearings, determinations regarding responsibility may be based in part, or entirely, on documentary, audiovisual, and digital evidence, as warranted in the reasoned judgment of the Decision-maker.

Hearing panel members shall not draw inferences regarding a party or witness' credibility based on the party or witness' status as a complainant, respondent, or witness, nor shall it base its judgments in stereotypes about how a party or witness would or should act under the circumstances.

Generally, credibility judgments should rest on the demeanor of the party or witness, the plausibility of their testimony, the consistency of their testimony, and its reliability in light of corroborating or conflicting testimony or evidence.

Still, credibility judgments should not rest on whether a party or witness' testimony is non-linear or incomplete, or if the party or witness is displaying stress or anxiety.

Hearing panel members will afford the highest weight relative to other testimony to first-hand testimony by parties and witnesses regarding their own memory of specific facts that occurred. Both inculpatory and exculpatory (i.e., tending to prove and disprove the allegations) evidence will be weighed in equal fashion.

Except where specifically barred by the Title IX Final Rule, a witness' testimony

regarding third-party knowledge of the facts at issue will be allowed but will generally be accorded lower weight than testimony regarding direct knowledge of specific facts that occurred.

The Final Rule requires that the College allow parties to call “expert witnesses” for direct and cross examination. It does not provide for the use of expert witnesses in other proceedings.

While the expert witness will be allowed to testify and be cross examined as required by the Final Rule, the hearing panel will be instructed to afford lower weight to non-factual testimony of the expert relative to fact witnesses, and any expert testimony that is not directed to the specific facts that occurred in the case will be afforded lower weight relative to fact witnesses, regardless of whether the expert witness testimony is the subject of cross examination and regardless of whether all parties present experts as witnesses.

The Final Rule requires that the College allow parties to call character witnesses to testify. While the character witnesses will be allowed to testify and be crossed as required by the Final Rule, the hearing panel will be instructed to afford very low weight to any non-factual character testimony of any witness.

The Final Rule requires that the College admit and allow testimony regarding polygraph tests (“lie detector tests”) and other procedures that are outside of standard use in academic and non-academic conduct processes. While the processes and testimony about them will be allowed to testify and be crossed as required by the Final Rule, the hearing panel will be instructed to afford lower weight to such processes relative to the testimony of fact witnesses.

Where a party or witness’ conduct or statements demonstrate that the party or witness is engaging in retaliatory conduct, including but not limited to witness tampering and intimidation, the hearing panel may draw an adverse inference as to that party or witness’ credibility.

Components of the Written Determination Regarding Responsibility

The written Determination Regarding Responsibility will be issued simultaneously to all parties through their institution email account, or other reasonable means as necessary.

The Determination will include:

1. Identification of the allegations potentially constituting covered sexual harassment;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
3. Findings of fact supporting the determination.
4. For each allegation:
 - a. A statement of, and rationale for, a determination regarding responsibility,
 - b. A statement of, and rationale for, any disciplinary sanctions the recipient imposes on the respondent; and
 - c. A statement of, and rationale for, whether remedies designed to restore or preserve equal access to the recipient’s education program or activity will be provided by the recipient to the complainant; and
5. The recipient’s procedures and the permitted reasons for the complainant and respondent to appeal (described below in “Appeal”).

Timeline of Determination Regarding Responsibility

If there are no extenuating circumstances, the determination regarding responsibility will be issued by the Hearing Panel Chair within ten (10) business days of the completion of the hearing.

Sanctions

When the hearing panel determines that a respondent is responsible for violating College Title IX Sexual Harassment policies, a wide range of sanctions may be imposed depending on the severity of the incident(s).

Student Respondent Sanctions

The potential sanctions that may be imposed on students include, but are not limited to:

- Censure – reprimand for the violation of a specified regulation(s), including the possibility of more severe disciplinary sanction in the event of additional violation of any regulation within the period of time stated in the letter reprimand.
- Disciplinary Probation – exclusion from participation in extra-curricular college activities and/or exclusion from various locations of the campus for a specific period of time.
- Restitution – reimbursement by the student for damage to or misappropriation of property, if offered by the college and accepted by the student.
- Compensatory Service – assignment to perform specific duties for the college for a specified period of time, if offered by the college and accepted by the student.
- Suspension – exclusion from physical presence on the campus or at college-authorized activities up to a maximum of one calendar year. The conditions for readmission will be stated in the order or suspension.
- Dismissal – termination of student status and right of physical presence on any college location or at college-authorized activities for a period of time exceeding one calendar year. The conditions for readmission, if any are permitted, will be stated in the order of dismissal.

Employee Respondent Sanctions

The potential sanctions that may be imposed on employees include, but are not limited to:

- Written warning,
- Suspension; and
- Termination of employment.

Sanctions will not be effective until the resolution of any timely appeal of the decision.

Finality

The determination regarding responsibility becomes final either on the date that the institution provides the parties with the written determination of the result of the appeal, if an appeal is filed consistent with the procedures and timeline outlined in “Appeals” below, or if an appeal is not filed, the date on which the opportunity to appeal expires.

Appeals

Each party may appeal (1) the dismissal of a formal complaint or any included allegations and/or (2) a determination regarding responsibility. To appeal, a party must

submit their written appeal within five (5) business days of being notified of the decision, indicating the grounds for the appeal.

The limited grounds for appeal available are as follows:

- Procedural irregularity that affected the outcome of the matter (i.e., a failure to follow the institution's own procedures).
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter.
- The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general, that affected the outcome of the matter.

The submission of appeal stays any sanctions for the pendency of an appeal. Supportive measures and remote learning opportunities remain available during the pendency of the appeal.

If a party appeals, the institution will as soon as practicable notify the other party in writing of the appeal, however, the time for appeal shall be offered equitably to all parties and shall not be extended for any party solely because the other party filed an appeal.

Appeals will be decided by the Vice Chancellor of Student Affairs (or their designee) when the respondent is a student. In cases where the respondent is an employee of the College, the chief human resource officer (or their designee) will decide the appeal. Anyone serving in this capacity will be free of conflict of interest and bias, and will not serve as investigator, Title IX Coordinator, or hearing panel member in the same matter.

The outcome of an appeal will be provided in writing simultaneously to both parties and include rationale for the decision.

Retaliation

The College will keep the identity of any individual who has made a report or complaint of sex discrimination confidential, including the identity of any individual who has made a report or filed a Formal Complaint of sexual harassment under this Title IX Grievance Policy, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of Title IX regulations, including the conduct of any investigation, hearing, or judicial proceeding under this Title IX Sexual Harassment Grievance Policy.

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX of the Education Amendments of 1972 or its implementing regulations.

No person may intimidate, threaten, coerce, or discriminate against any individual because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding or hearing under this Title IX Grievance Policy.

Any intimidation, threats, coercion, or discrimination, for the purpose of interfering with

any right or privilege secured by Title IX or its implementing regulations constitutes retaliation. This includes any charges filed against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but that arise from the same facts or circumstances as a report or complaint of sex discrimination or a report or Formal Complaint of sexual harassment.

Complaints alleging retaliation by employees may be filed according to the appropriate grievance/employee accountability process. Complaints alleging retaliation by students will be addressed through the Student Code of Conduct.

Risk Reduction Information

No victim is ever to blame for being assaulted or abused. Unfortunately, a person who is the victim of sexual or dating violence is more likely to be re-victimized. Below are some tips to help reduce your risk and how to avoid potential attacks.

If you are being abused or suspect that someone you know is being abused, speak up or intervene. Additionally:

1. Get help by contacting a campus counselor for support services.
2. Learn how to look for red flags in relationships so you can learn to avoid some of those characteristics in future partners.
3. Consider getting a protective order or stay away order.
4. Learn more about what behaviors constitute dating and domestic violence; understand it is not your fault and talk with friends and family members about ways you can be supported.
5. Trust your instincts; including, if something doesn't feel right in a relationship, speak up or end it.

RAINN (Rape, Abuse and Incest National Network) offers a variety of tips on their website for reducing the risk of sexual assault. Further information can be located at rainn.org or by calling 800-656-HOPE (4673).

Domestic Violence and Sexual Assault Awareness and Prevention Programs

Domestic Violence Awareness Month, October 2024

Domestic Violence Awareness Month (DVAM) was launched nationwide in October 1987 to connect and unite individuals and organizations working on domestic violence issues while raising awareness for domestic violence and honor survivors. STLCC annually participates in this national effort by hosting events to provide education and support to our communities and to those who have been impacted by domestic violence.

The college sponsored three events for Domestic Violence Awareness Month in October 2024 at each campus location. These events, along with information on supportive resources were promoted via digital bulletin boards, social media, e-mails to students, and information in the monthly student newsletter.

1. Students created an interactive campus display to promote awareness of supportive campus and community resources that included positive messages for survivors. Students who participated received a free purple t-shirt with affirming social norms messages.
 - Forest Park: Wednesday 10/9, 11 am-1pm, SARC office SC256
 - Florissant Valley: Wednesday 10/9, 11 am-1pm, Student Center Hallway

- Meramec: Tuesday 10/8, 11am -1pm, Student Center Portico
 - Wildwood: Wednesday 10/9, 11am -12:30pm, Atrium Lobby
2. The Counseling Department hosted open houses to provide participants an opportunity to talk to others about their experiences in a safe and supportive space.
 - Forest Park: 10/10 from 11 a.m. to 1:00 p.m. and 10/14 from 12 -1 p.m.
 - Florissant Valley: 10/10, 10 a.m. – 11 a.m. and 1 p.m. – 2 p.m.
 - Meramec: 10/9, 10, 15, 16, and 17, 1 p.m. - 2 p.m.
 - Wildwood: 10/9, 2 to 3 p.m. and 10/15, 10 a.m. to Noon
 3. Purple Thursday: Members of the STLCC community were encouraged to wear purple to honor and show support for survivors of intimate partner violence. SARC/Counseling Department also hosted an information table with supportive campus and community resources.
 - Forest Park: Thursday 10/17, 11am-1pm, SARC Office SC256
 - Florissant Valley: Thursday, 10/17 - 1pm, Student Center Hallway
 - Meramec: Thursday 10/17, 10am – 12pm, Student Center Portico
 - Wildwood: Thursday 10/17, 11-1pm, Atrium Lobby

Sexual Assault Awareness Month, April 2024

April is recognized as Sexual Assault Awareness Month and STLCC participates in raising awareness and educating our community. STLCC recognizes that people of any age, gender, race, religion, sexual orientation, or economic status can experience sexual violence and we support ALL survivors. STLCC is committed to providing education and support to our communities and to those who have been impacted by sexual violence.

The STLCC Prevention Coalition, in collaboration with the SARC offices, Counseling Department, and Safe Connections hosted tabling events at Forest Park, Meramec, Florissant Valley and Wildwood campuses on April 2, 2024, from 11 am- 1 pm. The purpose of these events was to raise awareness and educate our community about how to respond to sexual assault. This year, STLCC promoted the "Start by Believing" campaign, which focuses on educating about consent, how to respond to survivors of sexual assault, and local resources available. Students who participated in engaging, interactive educational activities received a free t-shirt with affirming social norms messages.

Throughout the entire month of April, the college promoted awareness of the "Start by Believing" campaign and other supportive campus and community resources through communications in the employee and student newsletters, social media, and a passive "yard sign" campaign in high-traffic common areas across campuses.

The College also provides information and community resources for individuals impacted by domestic and interpersonal violence at: <https://stlcc.edu/college-policy-procedures/title-ix/resources.aspx>. Students who would like assistance in navigating these resources or would like to learn more about Domestic Violence and Sexual Assault Awareness Month events were encouraged to contact their nearest Student Advocacy & Resource Center.

For more information about protections available to students impacted by sexual or gender-based violence at STLCC, contact Shannon Nicholson, Director for Community Standards/Title IX Coordinator.

Online Educational Training for Employees and Students

Online Training for Students

- *Sexual Violence Prevention for Community College Students*

STLCC provided a virtual module, created in partnership with Vector Solutions and housed in the student Canvas learning management system. The training module is promoted to all enrolled students. Health Science programs require students in their programs to complete the training module annually.

Online Training for Employees

- *Employee education moved to the Safe Colleges platform. Employees are required to complete the following trainings annually:*
 - *Title IX and Sexual Misconduct*
 - *Campus SaVE Act for Employees*

Student government and student organization leaders are encouraged to participate in online and campus educational programs.

Preservation of Evidence

Although STLCC strongly advocates that a victim of sexual assault, domestic violence, dating violence or stalking report the incidents to STLCCPD in a timely manner, it is the victim's choice to make such a report and the victim has a right to decline involvement with the police. As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings or obtaining orders of protection related to the incidents more difficult. If a victim chooses not to make a complaint regarding incidents, he or she nevertheless should consider speaking with STLCCPD or another law enforcement agency to preserve evidence in the event that the victim changes his or her mind at a later date.

Preserving Evidence for Sexual Assaults

Physical evidence is crucial in helping to prosecute assailants in cases of rape or sexual assault. Physical evidence must be collected in a timely manner by a certified medical facility. Prior to a medical examination, victims of rape or assault should not bathe, change clothes, douche, use the toilet (if possible), smoke or clean the bed linen area where they were assaulted (if the offense occurred within the past 96 hours) so that physical evidence may be preserved. If victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.

Preserving Evidence for Victims of Stalking

Victims of stalking should save evidence such as any letters, notes, e-mails, phone calls, videos, photos, texts, social media postings (i.e., Facebook, Twitter, computer screenshots, voicemails or any other form of evidence that would be helpful).

Orders of Protection

St. Louis Community College is committed to providing information and support to students seeking an Order of Protection. The purpose of an Ex Parte Order of Protection and a Full

Order of Protection is to restrain a respondent from committing or threatening domestic violence, stalking, communicating or disturbing a complainant's peace and entering a complainant's place of residence. An Ex Parte Order of Protection is a temporary order in place until a hearing is conducted by a judge. After reading the petition the judge will either grant or deny an Ex Parte Order of Protection. This initial decision is made solely on the determination of an immediate and present danger to the complainant based on what is written in the petition.

Court hearings are typically held within 15 days of filing an Ex Parte Order of Protection as noted in Missouri Law. A complainant must be prepared to present documentation, photos or other forms of evidence with the paperwork when filing a petition for an Ex Parte Order. At a court hearing a judge may issue a Full Order of Protection. The length of an Order of Protection is within the discretion of the judge, in accordance with Missouri state law. Orders may auto-renew or require reapplication. Advocates at the College and in the community are available to assist petitioners with questions.

All commissioned STLCCPD officers possess the same powers on campus as City or County police officers within their particular jurisdiction. STLCCPD shall enforce any violation of an Ex Parte Order of Protection or Full Order of Protection by the Respondent in the same manner as any police officer in any jurisdiction. A violation of either type of order in Missouri is considered a Class A Misdemeanor (1-year imprisonment and/or \$1000 fine) for the first offense and any subsequent offense is treated as a Class D Felony (up to 4- years imprisonment and/or \$5000 fine) per section 455.085 RSMo.

Any person who obtains an Order of Protection from Missouri or any other state should provide a copy to STLCCPD and/or the Title IX Coordinator. Depending on conditions specified in a particular order, the STLCC may make arrangements with both parties that permit access to classrooms, library, the cafeteria and/or any other public places. These arrangements shall be made to ensure normal access to public areas that do not violate the terms and conditions of the Order of Protection under normal day-to-day activities.

How to file for an Order of Protection

A Petition for an Order of Protection can be filed at the Circuit Court Clerk's Office of St. Louis City, St. Louis County, Franklin County or Jefferson County:

- *St. Louis City, City Hall, St. Louis, MO 63103, 314- 622-4000*
- *St. Louis County, 168 N. Meramec Ave., Clayton, MO 63105, 314-615-8024*
- *Franklin County, 401 E. Main St. Union, MO 63084, 636-583-1550*
- *Jefferson County, 729 Maple St., Hillsboro, MO 64050, 636-797-5071*

The *Missouri Adult Abuse Act* requires that court clerks explain how to file all the necessary forms and documents. In addition, most counties have victim advocates to assist in the process for filing for an Order of Protection and they may even go with you to court. When the court is unavailable after business hours or on holidays or weekends, a verified petition for protection from domestic violence or a motion for hearing on a violation of any Order of Protection may be filed with the Sheriff's Office of St. Louis City, St. Louis County, Franklin County or Jefferson County.

- *St. Louis City Sheriff, 1114 Market St., St. Louis, MO 63101, 314-622-4131*
- *St. Louis County Police, 320 Benton St., #A, Valley Park, MO 63808, 636-225-5252*
- *Franklin County Sheriff, 1 Bruns Ln., Union, MO 63084, 636-583-2560*
- *Jefferson County Sheriff, 510 1st St., Hillsboro, MO 63050, 636-797-5000*

No Trespass Orders

If there is enough reason to believe (through investigation) that an individual is likely to cause harm to any member on campus, the STLCC senior student affairs officer on a campus can issue a No Trespass Order. Any individual found to be on campus after a No Trespass Order has been issued against them will be immediately arrested by STLCCPD. No Trespass Orders can be issued against any member of the STLCC community (students, faculty or staff) or the public. No Trespass Orders can be issued by STLCCPD for a 5-day period and can be extended to a year or longer upon approval by an STLCC administrator. A violation of a No Trespass Order is a Class B Misdemeanor that could result in up to six months in jail and/or \$500 fine per §569.140 RSMo.

Retaliation Prohibited

Board policy prohibits retaliation against any member of the STLCC community, acting in good faith, who has made a complaint of threatening or potentially violent behavior. Any violation of this policy will also result in disciplinary action, up to and including suspension or expulsion.

Resources Promoted to Students and Employees

The College provides information and community resources for individuals impacted by domestic and interpersonal violence at: <https://stlcc.edu/college-policy-procedures/title-ix/resources.aspx>.

Community Resources

Bridgeway Behavioral Health

The Sexual Assault Center helps victims become survivors. Bridgeway offers the only Sexual Assault Emergency Room Response Teams (SART) in St. Charles, Lincoln and Warren counties.

1601 Old S. River Road
St. Charles, MO 63303
877-946-6854 (24-hour crisis line)
636-224-1202 (office)
877-462-1758 (Lincoln County)

Safe Connections

Counseling and 24-hour Crisis Helpline provide resources and information to women and teens.

2165 Hampton Avenue
St. Louis, MO 63139
314-531-2003 (24-hour crisis line)
314-646-7500 (office)

YWCA Crisis & Housing Services

Provides support and advocacy to victims of sexual assault and abuse within the St. Louis metro area.

1155 Olivette Executive Parkway
Olivette, MO 63132
314-531-RAPE (7273) (24-hour crisis line)
314-726-6665 (office)

The Anti-Violence Advocacy Project (AVAP of ALIVE)

The mission of AVAP is to provide education and advocacy that addresses intimate and sociopolitical violence and oppression based on sexual orientation and/or gender identity. 314-993-2777 (24-hour crisis line)

Legal Services of Eastern Missouri

Provides high-quality legal assistance and equal access to justice to low-income people.
4232 Forest Park Avenue
St. Louis, MO 63108
314-534-4200
1-800-444-0514

Community Resources

After an incident of sexual violence, one should consider seeking medical attention as soon as possible. The following area hospitals provide physical evidence recovery kit collection and access to trained forensic nurse examiners and sexual assault nurses:

Barnes-Jewish St. Peters Hospital

1 Barnes Jewish Hospital Plaza
St. Louis, MO 63110
Phone: 314-747-3000

Missouri Baptist Medical Center

3015 N Ballas Road
St. Louis, MO 63131
Phone: 314-996-5000

St. Anthony's Medical Center

10010 Kennerly Road
St. Louis, MO 63128
Phone: 314-525-1000

St. Luke's Hospital

232 S Woods Mill Road
Chesterfield, MO 63017
314-434-1500

SSM Health St. Louis University Hospital

1201 S Grand Blvd.
St. Louis MO, 63104
314-257-8000

State Resources

Missouri Coalition Against Domestic & Sexual Violence (<https://www.mocadsv.org/>)

STLCC is a member of the Missouri Coalition Against Domestic and Sexual Violence. MoCADSV unites Missourians with a shared value that rape and abuse must end and advances this through education, alliance, research and public policy.

United Way (<https://www.unitedway.org/>)

United Way resource directory for Missouri.

National Resources

RAINN: Rape, Abuse, Incest National Network

RAINN is the nation's largest anti-sexual violence organization. RAINN also carries out programs to prevent sexual violence, help victims and ensure that rapists are brought to justice.

1-800-656-HOPE (4673) National Sexual Assault Hotline

Not Alone

Information for students, schools and anyone interested in finding resources on how to respond to and prevent sexual assault.

DoD Safe Helpline

Sexual assault support for military service members.

1-887-995-5247(24-hour crisis line)

Love Is Respect

The mission of loveisrespect.org is to engage, educate and empower young people to prevent and end abusive relationships.

Chat at loveisrespect.org

Text 'loveis' to 22522

Call 1-866-331-9474

Men Can Stop Rape

Mobilizing men to use their strength for creating cultures free from violence, especially men's violence against women.

Step Up Program

Resources for bystander intervention.

LGBTQ+ Resources

Families Like Ours

Connecting LGBT Families in the STL region

familieslikeoursstl@gmail.com

Metro Trans* Umbrella Group

Connecting the trans*-spectrum community

Williams and Associates

Health Center for youth, free STI/HIV testing, sexual health and educational outreach addressing minority health disparities.

Youth In Need

Emergency shelter, street outreach, transitional living programs

Born This Way Foundation

Empowering LGBTQ+ youth

Lambda Legal Defense and Education Fund

Civil rights of LGBTQ+ citizens and people with HIV/AIDS

The Trevor Project

LGBTQ+ youth suicide prevention

(Hotline: 1-886-4-U-TREVOR)

Faculty & Staff Specific Counseling Services

The College provides an Employee Assistance Program (EAP) as a benefit to each employee. STLCC's benefit plans, including STLCC hospitalization and salary continuation (to the extent vacation and sick leave annual balances are available) may be used in cases involving dating violence and/or sexual assault counseling, just as for any other disease or disability. Please contact Human Resources at 314-539-2220 or visit the Human Resources website to obtain more information on counseling services.

Reporting Notes

The STLCC has no on or off-campus student housing.