

Pasadena City College Annual Campus Safety Report 2023



A Guide to Safety and Security





Pasadena City College Police and Safety Services

Welcome to Pasadena City College (PCC). Pasadena City College strives to provide a safe and secure learning environment where students, staff, and faculty may excel and enrich each other's lives. We understand this cannot be achieved without the active partnerships of everyone on campus. The information provided in this Annual Clery Report is aimed to identify and assist you in understanding the policies, safety and security programs, and resources the College offers to our campus community and partners.

As required by the Clery Act, this report contains crime statistics for the last three calendar years. These statistics are provided to enhance your learning, living, working, and visiting experience at Pasadena City College.

On behalf of the Police and Safety Department, I thank you for your continued partnerships, keeping Pasadena City College one of the safest, most diverse, and inclusive colleges in California. The PCC Police Department is a 24-hour, 7-day-a-week, 365-day operation. Campus Police employs sworn law enforcement officers and emergency dispatch personnel. We also employ a cadre of College Service Officers, otherwise known as Police Cadets. Cadets are utilized to support the Police Department to ensure we meet the needs of our campus community.

We, as a department, wholeheartedly agree and understand the meaning of campus-community partnerships and build on those partnerships to ensure the safety of all who visit our District properties. We believe through these partnerships we will remain attuned to the needs of our diverse and inclusive community and remain empathetic to their needs.

Thank you all again for your partnerships, continued support, and open communication to ensure we all do our best to provide a safe, learning, and proactive environment.

Sincerely, Steven Matchan

**Chief of Police & Safety Services
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1. **Table of Contents**

Table of Contents

1. Table of Contents	3
CAMPUS SAFETY AND THE CLERY ACT	6
<i>Clery Act Summary</i> :.....	6
PREPARING THE ANNUAL SECURITY REPORT	7
PROCEDURES FOR REPORTING CRIMES OR OTHER EMERGENCIES	8
COLLEGE POLICE AND SAFETY	8
DAILY CRIME LOG	9
PROCEDURES FOR REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES	10
2. CSA PHONE NUMBERS AND LOCATIONS	10
VOLUNTARY, CONFIDENTIAL REPORTING	11
EMPLOYEE REPORTING RESPONSIBILITIES	11
<i>REPORTS INVOLVING MINORS OR SUSPECTED CHILD ABUSE</i>	11
PROCEDURES FOR REPORTING SEX-BASED HARASSMENT AND MISCONDUCT	12
PROCEDURES FOR REPORTING STUDENTS IN DISTRESS: CRISIS PREVENTION AND RESPONSE TEAM (CPART)	13
EMERGENCY NOTIFICATION TO THE COLLEGE COMMUNITY	15
SURVEILLANCE CAMERAS	19
CAMPUS ESCORT SERVICES	20
ACTIVE SHOOTER	21
SHELTER-IN-PLACE	22
VERBAL THREATS	23
ANNUAL DISCLOSURE OF CRIME STATISTICS	25
DEFINITIONS OF REPORTABLE CLERY CRIMES	25
<i>VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES</i>	27
ALCOHOL AND OTHER DRUGS POLICY	34
PROGRAMS TO PREVENT GENDER-BASED VIOLENCE AND SEXUAL HARASSMENT	35
PROGRAMS FOR EMPLOYEES AND STUDENTS	37
<i>BYSTANDER INTERVENTION</i>	40
TIPS TO PROMOTE HEALTHY RELATIONSHIPS, & ESTABLISH CONSENT	42
SECURITY TIPS	45
PROCEDURES TO FOLLOW IF A CRIME OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, OR STALKING HAS OCCURRED	46
<i>BEST PRACTICES FOR EVIDENCE PRESERVATION</i>	46
Rights and Options For Filing A Report	50
<i>File a Title IX Complaint with the Title IX Office</i>	51
<i>File a Criminal Complaint with Campus Police or Law Enforcement</i>	52

<i>Other Reporting Considerations</i>	52
ENFORCEMENT OF PROTECTIVE ORDERS	53
PRIVACY AND CONFIDENTIALITY: UNDERSTANDING THE DIFFERENCES	55
REQUESTS FOR CONFIDENTIALITY	56
DISCIPLINARY PROCEDURES FOR SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING	57
<i>What happens after a report is made?</i>	57
SUPPORTIVE MEASURES	58
Board Policy: 3430 Prohibition of Harassment	59
Administrative Procedures: 3430 Prohibition of Harassment	60
1. <i>Definition of General Unlawful Harassment</i>	61
2. <i>Definition of Sexual Harassment</i>	62
3. <i>Academic Freedom and Harassment Issues in the Learning Environment</i>	65
4. <i>Reporting Complaints of Harassment</i>	65
5. <i>Seriousness of Unlawful Harassment Allegations</i>	66
6. <i>Title IX Requirements</i>	66
7. <i>Consensual Relationships</i>	67
8. <i>Failure to Comply with this Policy</i>	69
9. <i>Supervisory Training</i>	69
10. <i>Education</i>	69
10. <i>Dissemination of Policy and Procedures</i>	70
3. 12. <i>Summary</i>	70
Board Policy 3540 Sexual and Other Assaults on Campus	70
Administrative Procedures 3540 Sexual and Other Assaults on Campus	71
1. <i>Assaults or Physical Abuse</i>	71
2. <i>Definitions</i>	71
3. <i>Information and Assistance</i>	71
4. <i>District Investigation</i>	73
5. <i>Annual Security Report</i>	74
6. <i>Education and Prevention Information</i>	75
Board Policy 5500 Standards of Student Conduct	75
Administrative Procedures 5500 Standards of Student Conduct	79
1. <i>Student Conduct Code</i>	79
2. <i>Types of Conduct Subject to Discipline</i>	79
<i>Misconduct Penalties</i>	81
Administrative Procedures 5520 Student Disciplinary Procedures	83
DEFINITIONS	83
JURISDICTION OF THE COLLEGE	84
FILING A COMPLAINT	84
OVERVIEW OF THE STUDENT CONDUCT PROCESS	84
DETERMINATION OF SANCTIONS	86
POSSIBLE SANCTIONS	86
A. <i>Sanctions for Academic Dishonesty</i>	87

B. Other Sanctions	87
HEARING PROCEDURES.....	89
3. <i>Request for Hearing.....</i>	89
4. <i>Schedule of Hearing.....</i>	89
5. <i>Hearing Panel.....</i>	90
6. <i>Hearing Panel Chair</i>	90
CONDUCT OF THE HEARING	90
7. <i>Special Provisions for Sexual Misconduct Violations.....</i>	92
Notice of Decision	94
APPEALS TO THE VICE PRESIDENT OF STUDENT SERVICES	94
PROCEDURES FOR EXPULSION	95
GENERAL PROVISIONS	96
CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS / SERVICES	97
ACCESS TO CAMPUS FACILITIES.....	98
8. <i>STAFF AND FACILITY KEYS.....</i>	100
SECURITY CONSIDERATIONS AND MAINTENANCE.....	100
9. <i>COLLEGE PROPERTY.....</i>	100
PASADENA CITY COLLEGE MAP	101
COMMUNITY EDUCATION CENTER MAP	102
ROSEMEAD CAMPUS MAP	103
PCC NORTHWEST MAP.....	104
CALIFORNIA DEFINITIONS: PENAL CODE AND EDUCATION CODE.....	105
10. <i>“Affirmative Consent”.....</i>	108
<u>CALIFORNIA DEFINITIONS: PENAL CODE AND EDUCATION CODE.....</u>	105

CAMPUS SAFETY AND THE CLERY ACT

This report is published in compliance with the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act”, which requires U.S. Colleges and Universities that participate in federal student financial aid programs to disclose information about crime on and around their campuses.

Who is Jeanne Clery?

Jeanne Ann Clery was a 19-year-old Lehigh University freshman who was raped and murdered in her dorm room on April 5, 1986. Her parents later found out about 38 violent crimes on the Lehigh campus in the three years before her murder. They joined other victims of campus crime and persuaded Congress to enact this law, which was originally known as the “Crime Awareness and Campus Security Act of 1990”.

Clery Act Summary:

Schools must publish an annual report disclosing campus security policies and three years of specified crime and arrest statistics.

- Schools must make this report available to students, faculty/staff, and applicants for employment.
- Schools must make timely warnings to the campus community about crimes that pose an ongoing threat to students and employees.
- Each institution with a police or security department must have a public crime log.
- The U.S. Department of Education centrally collects and disseminates the reported statistics <https://ope.ed.gov/campussafety/>.
- Campus sexual assault victims are assured of certain basic rights.
- Schools that fail to comply can be penalized by the U.S. Department of Education.

For further information regarding The Clery Act, please visit <http://www.clerycenter.org>

Violence Against Women Reauthorization Act of 2013

On March 7, 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013 (VAWA) (Pub. Law 113-4), which, among other provisions, amended section 485(f) of the Higher Education Act of 1965, as amended (HEA), otherwise known as the Jeanne Clery Disclosure of Campus Safety Policy and Campus Crime Statistics Act (Clery Act). The Clery Act requires institutions of higher education to comply with certain campus safety and security-related requirements as conditions of participating in the Federal student financial aid programs authorized by Title IV of the HEA. Notably, VAWA amended the Clery Act to require institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security reports (ASRs). The statute requires institutions to include this new information in the ASR beginning with the ASR that must be provided to students, employees, and prospective students and employees by October 1, 2014.

PREPARING THE ANNUAL SECURITY REPORT

The Campus Police Department Clery Act Compliance Coordinator confers with campus officials to compile and report crimes, arrests, and student disciplinary information contained in this report. District employees, who hold significant responsibilities for students and campus activities, also provide reportable crime incident information for this report. Relevant crime data from the Pasadena Police Department and Los Angeles County Sheriff's Department - Temple Station, Record Management Systems are also included. All information obtained is then reviewed by the Clery Act Coordinator. Parties providing the information necessary for the Clery Report are contacted when necessary for clarification. A draft of the Clery Report is then sent to the Clery Center and the Chief of Police & Safety Services for review. Revisions to the report are made based on feedback provided, and the final report is submitted.

All policy statements in this Annual Security Report apply to the Main Campus as well as the following Satellite Campus properties;

- **Foothill Campus 3035 E. Foothill Blvd, Pasadena, CA 91107**
- **Rosemead Campus 4105 N. Rosemead Blvd., Rosemead, CA 91770**
- **PCC Northwest (John Muir Campus) 1905 Lincoln Ave., Pasadena, CA 91103**

Each year, campus police notifies enrolled students, Faculty, and staff via email of the availability of the Pasadena City College Annual Security Report, otherwise known as The Clery Report, located on the PCC website. Copies of the report may also be obtained at the Police & Safety Department located in building B-210. Prospective employees may obtain a copy of this report from the Office of Human Resources located in building C-204. The web address to view this report is also attached to all prospective employee applications for employment.

A current copy of the Pasadena City College Annual Security Report is available for viewing at <https://pasadena.edu/police-and-college-safety/docs/CleryCrimeReport.pdf>

PROCEDURES FOR REPORTING CRIMES OR OTHER EMERGENCIES

Security at Pasadena City College is a collaborative effort. Students, faculty, staff, and visitors are partners in creating an atmosphere that is safe and conducive to learning. The College strongly encourages accurate and prompt reporting of all crimes or other emergencies on campus to Campus Police as well as the appropriate police agency in the jurisdiction when the victim of a crime elects to, or is unable to make such a report. A Campus Police Officer will respond to the caller's location to obtain additional information and begin an investigation if warranted.

Pasadena City College maintains a Police and Safety Department with personnel available 24 Hours a day/seven days a week. The Campus Police Department is located on the main campus in building B, Room 210. Campus Police may be reached in any of the following ways: by calling 9-1-1 from an inner campus phone, by calling police dispatch at (626) 585-7484, or by pressing the red button on any of the 141 blue emergency phones strategically located throughout the main campus, Community Education Center, and the Child Development Center, or in person to the Police & Safety Department located in the B building, Room 210 on the Main Campus, in person at the Community Education Center Administration Office Room 100, at the Rosemead Campus in the Administration Office just inside the main entrance, in person at the PCC Northwest Campus (John Muir Campus) in the D building, Room 413.

Anonymous tips regarding crimes that are not in progress PCC Lancer Anonymous Tip Reporting (L.A.T.R.) webpage at <https://pasadena.edu/police-and-college-safety/latr.php>

COLLEGE POLICE AND SAFETY

It is the policy of the Pasadena Area Community College District Board of Trustees to protect the members of the total college community and the property of Pasadena City College. Under the general direction of the Assistant Superintendent, Vice President of Business and College Services, Police and Safety Services shall ensure reasonable protection is provided to all PCC controlled properties by using methods that fit within and contribute to the learning philosophy and process of the institution.

Pasadena Community College employs sworn Peace Officers who are vested with full arrest authority in the State of California pursuant to California Penal Code, Section 830.32(a) and Education Code Section 72330. Each officer has graduated from a Police Officer Standards and Training (POST) approved academy and adheres to the same state-mandated training as all municipal and State Peace Officers. Under California law, the officers' jurisdiction extends to any place in the State of California for the purposes of performing their primary duty or when making an arrest pursuant to California Penal Code Section 836. However, officers concentrate their efforts on the District's four campuses and the public areas that are adjacent and near them.

Pasadena City College Campus Police Officers are responsible for responding to and investigating all criminal incidents occurring on all PCC controlled properties, which include The Main Campus, The Community Education Center, The Child Development Center, The Rosemead Campus, and PCC Northwest, D Building at the John Muir Campus.

Pasadena City College Police Department maintains a close working relationship with the Pasadena Police Department, as well as the Los Angeles Sheriff's Department Temple City Station. Both Police agencies provide assistance when requested. Campus police also occasionally work with other State and Federal Law enforcement agencies, including the Federal Bureau of Investigation, the California Highway Patrol, and the Secret Service. The College has partnered with the Pasadena Police Department through a formal Memorandum of Understanding (MOU) to assist the College with incidents requiring highly specialized resources and investigations. This memorandum outlines the circumstances in which the PCC Police Department may call upon the Pasadena Police Department for assistance and the protocol for these multi-agency investigations.

The PCC Police Department also employs a cadre of College Service Officers, also known as Cadets. Cadets are utilized to support officers with parking enforcement, student/staff escort services, unlocking/locking of doors, first aid response, and serve as the "eyes and ears" for the campus community, reporting any potential criminal activity to PCC officers.

DAILY CRIME LOG

The PCC Police & Safety Department maintains a daily crime log. The crime log is written in a form that can be easily understood, recording all crimes reported to the Police Department, including:

- The nature, date, and time the crime occurred**
- The general location of each crime, and description of any property**
- The disposition of the complaint, if known**

All entries on the log, except where disclosure of such information is prohibited by law, or such disclosure would jeopardize the confidentiality of the victim or compromise the investigation, are open to public inspection within two business days of the initial report being made to PCC Police Department.

California law (Section 11160 of the California Penal Code) requires prompt mandatory reporting to the local law enforcement agency by health care practitioners (such as those at Student Health Services) when they provide medical services to a person they know or reasonably suspect is suffering from wounds inflicted by a firearm or as a result of assaultive or abusive conduct. The PCC Personal Counseling and Services Department staff inform their clients of the procedures to report crimes to the PCC Police Department on a voluntary or confidential basis, should they feel it is in the best interest of the client.

PROCEDURES FOR REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES

Pasadena City College urges community members to promptly report all crimes and other emergencies directly to Campus Police in an accurate and timely manner. Victims and witnesses are encouraged to report all crimes. Some individuals may prefer to report crimes to College employees or offices other than Campus Police. The Clery Act recognizes certain college officials and offices as "Campus Security Authority" (CSA). The Act defines a CSA as being an "official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings." An official is defined as "any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution." An official's job function and not their title determine if are a CSA.

CSAs include but are not limited to the following individuals:

- **A member of campus police;**
- **An individual who has responsibility for campus security but does not constitute a police or security department (for example, monitoring the entrance to a building);**
- **An individual or organization specified in the institution's security policy as an individual or organization to which students and employees should report criminal offenses;**
- **Officials with significant responsibility for student and campus activities.**

Pasadena City College requires that any PCC CSA who becomes aware of a crime at Pasadena City College or a crime involving a member of the College community, must immediately report the incident to Campus Police, or the Title IX Coordinator in cases of sexual assault.

2. CSA PHONE NUMBERS AND LOCATIONS

Performing and Communications Arts.....	(626) 585-7126, CA119
Natural Sciences.....	(626) 585-7140, SV6
Social Sciences	(626) 585-7248, C321
Health Sciences (Main Campus).....	(626) 585-3378, W204
Visual Arts and Media Studies	(626) 585-7238, CA102
Mathematics.....	(626) 585-7331, R322
Library	(626) 585-7221, LL BLDG.
Community Education Center	(626) 585-3000, CEC
Business and Computer	(626) 585-7341, C121
Technology English.....	(626) 585-7371, C245
Languages	(626) 585-3187, C247
Engineering and Technology	(626) 585-7267, C121
Kinesiology, Health and Athletics.....	(626) 585-7225, GM201
Child Development Center	(626) 585-3180, CDC
Extended Learning Center	(626) 585-7608, D108
Health Services.....	(626) 585-7244, D105
Personal Counseling Services	(626) 585-7273, D203
Student Affairs	(626) 585-7385, CC105
Rosemead Campus.....	(626) 585-3333
John Muir Campus	(626) 585-3346, D413

VOLUNTARY, CONFIDENTIAL REPORTING

If you are the victim of a crime and do not wish to pursue action within the Pasadena City College system or the criminal justice system, you may still want to consider making a confidential report. With your permission, the Chief or a designee of PCCPD can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential while taking steps to ensure the future safety of yourself and others. With such information, the College can keep an accurate record of the number of incidents involving students, employees, and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger.

The Pasadena City College Police Department encourages anyone who is the victim or witness to any crime to promptly report the incident to the police.

PASTORAL AND PROFESSIONAL MENTAL HEALTH COUNSELORS

Campus "Pastoral Counselors" and Campus "Professional Counselors", when acting as such, are not considered a campus security authority and are not required to report crimes for inclusion in the annual disclosure of crime statistics.

- *Pastoral Counselor: An employee of an institution who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.*
- *Professional Counselor: An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community, and who is functioning within the scope of his or her certification.*

EMPLOYEE REPORTING RESPONSIBILITIES

REPORTS INVOLVING MINORS OR SUSPECTED CHILD ABUSE

Under California law, all PCC employees are mandated reporters who are required, by law, to report all known or suspected cases of child abuse or neglect. It is not the job of the mandated reporter to determine whether the allegations are valid. If child abuse or neglect is reasonably suspected or if a student shares information with a mandated reporter leading them to believe abuse or neglect has taken place, the report must be made. No supervisor or administrator can impede or inhibit a report or subject the reporting person to any sanction.

To make a report, an employee must contact an appropriate local law enforcement or county child welfare agency. This legal obligation is not satisfied by making a report of the incident to a supervisor or to the school. An appropriate law enforcement agency may be one of the following:

- California County Emergency Response Child Abuse Reporting Hotline (800)-540-4000 Online Reporting: <https://reportChildAbuseLA.org>
- **A Police or Sheriff's Department (not including a school district police department or school security department).**

- **A County Probation Department, if designated by the county, to receive child abuse reports.**
- **A County Welfare Department/County Child Protective Services.**

The report should be made immediately over the telephone and should be followed up in writing. The law enforcement agency has special forms for this purpose that they will ask you to complete. If a report cannot be made immediately over the telephone, then an initial report may be made via email or fax. A report may also be filed at the same time with the District. Districts, however, do not investigate child abuse allegations, nor do they attempt to contact the person suspected of child abuse or neglect.

PROCEDURES FOR REPORTING SEX-BASED HARASSMENT AND MISCONDUCT

All Pasadena City College employees have a duty to report sexual misconduct (sex-based harassment, sexual assault, stalking, dating or domestic violence, or other sexual misconduct) by a member of the College community. (The only exception to this reporting requirement is employees who have a legally protected right to confidentiality, including staff in Student Health Services and Personal Counseling.) Employees must promptly report all relevant information that is known to the Title IX Office, including the names of the complainant, respondent, and any witnesses; contact information for those individuals; the time, date and location of the incident(s); the nature of the misconduct; and any other relevant information. Reporting helps PCC fulfill its commitment to maintaining a learning and working environment free from sex-based discrimination and harassment and ensures that immediate and corrective action can be taken.

PROCEDURES FOR REPORTING STUDENTS IN DISTRESS: CRISIS PREVENTION AND RESPONSE TEAM (CPART)

CPART is PCC's behavioral intervention team. Their purpose is to mitigate risk, help ensure campus safety; provide equitable, restorative interventions and support to students in distress; and provide support to employees navigating difficult student situations. They are a multidisciplinary group of trained professionals with representation from: Student Support Services, Personal Counseling, Student Health Services, Police and College Safety, Instructional Deans, Faculty Counselor, and Title IX office. The team:

- Receives and review reports regarding students in crisis, distressed students, students of concern, or students experiencing emotional or interpersonal challenges**
- Gathers and maintains data about students' wellness and previous conduct or behavioral concerns**
- Initiates evidence-based threat assessments and risk determinations**
- Collaboratively develops an intervention and support plan**
- Educates the campus community regarding resources and supports**

C-PART Members

PCC Police and Safety Services B210 (626) 585-7484

Personal Counseling Services D203 (626) 585-7273

Student Health Services D105(626) 585-7244

Office of Student Life CC105 (626) 585-7384

Title IX Office D108A (626) 585-7375

EMERGENCY MANAGEMENT

Pasadena City College encourages all students, faculty, and staff members to take individual responsibility for emergency preparedness. Especially in the event of a large-scale incident, each of us must know what to do to be prepared to be self-reliant for a period of time.

The Pasadena City College Emergency Preparedness Plan identifies natural and man-made emergencies that may impact the campus community. All departments within the Pasadena City College campus community should become familiar with this plan.

An Emergency Preparedness Planning Committee, chaired by the Chief of Police & Safety Services, currently includes the Office of Business Services, the Office of Fiscal Services, the Office of Purchasing Services, the Office of Strategic Communications, and the Office of Information Technology Services. The committee convenes every two years to review the College's Emergency Preparedness Plan for necessary updates and revisions.

The Emergency Operations Plan (EOP) serves as a guide for response to a disaster by Pasadena City College Administration, faculty, staff, and students. The procedures outlined in the EOP are designed to protect life and property through the effective use of PCC resources and to provide for the physical and emotional well-being of the members of our campus community during and immediately following an emergency.

Many resources are in place to help the college respond to an emergency and facilitate the recovery of critical operations, including:

- **Personal Preparedness**
- **Rave Alert (mass notification system, including email and text alerts)**
- **Campus Emergency Response Team (CERT)**
- **Available Training**
- **Emergency Operations Plan**
- **Evacuation Drills**

To view PCC's Emergency Procedures or College Safety Plans in their entirety please visit the following website <http://www.pasadena.edu/police/> under the Emergency Information tab.

EMERGENCY RESPONSE EXERCISES

Pasadena City College conducts annual emergency management exercises. These exercises are designed to assess and evaluate our emergency procedures. PCC participates in the Great California Shakeout drill held each October. All PCC campuses participate in the drill, which includes campus-wide evacuations, a R.A.V.E Alert activation with instructions regarding what to do, and announcements to the campus community via the Public Address system.

Pasadena City College also conducts an annual "Active-Shooter Drill". All staff and students participate in this important training event. This drill does not require an evacuation. This drill is designed to test campus emergency

notification systems such as the RAVE text messaging and email system, and the P/A system.

During this exercise, staff, students, and faculty view specific videos with content designed to inform and educate on strategies related to an active shooter incident.

This drill is a time for all of our campus community to identify safe places within your offices, workspaces, and classrooms and practice lockdown procedures with this information in mind. For more information, visit the [Police and College Safety section of our website](#) or contact Chief Matchan at sxmatchan@pasadena.edu

TIMELY WARNING POLICY

The Clery Act requires colleges and universities to issue timely warnings to the campus community for Clery Act crimes that occur within the College's Clery geography and

- Are reported to campus security authorities (Campus Police or other Campus Security Authorities) or local police agencies; and
- Are considered by the institution to represent a *serious or continuing threat* to students and employees.

The timely warning is intended to alert the campus community to potentially dangerous criminal activity on or near campus to enable people to protect themselves and prevent similar or repeat occurrences. To ensure the timeliness of an alert, a warning is issued as soon as pertinent information is available.

Timely Warning Notices are usually distributed for the following Uniform Crime Reporting Program (UCR)/National Incident-Based Reporting System (NIBRS) classifications: major incidents of arson, murder/non-negligent manslaughter, and robbery. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by PCCPD.

After learning that an incident has occurred, the Chief of Police & Safety Services or other College designee will determine if the incident merits a timely warning. If it is determined a timely warning is necessary, The Chief of Police & Safety Services or College designee will determine the content and the best delivery method(s) of the warning. The Director of Police & Safety Services or College designee will issue the timely warning consistent with the distribution methods described herein.

Crime reports are evaluated on a case-by-case basis, depending on the facts of the case and information known at the time of the initial report. Timely warnings are primarily distributed via the College's email system, as well as via text messages.

EMERGENCY NOTIFICATION TO THE COLLEGE COMMUNITY

The College will immediately notify the campus community upon confirmation of an emergency or dangerous situation that involves an immediate threat to the health or safety of students or employees. An "immediate" threat includes an imminent or impending threat, such as an approaching fire, earthquake, gas leak, or outbreak of a serious illness. These situations may occur on campus or in the local neighborhood and pose an immediate threat to the health and safety of campus community

members. PCC's Rave Alert is a mass notification system, including email and text alerts. Students are automatically enrolled in this service for email notifications but may register their cellphone number to receive text messages in addition to email notifications. Students may also choose to opt-out. Faculty and staff are encouraged to enroll. Rave Alerts can be used to send emergency messages via email and text message within minutes of an incident.

Additional information and updates may be posted on the College website <https://pasadena.edu/> and its Twitter <https://twitter.com/PCCLancer> accounts.

The following procedures outline the process the College uses when issuing emergency notifications:

CONFIRMING THE EXISTENCE OF A SIGNIFICANT EMERGENCY OR DANGEROUS SITUATION

In the event the Campus Police & Safety Department, Office of the Superintendent-President, or another College designee learns of a critical incident or other emergency that potentially affects the health or safety of the campus community, they will attempt to verify as quickly as possible that a legitimate emergency or dangerous situation exists. Confirmation may include speaking with eyewitnesses, checking with relevant departments on campus, and/or consulting with local law enforcement, the local fire department, or other government agencies. Once there is a confirmation of an emergency or dangerous situation that poses an immediate threat to the health or safety of the campus community, the College will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or contain, respond to, or otherwise mitigate the emergency. In those instances, the College may elect to delay issuing an emergency notification. As soon as the condition that may compromise efforts is no longer present, the College (via the Chief of Police & Safety Services or another College designee, with the approval of the Superintendent-President or their designees (such as the Assistant Superintendent/Vice President of Business and Administrative Services) will issue the emergency notification to the campus community by activating the College's emergency notification system through one or more of the below procedures.

I) DETERMINING THE CONTENTS OF THE EMERGENCY NOTIFICATION

The Chief of Police & Safety Services, the Office of Strategic Marketing and Communications, and designees, have the authority to determine the content of the notification, taking into consideration the nature of the threat, the facts that are known about the emergency, the actions members of the campus community are being asked to take to protect their safety, and any other relevant information that will not compromise in assisting a victim, or containing, responding to, or otherwise mitigating the emergency. The purpose of the emergency notification is to ensure that

individuals are made aware of the emergency and know what steps to take to safeguard their personal safety.

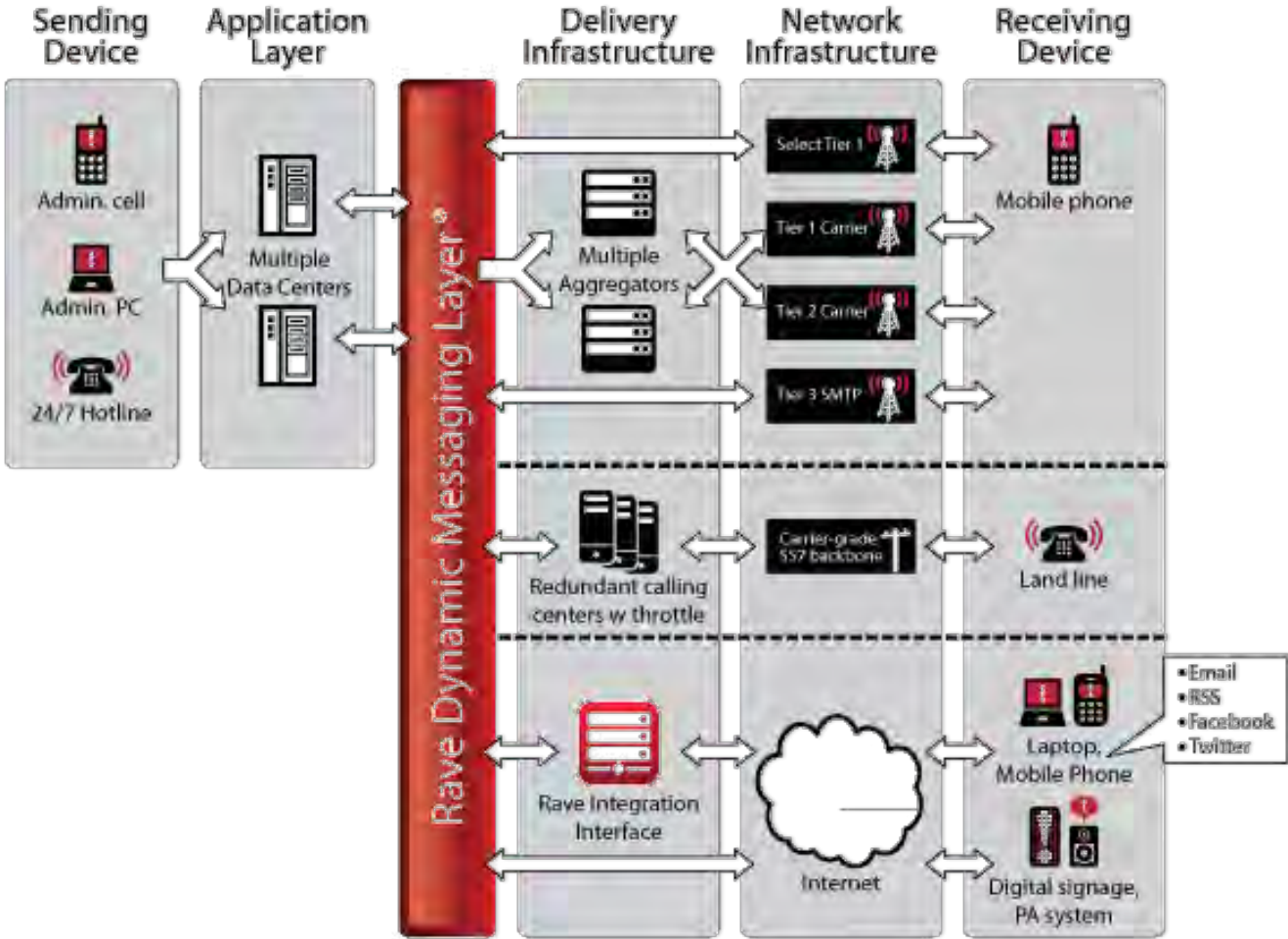
II) PROCEDURES USED TO NOTIFY THE CAMPUS COMMUNITY

- **Rave Alert (mass notification system, including email and text alerts)**
- **Emergency Campus Sirens**
- **Office telephone 9-1-1 system**
- **PCC Twitter page <https://twitter.com/pcclancer>**
- **Parking lot and parking structures emergency call box external broadcast speakers**
- **Electronic Boards**
- **Pasadena City College main telephone line recording**
- **On the PCC home page <http://pasadena.edu/index.phpdu>**
- **Posted Fliers**
- **Contact and broadcast information with local radio and television stations**
- **On the PCC Police and Safety Website <https://pasadena.edu/police-and-college-safety/index.php>**

PROCEDURES FOR DISSEMINATING EMERGENCY INFORMATION TO THE LARGER COMMUNITY

If the College activates its emergency notification system in response to an emergency, the Campus Police and Safety Department and the Office of Strategic Communications and Marketing are responsible for notifying the larger community of the emergency. The Office of Strategic Communications and Marketing is primarily responsible for updating notices on Facebook, Twitter, and other social networking platforms. It is also responsible for maintaining communications with national, regional, and local news and radio outlets, should the situation require it.

RAVE ALERT SYSTEM
HOW THE RAVE SYSTEM WORKS



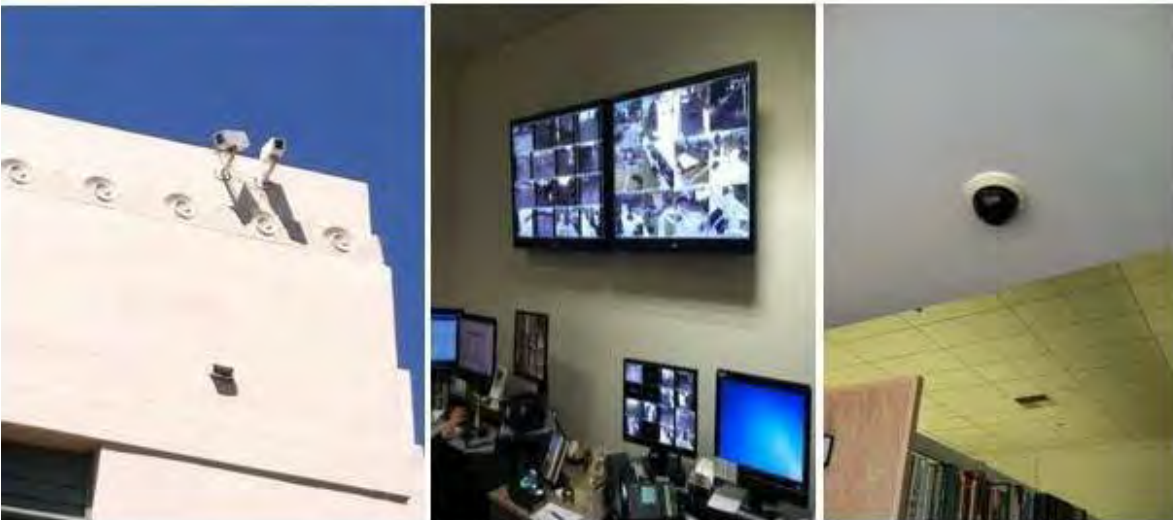
EMERGENCY CALL BOXES

There are 141 Emergency call boxes located throughout the main campus, Child Development Center, Community Education Center, parking lots and parking structures. When activated, you will immediately be connected to the PCC Police & Safety Department.



SURVEILLANCE CAMERAS

Pasadena City College is equipped with approximately 238 cameras. These cameras are strategically placed throughout all campuses. Each camera is monitored by the Campus Police Department's 24-hour dispatch communications center.



CAMPUS ESCORT SERVICES

PCC Police & Safety Services offers free escort services on all campuses to and from classes and to your car in any of our parking structures. This service is provided during all open campus hours. To arrange for an escort, call (626) 585-7485.



ACTIVE SHOOTER

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area. In most cases, there is no pattern or method to their selection of victims. An active shooter incident is unpredictable and can evolve quickly.

- **It is often over within 15 minutes.**
- **If you hear or think you hear gunshots, react quickly.**
- **Review the “Surviving an Active Shooter Situation” video, which demonstrates the actions one should take if involved in an active shooter situation <http://www.dhs.gov/active-shooter-preparedness>**

If there is an escape path, GET OUT.

- **Evacuate whether or not others agree to follow.**
- **Leave belongings behind.**
- **Help others escape, if possible.**
- **Prevent others from entering the area.**
- **Call 9-1-1 when safe to do so.**

Provide law enforcement or the 9-1-1 operator with the following information:

- **Location of the shooter(s).**
- **Number of shooters.**
- **Physical description of shooter(s)**
- **Number of potential victims at the location.**

If evacuation is not possible, HIDE OUT.

If you are in an office or classroom, stay there and secure the door.

If you are in a hallway, get into a room and secure the door. Your hiding place should:

- **Be out of shooter’s view.**
- **Provide protection if shots are fired in your direction.**
- **Not trap you or restrict your options for movement.**

Once in a hiding place, KEEP OUT the shooter.

- **Lock and barricade the door.**
- **Silence your cell phone and electronic devices.**
- **Turn off any source of noise (radios, TV).**
- **Hide behind large items.**
- **If there are two or more of you, spread out. Do not huddle together. Quietly develop a plan in the event the shooter enters.**
- **Remain quiet and calm.**
- **Dial 9-1-1 if able (if you can’t speak, leave line open).**

As a last resort, TAKE OUT the shooter.

- **Act with physical aggression.**
- **Throw items and improvise weapons.**
- **Yell.**
- **Commit to your actions.**

How to react to law enforcement:

The first responders on the scene are not there to evacuate or tend to the injured. They are there to stop the shooter.

- **Remain calm and follow officers' instructions.**
- **Put down any items in your hands.**
- **Immediately raise hands and spread fingers.**
- **Keep hands visible at all times.**
- **Avoid making quick movements towards officers.**
- **Avoid pointing, screaming or yelling.**
- **Do not stop to ask officers for help. Just proceed in the direction from which the officers are entering the premises.**
- **As soon as possible, notify family members that you are safe.**

SHELTER-IN-PLACE

Shelter-in-Place Procedures - What it Means to Shelter-in-Place

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors because leaving the area may expose you to that danger. Thus, to shelter-in-place means to make a shelter of the building that you are in, and with a few adjustments, this location can be made even safer and more comfortable until it is safe to go outside.

Basic Shelter-in-Place Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take only your personal belongings (purse, wallet, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of elevators). Once you have evacuated, seek shelter at the location designated by police, fire department, or other first responder personnel at the scene.

How You Will Know to Shelter-in-Place

A shelter-in-place notification may come from several sources, including the Pasadena City College Police Department, campus employees, or other authorities. A RAVE message will be the primary means of disseminating the notification; however, other means of communication, such as changeable message boards, may also be employed.

How to Shelter-in-Place

Nomatterwhereyouare,thebasicsteps of shelter-in-placewillgenerallyremain the same.Shouldthe need ever arise, follow these steps unless instructed otherwise bylocalemergency personnel:

- 1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed to a wide-open area or follow instructions from emergency personnel at the scene.**
- 2. Locate a room to shelter inside. It should be:**
 - I. An interior room;**
 - II. Above ground level, and**
 - III. Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.**
- 3. Shut and lock all windows (creating a tighter seal) and close exterior doors.**
- 4. Turn off air conditioners, heaters, and fans.**
- 5. Close vents to ventilation systems as you are able. Campus staff will turn off the ventilation as quickly as possible.**
- 6. Make a list of the people with you and ask someone (faculty or other staff) to call the list into the Pasadena City College Police Department so they know where you are sheltering. If only students are present, one of the students should call in the list.**
- 7. Turn on a radio or TV and listen for further instructions.**
- 8. Make yourself comfortable.**

VERBAL THREATS

Studies have shown that, in many cases, persons who commit violent acts told someone else they were going to do so before the incident occurred. Threats made in person, whether communicated directly or overheard, can be:

- Specific ... "Wait until everyone sees the boomer I've got in my backpack."**
- Veiled ... "Something really big is going to happen in the library."**
- Direct ... "Don't piss me off, Bob, or I'm going to go nuts on you."**
- Indirect ... "I just wish this whole school was wiped off the face of the earth."**

When a person receives a threat verbally:

- 1. Take the threat seriously.**
- 2. Contact PCC Police and Safety Services (626) 585-7484. If you feel others are in immediate danger, call 9-1-1.**
- 3. If possible or practical, attempt to detain the person making the threat.**
- 4. Note the characteristics of the person who made the threat. Make these notes even if you know the identity of the person. If possible, take a photograph of the subject. This will help police find the subject, who they may not recognize.**
 - Name (if known)**
 - Race**

- **Sex**
 - **Type and color of clothing**
 - **Body size**
 - **Hair color**
 - **Distinguishing features**
5. **The person who received the threat should write down the threat exactly as it was communicated. Include:**
- **Exact wording.**
 - **Who made the threat?**
 - **Where the person who made the threat is now.**
 - **Any physical characteristics noted about the person who made the threat.**

ANNUAL DISCLOSURE OF CRIME STATISTICS

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC§ 1092(f)) requires colleges and universities to disclose information about crime on and around their campuses in this Annual Security Report.

Crime statistics for three years are published in the Annual Security Report by October 1 of each year and submitted annually to the U.S. Department of Education. Crimes are reported in the following categories:

DEFINITIONS OF REPORTABLE CLERY CRIMES

CRIMINAL OFFENSES

Murder/Non-Negligent Manslaughter

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

Manslaughter by Negligence

The killing of another person through gross negligence.

Rape

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

Fondling

The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their 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.

Robbery

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

Aggravated Assault

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

Burglary

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes unlawful entry with intent to commit a larceny, or a felony, breaking and entering (forcible entry) with intent to commit a larceny; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle.

Arson

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

HATE CRIMES

A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. In addition to the criminal offenses listed above, Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property are included in Clery Act statistics only if they are Hate Crimes.

Larceny/Theft

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

Simple Assault

An unlawful physical attack by one person upon another where neither the offender displays a weapon or the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism

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

CATEGORIES OF BIAS (UNDER THE CLERY ACT)

Race

A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind.

Religion

A preformed 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.

Sexual Orientation

A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.

Gender

A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.

Gender Identity

A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.

Ethnicity

A preformed 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, and or ideology that stresses common ancestry.

National Origin

A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

Disability

A preformed 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.

VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES

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 purposes of this definition: (a) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse; (b) Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence

A felony or misdemeanor crime of violence committed:

- (i) by a current or former spouse or intimate partner of the victim;**
- (ii) by a person with whom the victim shares a child in common;**
- (iii) by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;**
- (iv) 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**
- (v) 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.**

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for the person's safety or the safety of others; or (ii) suffer substantial emotional distress.

Course of Conduct means two or more acts, including, but not limited to, acts in 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.

A single course of conduct may include varying Stalking activities and may include acts committed over electronic communication (e.g., emails, texts, or social media).

Sexual Assault

An offense that meets the definition of rape, fondling, incest, or statutory rape. a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

- a. **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.**
- b. **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 their age or because of their temporary or permanent mental or physical incapacity. (Because there is no penetration in fondling, this offense will not convert to the SRS as Rape)**
- c. **Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.**
- d. **Statutory Rape: sexual intercourse with a person who is under the statutory age of consent.**

ARRESTS AND DISCIPLINARY REFERRALS

Weapons Law Violations

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug Law Violations

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

Liquor Law Violations

The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

**Crime Statistics Pasadena City College Main Campus
2020-2022**

Reportable Crime Category	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Murder/Non-negligent manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sex Offenses:						
Rape	0	0	**1	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	1	0
Burglary	1	3	1	0	0	0
Motor Vehicle Theft	2	0	4	0	0	0
Arson	1	4	5	1	0	0
Violence Against Women Act Crimes:						
Domestic Violence	2	0	0	0	0	0
Dating Violence	0	0	1	0	0	0
Stalking	0	1	0	0	0	0
Unfounded Crimes Total by Year	5	0	0	0	0	0

*This data occurred on public property within Clery geography and was handled by surrounding local police. The Pasadena Police Department provided statistics.

**This crime occurred in 2021 and was reported in 2022

There are no non-campus locations.

PCC does not have on-campus student housing.

Pasadena City College Main Campus Special Category Arrests 2020-2022

Arrests	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Weapon	0	4	2	2	0	0
Drug	3	3	2	3	1	0
Liquor	0	0	0	0	0	0

Pasadena City College Main Campus Disciplinary Referrals 2020-2022

Disciplinary Referrals	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Weapon	0	0	0	0	0	0
Drug	0	0	0	0	0	0
Liquor	0	0	0	0	0	0

Hate Crimes Main Campus

2020 – None Reported

2021 - None Reported

2022 – 7 Reported

One on-campus crime of intimidation based on race

Five on-campus crimes of vandalism based on religion

One on-campus crime of vandalism based on race

Crime Statistics Community Education Center (Foothill Campus) 2020-2022

Reportable Crime Category	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Murder/Non-negligent manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sex Offenses:	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	1	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	1	1	0	0	0
Violence Against Women Act Crimes:						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Unfounded Crimes Total by Year	0	0	0	0	0	0

*This data occurred on public property within Clery geography and was handled by surrounding local police. The Pasadena Police Department provided statistics.
 There are no non-campus locations.
 PCC does not have on-campus student housing.

Hate Crimes

2020 – No Hate Crimes Reported

2021 – No Hate Crimes Reported

2022 – No Hate Crimes Reported

Foothill Campus Special Category Arrests 2020-2022

Arrests	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Weapon	0	0	0	0	0	0
Drug	0	0	0	0	0	1
Liquor	0	0	0	0	0	0

Foothill Campus Disciplinary Referrals 2020-2022

Disciplinary Referrals	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Weapon	0	0	0	0	0	0
Drug	0	0	0	0	0	0
Liquor	0	0	0	0	0	0

Crime Statistics Rosemead Campus 2020-2022

Reportable Crime Category	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Murder/Non-negligent manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sex Offenses:						
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	1	0	0	0
Arson	0	0	0	0	0	0
Violence Against Women Act Crimes:						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Unfounded Crimes Total by Year	0	0	0	0	0	0

*This data occurred on public property within Clery geography and was handled by surrounding local police. Statistics were provided by The Los Angeles Sheriff's Department, Temple Station.
 There are no non-campus locations.
 PCC does not have on-campus student housing.

Hate Crimes

2020 – No Hate Crimes Reported

2021 – No Hate Crimes Reported

2022 – No Hate Crimes Reported

**Rosemead Campus Special Category Arrests
2020-2022**

Arrests	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2020	Public 2022
Weapon	0	0	0	0	0	0
Drug	0	0	0	0	0	0
Liquor	0	1	0	0	0	0

Rosemead Campus Disciplinary Referrals 2020-2022

Disciplinary Referrals	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Weapon	0	0	0	0	0	0
Drug	0	0	0	0	0	0
Liquor	0	0	0	0	0	0

Crime Statistics PCC Northwest (John Muir Campus) 2020-2022

Reportable Crime Category	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Murder/Non-negligent manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sex Offenses:						
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
Violence Against Women Act Crimes:						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Unfounded Crimes Total by Year	0	0	0	0	0	0

**This data occurred on public property within Clery geography and was handled by surrounding local police. Statistics were provided by Pasadena Police Department.
There are no non-campus locations.
PCC does not have on-campus student housing.

Hate Crimes

2020 – No Hate Crimes Reported
2021 – No Hate Crimes Reported
2022 – No Hate Crimes Reported

PCC Northwest Campus Special Category Arrests 2020-2022

Arrests	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Weapon	0	0	0	0	0	0
Drug	0	0	0	0	0	0
Liquor	0	0	0	0	0	0

PCC Northwest Campus Disciplinary Referrals 2020-2022

Disciplinary Referrals	On Campus 2020	On Campus 2021	On Campus 2022	Public 2020	Public 2021	Public 2022
Weapon	0	0	0	0	0	0
Drug	0	0	0	0	0	0
Liquor	0	0	0	0	0	0

ALCOHOL AND OTHER DRUGS POLICY

The Pasadena City College is committed to providing its employees and students with an illicit drug-free workplace and campus environment. The College emphasizes prevention and intervention through education. The District prohibits the unlawful possession, use, sale, or distribution of illicit drugs by students and employees on the District's property, or as part of any of the District's activities, including but not limited to field trips, activities, or workshops.

The use, sale, or possession of any illegal drug is a violation of Federal and state law. All federal and state drug laws are strictly enforced by the College Police Department. Any person found in violation may be subject to arrest by federal, state, local, or campus law enforcement authorities.

The District prohibits the unlawful possession, use, sale, or distribution of alcoholic beverages by students and employees on the District's property, or as part of any of the District's activities, including but not limited to field trips, activities, or workshops.

The use, sale, or possession of any alcoholic beverage on any PCC property is a violation of state law, and any person found in violation may be subject to arrest by state, local, or campus law enforcement authorities. State underage drinking laws are also strictly enforced.

The decision to take disciplinary action in any instance rests with the Board of Trustees after consideration of a site administrator and/or an administrative panel. Further, criminal prosecution is separate from any administrative discipline that may be imposed by the District.

In addition to potential prosecution for the above drug and alcohol offenses by federal, state, local, or campus law enforcement authorities, any student or employee in violation of this policy may be subjected to disciplinary action, up to and including expulsion from the College or termination from employment. You may view the District's Administrative Policy 3550 for information on health risks associated with drug use, as well as assistance, resources and referrals by visiting <http://go.boarddocs.com/ca/pasadena/Board.nsf/goto?open&id=AM3TRM78A50B>

<https://go.boarddocs.com/ca/pasadena/Board.nsf/goto?open&id=BRKN835DC105#>

The district provides information on drug treatment and prevention through referrals to drug prevention programs and counseling.

Additional resources for drug and alcohol education and prevention, including counseling and treatment, can be found by visiting the following website; Substance Abuse and Mental Health website;

<https://www.samhsa.gov/find-help/national-helpline> or by calling 1-800-622-HELP (4357)

Annual Notification

A notification is sent annually to all students and employees. The notification includes:

- A description of appropriate legal sanctions for violation of local, state, or federal laws for the unlawful possession or distribution of illicit drugs and alcohol;
- A description of the health risks associated with the abuse of illicit drugs or alcohol use.
- A list of drug and alcohol programs (counseling, treatment, rehabilitation, and re-entry) that are available to employees or students;
- A clear statement that the Institution of Higher Learning (IHE) will impose disciplinary sanctions on students and employees for violations of the standards of conduct and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution.

PROGRAMS TO PREVENT GENDER-BASED VIOLENCE AND SEXUAL HARASSMENT

All students and employees at Pasadena City College deserve to feel safe and supported. PCC prohibits the crimes of sexual assault, domestic violence, dating violence, and stalking. PCC is committed to providing year-round, institution-wide education and awareness programs for the community to promote education, tools, and resources to recognize concerning or harmful behaviors and strategies for intervening or to help others get the support they need.

As part of these efforts, Pasadena City College provides prevention programs for all incoming students and new employees, as well as ongoing prevention and awareness events for the entire campus community. These programs are comprehensive, intentional, and integrated programs, initiatives, strategies, and campaigns intended to end sexual assault, domestic violence, dating violence, and stalking. We also consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels so that we can address actual issues that may influence how or if violence is occurring within our own community and how the programs can meet our collective needs. When designing these programs, Pasadena City College considers our own unique campus to ensure they are:

- Culturally relevant
- Inclusive of diverse communities and identities

- Sustainable
- Responsive to community needs; and
- Informed by research or assessed for value, effectiveness, or outcome

All of the programs reinforce that sexual assault, domestic violence, dating violence, and stalking are unacceptable and prohibited within our campus community. Many of these programs will:

- Address how we define these terms under Pasadena City College's policies.
- Address the definitions of dating violence, domestic violence, sexual assault, and stalking within our jurisdiction. (Pasadena City College uses different definitions to define these crimes than the definitions within our jurisdiction. It's helpful to know the distinction in case you or a friend would ever choose to pursue the criminal justice process. Jurisdictional definitions, including how consent is defined, can be found on page 108.
- Discuss safe and positive options for bystander intervention. This is an important part of our prevention philosophy on our campus, so you can also find some of these strategies listed below.
- Share information on risk reduction and ways to promote healthy relationships and establish consent in sexual activity.
- Give you more information about our institution's disciplinary policies and processes, which are also included starting on page 54 within this ASR.

Primary prevention programs are those that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.

Bystander intervention programs review safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of harm, including but not limited to incidents of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that

facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Awareness programs are programs that are community-wide (anyone can access) or audience-specific (targeted towards a certain segment of our community or students or employees specifically) that increase your knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

Risk reduction efforts are aimed at increasing awareness about safety, as well as proactive and intervention options that are available to individuals to help reduce the risk of harm playing out.

PROGRAMS FOR EMPLOYEES AND STUDENTS

Throughout the academic year, PCC hosts several events and workshops open to the campus community hosted in partnership with campus partners, student clubs and organizations, and community partners. While these events are designed to address the themes and issues above, the modality and title of the events shift and evolve each year in response to the changing needs and feedback of the campus community.

Below is information on the programs we offered this past academic year - we hope we'll see you at our upcoming programs this year. For more information, to register for an upcoming event, or to request a presentation on a specific topic - visit the Title IX website or contact the Title IX Office at titleix@pasadena.edu or 626-585-7375.

Program Name/Description	Who it is for	Modality
Online Training for Incoming Employees reviewing how to recognize, respond to, and prevent sex-based harassment and sexual misconduct. Participants complete this online two-hour training every two years, as required by state law, which reviews state definitions, reporting options, and PCC policy.	All incoming employees and all supervisors every two years	Online
Orientation for Incoming staff includes information regarding PCC's policies pertaining to sex-based harassment, discrimination, and misconduct; supportive measures; reporting options; confidential resources; resolution processes; and employee reporting requirements.	All incoming staff	Virtual or In-person
Online Training for Incoming Students about recognizing and defining sex-based harassment, discrimination, and misconduct; bystander intervention; rights, resources, and reporting options; and campus and community resources.	All incoming students	Online
Online Orientation includes information about the Title IX office, prohibited conduct, reporting avenues, confidential resources and supports, supportive measures, as well as risk reduction and bystander intervention tips.	All incoming students	Online

<p>JAM is an orientation to college and a requirement for students seeking to receive priority registration from the Pathways FYE program. Participating students watch a video made by PCC staff and students that reviews Title IX (what protections students have, what behaviors are prohibited, what options students have by way of reporting and/or supports) and engages them in small group discussion and/or reflection activities regarding bystander intervention options.</p>	<p>Incoming students</p>	<p>In-person, hybrid, or fully asynchronous (online).</p>
<p>College 01, PCC's first-year seminar, is a 3-unit UC/CSU-transferrable course designed to help students transition to college and develop the academic and personal behaviors necessary to succeed in college. As a part of this course, students complete a module that reviews the protections and rights under Title IX; definitions of and warning signs associated with gender-based violence and sexual harassment; bystander intervention techniques to support someone in a risky situation; and how to access both campus and community resources, supports, and reporting options.</p>	<p>Incoming students</p>	<p>Online</p>
<p>Denim Day Panel Discussion regarding survivors reporting options and supports both on campus and in the community. Representation on the panel included law enforcement, student survivors, community-based victim service providers, and a representative from the district attorney's office. Participants discussed challenges facing historically marginalized survivors, as well as ways that survivors have found healing moving forward.</p>	<p>All students and employees</p>	<p>In-person</p>
<p>Finding Your Agency and Navigating Boundaries unpacked the different kinds of boundaries people have, what factors contribute to the boundaries that we set with others, ways to communicate one's needs and wants, ways to communicate when a boundary has been crossed, and ways to respectfully acknowledge and seek to understand other people's boundaries.</p>	<p>Students</p>	<p>In-person</p>
<p>Pleasure and Consent explained the physical and biological basics of reproductive and bodily pleasure. The workshop also broke down what consent is in the context of sexual activity, factors that prevent someone from being able to consent, what consent sounds and looks like, and ways to navigate rejection respectfully.</p>	<p>Students</p>	<p>In-person</p>

<p>Domestic Violence Awareness Workshop explained the warning signs of abuse, the cycle of abuse, as well as cultural intersections and considerations specifically in AAPI communities. Participants also learned about campus and community victim resources for domestic and dating violence, as well as culturally responsive community-based organization, Korean American Family Services.</p>	<p>Students</p>	<p>In-person</p>
<p>Red Flag Campaign was a visual display in the quad that displayed red flags with behaviors written on them by students that they recognize as being associated with abuse and control. Each red flag represented a number of individuals as well each year who are impacted by domestic violence. Tabling alongside the display, individuals engaged in discussions around their understanding of abusive behaviors, how they conceptualize healthy relationships, and how to access support and resources on campus.</p>	<p>Students and employees</p>	<p>In-person</p>
<p>Title IX Tabling in the Quad focused on getting the word out to students about the various different events throughout the semester aimed to engaged students in conversations about a variety of topics related to gender-based violence, healthy relationships, consent, and more.</p>	<p>Students and employees</p>	<p>In-person</p>
<p>Barbershop Talks: Fading Out Violence was a space created for male-identified students to come together, get free haircuts, and engage in a facilitated conversation about topics related to identity, masculinity, gender, and men’s role in gender-based violence prevention to help them critically examine their beliefs, hear other’s experiences, and reflect on the impact of stereotypes and gender norms.</p>	<p>Male-identified students</p>	<p>In-person</p>
<p>Student Athlete Training introduced students to the Title IX Office, the breadth of support and services available regarding sex-based harassment and pregnant and parenting students, bystander intervention skills, recognizing red flag behaviors related to gender-based violence, and how to access support and file a report with the office.</p>	<p>All student athletes</p>	<p>In-person</p>

Love Shouldn't Hurt workshop with Shepherd's Door (community-based victim service provider) addressing abusive relationship behaviors versus healthy relationships.	All students and employees	In-person
Love Shouldn't Hurt Series Healing Circle with Personal Counseling Services.	All students	In-person

BYSTANDER INTERVENTION

Pasadena City College encourages all members of the College community to participate in the process of creating a safe, welcoming, and respectful campus environment free from harassment, discrimination, and violence for all. Accordingly, PCC believes that everyone has a role to play in preventing, intervening, and helping to reduce the risk of interpersonal and sexual harm playing out. The College fully recognizes that only those who commit sexual or interpersonal offenses are responsible for their actions and that victim-blaming is never appropriate. The suggestions that follow are intended to help keep all members of the campus community play an active role in caring for oneself, caring for one another, and keeping our community safe.

When harm plays out, we know that there is almost always someone present, at some point, who is in a position to intervene. Yet, many individuals may face challenges with taking action and stepping up when they see something. Though

we can't always remove some of these barriers, identifying them and working around them is critical to finding a way to act.

Some common barriers may include:

- **Diffusion of responsibility - in group settings, we believe others will act and may not take personal responsibility**
- **Conformity - if others aren't acting, we may go along with established group norms that may accept the behaviors. Similarly, however, if others are taking action - others are more likely to step in.**
- **Ambiguity - it may not be clear whether there is a problem, or whether help is needed.**
- **Relationships - a common concern when intervening when a friend, family, or colleague is involved is potentially harming the relationship with that person.**
- **Power or Status - if there is an imbalance of power between the person potentially causing harm and experiencing harm (e.g., supervisor and employee), common concerns of taking action may include fears of retaliation and possible impact on opportunities or reputation.**

In any situation, there are factors that influence if someone will provide help:

- **Individual variables (of the potential bystander) such as knowledge/skills, confidence, and sense of social responsibility.**
- **Situational variables, such as severity of need, number of other bystanders present, bystanders present, and cost of helping.**
- **Victim variables, such as appearance of victim, friendship with victim, perceived deservedness, whether they accept help, etc.**

Identifying Safe and Effective Intervention Options

Below are what's commonly referred to as the Five D's of Bystander Intervention options. Distinct approaches work for different people, in different circumstances. Sometimes, an effective intervention may involve a combination of the below intervention strategies.

Regardless of the intervention technique used:

- **Safety always comes first. Do not intervene in a way that may cause you or harm to other people involved.**
- **Enlist others and get them involved in the intervention.**
- **Intervene at the earliest point possible so that harm does not escalate.**
 - **Direct - Approach the person of concern and ask if they are okay or if they need help, or directly address the person responsible for the concerning behaviors.**
 - **Delegate - Ask a friend, family member, or someone in a position of authority to intervene directly and/or call for help.**

- **Distract** - There are endless ways to create a distraction. Strike up a conversation about something random, suggest a change of venue, or anything else that safely interrupts the concerning situation and allows the individual(s) of concern to safely get away from the situation.
- **Delay** - Whether or not you act in the moment, you can still make a difference after an incident by checking in, asking how you can help, and/or offering resources to the person(s) involved.
- **Document** - If someone is already helping the person, and you are safe, record a video of the incident at a safe distance. Give the video of the recording to the victim and let them choose if and how they want to share it or use it. Documenting emails, texts, and other online platforms where harm may play out can also be helpful and should similarly be shared with the victim.

Take Action to Intervene

- **Interpret what you are seeing as a problem. If you are not sure if there is a problem, assume there is and ask questions. See if others are concerned or if the person(s) need help.**
- **Assume personal responsibility for the situation. Know that if you don't step up, no one else might. If you do act, that can motivate others to act as well.**
- **Put into action one or more of the above strategies that considers your safety as well as the safety of others involved.**

TIPS TO PROMOTE HEALTHY RELATIONSHIPS, & ESTABLISH CONSENT

Promote Healthy Relationships & Choices

- ✓ **Look out for your friends and ask them to look out for you. Stay connected to you and your friend's surrounding environment without the distraction of headphones or looking at your phone. Stick with your friends throughout the night. Watch each other's beverages if you are drinking. Respect one another but be willing to confront a high-risk situation.**
- ✓ **Designate a driver ahead of time. If you're using a ride-share app, travel home together with a friend. If you notice a friend is particularly intoxicated, go with them to make sure they get home safely.**
- ✓ **Take extra safety steps with dating online. Block users that make you feel uncomfortable. Do not share any personally identifying information. Consider video chatting before meeting in person. Keep the conversation on the app rather than moving to text. Arrange to meet at and stay in a public place. Arrange and have control over your transportation. Bring a friend or share with them what your plans are.**

- ✓ **Communicate clearly and as early as possible (ideally before engaging in intimate relationships or sexual activity) about physical boundaries, relationship goals, and sexual preferences. Ask your partner(s) to share their preferences with you and share yours with them.**
- ✓ **If you notice a friend is very intoxicated and/or being pressured to drink or use drugs, try to remove them from the situation, get them food or water, and get them**
- ✓ **If you notice a friend is pressuring someone to drink or use drugs intervene and let that person know that they are past their limits.**

Establish & Maintain Ongoing Consent

- ✓ **Communicate clearly, early, and firmly as possible. Before and during sexual activity, communicate what you are and are not comfortable with. If you are uncertain if you are comfortable with certain sexual activity, you have the right to stop at any time.**
- ✓ **If you receive a "no," accept it and don't push for a yes. A forced or pressured yes is not consensual.**
- ✓ **Always ask for clear permission and consent and don't proceed without it. If you have questions or are unclear, you don't have consent. Don't make assumptions about consent, whether someone is attracted to you, how far you can go with that person, or if the individual is physically and mentally able to consent.**
- ✓ **If you and/or your partner may be under the influence of drugs or alcohol, even if you and/or your partner voluntarily consumed the drugs or alcohol, one or both of you may not be able to provide or receive consent. Alcohol and drugs impair judgment and decision-making skills.**
- ✓ **Stop and address mixed messages or mixed feelings. Don't assume, without talking about it, that you know what your partner(s) is comfortable with. Mixed messages are a clear indication to stop and talk about what you and/or your partner wants/doesn't want to happen. You or they may be undecided about how far to go, or one of you may have misread a previous signal.**
- ✓ **Silence or passivity is not an indication of consent. To avoid misreading intentions and to clearly convey your consent and interest, pay attention to, ask for, and utilize both verbal and non-verbal signals to convey and receive consent.**
- ✓ **Fear or intimidation can potentially be caused by sex, physical size, or a position of power or authority. Differences in power, intimidation, and verbal or physical coercion can create conditions that are not consensual.**

- ✓ **Consent is clear, ongoing, and specific. Consent to one type of sexual behavior does not automatically grant consent to other types of sexual behaviors. If you or your partner are unsure, stop, ask, and discuss with your partner one another's boundaries and preferences.**
- ✓ **Everyone has the right to stop or withdraw consent, at any time - before or during sexual activity. If you or your partner indicates a need to stop, that should be respected, immediately.**
- ✓ **Previous consent to sexual activity is not ongoing consent. Being in a relationship also doesn't mean you or your partner consent every time you or they initiate going forward. It's necessary to keep talking about sexual boundaries, asking for permission, and checking in during sex.**

SECURITY TIPS

Notice that our definition of risk reduction includes giving bystanders tools to overcome barriers that might lead them not to intervene, so all the tips provided above are not just bystander intervention but can also be considered risk reduction. It is up to us as a community to look out for one another and create the safe environment all our students and employees deserve.

Below are suggestions of options to consider while on campus:

- **Be aware of what is going on around you at all times. If possible, don't wear headphones or be distracted by texting or talking on the phone.**
- **Walk on well-traveled and well-populated routes when moving around campus. At night, take routes that you are familiar with, and when possible, take a friend. Campus Police provides safety escorts to students and staff if requested. You can contact Campus Police at (626) 585-7484.**

While off campus:

- **If you have a car, park in a safe, well-lit location and remember to always lock your vehicle.**
- **If you are uncomfortable with a situation or people involved, trust your instincts and take action or get help to increase your sense of safety and empowerment.**
- **Not engaging intimately with someone who may have over-consumed alcohol or drugs. If you or your friends are attending social events or parties:**
- **More than 90% of sexual assaults that occur among college students involve people who know each other, and the majority involve the use of alcohol or other drugs.**
- **Drinking and drug use can impair judgment. Trust your instincts. If you feel uncomfortable or unsafe about a person or situation, trust your gut and feel Empowered to remove yourself from the situation**
- **If you drink, drink responsibly: Consider eating a full meal before going out, have a glass of water between each drink, know your limits, and don't go beyond them.**
- **Have a designated driver, and don't let anyone else make the decision of how much you will drink.**
- **Only drink something that you have poured yourself or that comes in a pre-sealed container. Premixed drinks can have more alcohol in them than you might want to drink. Also, drugs like Rohypnol and GHB are being dissolved in drinks, causing the person who consumes the beverage to lose consciousness quickly. Don't drink something that has been left unattended.**
- **Not going anywhere with someone you don't know well. If you do leave a party with a new friend, tell the friends you came with where you are going and when you are coming back.**

- **When on a date, letting someone you trust know whom you are with and where you are going, and when you expect to get home. Make sure your date understands the rules of verbal and sober consent and that you have that consent before engaging in any sexual behavior.**
- **Having a designated driver. If you are the designated driver for the evening, stay sober and be responsible for your less-than-sober friends.**
- **Getting involved if you believe that someone is at risk. If you see someone in trouble or someone pressuring another person, don't be afraid to intervene.**
- **Clearly communicate your intentions to the other person and give them a chance to clearly communicate their intentions to you.**
- **Listen carefully. Take time to hear what the other person has to say. If you feel you are receiving unclear or conflicting messages from the other person, you should stop, defuse any sexual tension, and communicate clearly.**
- **Do not assume that you have consent to sexual activity just because someone leaves or goes to a private location with you. • Understand and respect personal boundaries and do not make assumptions about consent. Do not pressure a potential partner.**
- **Consider that your potential partner could be intimidated by you or be fearful. You may have a power advantage simply because of your gender, status, or size.**
- **Understand that consent to one form of sexual activity does not constitute consent for any other sexual activity.**
- **Silence and passivity cannot be interpreted as an indication of consent. Read the other person carefully, paying attention to verbal and non-verbal communication and body language. If it is not clear by the other person's words and/or actions that they are a willing participant in that specific activity, then stop and have a conversation.**

PROCEDURES TO FOLLOW IF A CRIME OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, OR STALKING HAS OCCURRED

BEST PRACTICES FOR EVIDENCE PRESERVATION

General information about best practices for preserving evidence, which may pertain to any form of misconduct, discrimination, or harassment, is included below.

- **Record the names of any witnesses and their contact information.**
 - **This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation.**
- **Try to recall details (e.g., physical description, names, license plate number, car description, things you could hear/see/smell/feel, etc.) and write as much down as you remember about the circumstances of the incident.**
- **Make efforts to save relevant communications, such as text messages, voicemail and other phone records, emails, photos or videos, social media interactions, or other records.**
 - **To avoid losing this data if your device becomes damaged or replaced, it's beneficial to save copies of these communications to a secure drive**

or the cloud, or even print them out and file the hard copies away in a safe place.

- If you obtain external orders of protection (e.g., personal protection orders, injunctions, protection from abuse), please notify Campus Police Services (and local law enforcement if it happened off-campus) and the Title IX Coordinator so that those orders can be observed on campus. The Title IX Coordinator may provide interim and supportive measures such as a no-contact directive.

Evidence Preservation Tips Based on Type of Incident

Tips for evidence preservation related to incidents of sexual assault, domestic violence, dating violence, and stalking follow. Consult with a medical, legal, or victim services professional for more information about best practices.

Sexual Assault / Rape

Preserving any available evidence after an attempted, completed, or suspected sexual assault allows you or your friend to leave open the option for criminal prosecution in the future without the obligation to take that step. Because some kinds of evidence may only be collected within a short time period after an assault, delaying action to preserve evidence immediately reduces the chances for a successful criminal prosecution in the future. The optimal time window for the collection of evidence is less than 72 hours, but can be done up to 120 hours after the assault in the state of California. Even if the incident occurred more than 120 hours prior, victims are still encouraged to seek medical assistance and consult with a Sexual Assault Response Team (SART) medical professional. Some things to keep in mind are:

- To preserve evidence in the case of sexual assault, it is recommended that you do not shower or bathe, wash your hands, use the toilet, douche, eat, drink, smoke, brush your teeth, change clothing, or wash clothing or bedding before a medical exam. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care. See the infographic to the right for more details.
- Seek Medical Assistance – even if you have no apparent or obvious injuries after the assault, it is still recommended that you seek medical care to assess for injuries and treat any possible underlying injuries, and offer preventative resources against unwanted pregnancy and sexually transmitted diseases/infections. Victims/survivors have a couple of different confidential options when looking to obtain medical treatment, including urgent care, any hospital, or care at a Sexual Assault Response Team Center. If you wish to seek medical treatment at the hospital, the medical providers will, with your permission, collect physical evidence to be used if you decide to prosecute through what’s called a forensic examination.
- Forensic Examination – If, while receiving medical treatment you provide consent for physical evidence to be collected, the process of doing so is often referred to as a forensic medical exam or “rape kit.” This cannot be done at Student Health Services but must be done at an emergency room or hospital by a Sexual Assault Nurse Examiner (known as “SANE Nurse” for short). Depending on the types of sexual contact/activity that occurred, the search for physical evidence may include taking samples from the vagina, mouth, or rectum to test for sperm cells and semen. If you think you were drugged or consumed a sedative-like substance, ask the medical provider to take a urine

sample. Other evidence may be obtained from fingernail scrapings, foreign matter on your body, and the clothes you were wearing at the time of the assault. All exam findings are completely confidential and can only be released with your written consent. If you have visible injuries, you may be asked to have photographs taken. Photographing injuries is important because by the time your assailant is prosecuted, the injuries may have healed.

Things to note about the forensic examination:

- The exam can be done up to five days (120 hours) post assault. (After five days, victims are encouraged to still consult with a SART professional).
- This is true even if you have showered or done any of the other things listed above or in the graphic below.
- There is no cost for a forensic examination and no bill should be generated.
- Evidence Collection – Typically, if police are involved or will be involved, they will obtain evidence from the scene. It is best to leave things undisturbed until their arrival. Police may gather bedding, linens or unlaundered clothing, and any other pertinent articles that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in the transmission of items of evidence, such as to the hospital, or if you aren't sure whether or not you'd like to report to police at that time, secure them in a clean paper bag or clean sheet to avoid contamination. Plastic bags or containers are not recommended, and items should be stored at room temperature that will not damage evidence.
- If physical injuries are present, they can not only be treated - but also photographed with a date stamp on the photo. SANE Nurses have special equipment to photograph injuries.

NOTE – Going to the hospital or having a forensic medical exam, does not mean that you have to make a report to the police - you get to decide whether you'd like to make a statement to law enforcement. At the time you may not know whether or not you'd ever want to pursue a criminal investigation, and that's completely okay. Evidence can be collected, and you can decide later whether or not you want to press criminal charges.

Similarly, you can provide a statement and inform the police that you do not wish to participate at that time. Providing a statement to law enforcement as soon after the incident as possible allows you to document your experience while everything is still fresh. This form of evidence preservation can be helpful in case you decide to pursue a criminal investigation now or years later when it may be more challenging to remember all the details.

Dating Violence and Domestic Violence

- In the case of dating and/or domestic violence, the resource you choose to report the incident/crime to (a doctor, the police, the College, an advocate,

etc.) may recommend ways to preserve evidence, such as logging incidents, seeking medical care, etc.

- If physical injuries are present, photograph or have them photographed.
- Things to consider -
 - Include a date stamp on each photo.
 - Be sure to take photographs at various time points after the incident to capture the healing process.
 - For example, it may take a few days for bruising or other signs of injury to appear, so if photographs are only taken immediately after a physical incident occurs, important details/evidence of the injuries may not be captured.
- Take photographs from various angles to document the full scope of the injuries.

Stalking

Stalking is demonstrated through a pattern of unwanted contact or conduct which may occur in-person, digitally, through a third party, or by some combination of these methods.

- Recording information about the stalking behavior you may be experiencing will help to document the behavior for College resolution processes, protection order applications, divorce and child custody cases, or criminal prosecution should you wish to hold the individual engaging in the behavior accountable. It can also help preserve your memory of individual incidents about which you might later report or testify.
- A stalking log can be used to record and document all stalking-related behavior, including harassing phone calls, text messages, letters, email messages, acts of vandalism, and threats communicated through third parties. It's important to capture the following information in as much detail as possible in this log: date, time, description of incident, location of incident (physical location, technology used, online platform, witness names, and contact information, evidence (e.g., photos, video, screenshots, call logs, gifts, etc.), and details regarding a corresponding report filed (e.g. name of office or organization, report #, contact person).
- When reporting the incidents to law enforcement, always write down the officer's name and badge number for your own records. Even if the officers do not make an arrest, you can ask them to make a written report and request a copy for your records.
- In addition to logging unwanted contact, an advocate or police officer may recommend you save and photograph unwanted text messages, emails, letters, and gifts and store them in a secure location.

PROCEDURES TO FOLLOW IF GENDER-BASED VIOLENCE OR HARASSMENT HAS OCCURRED

If you believe you have experienced dating violence, domestic violence, sexual assault, or stalking, you are encouraged to file a report with Campus Security or the Title IX Office. Any person may file a report, regardless of the amount of time that has passed since the alleged misconduct or where the incident occurred. The most

important thing you can do is to get the assistance that you need by taking the following steps. Individuals who report to the College will receive the following options, resources, rights, and support in writing and information about how to request accommodations related to academics, housing, transportation, workplace, or other supportive or protective measures.

- **Get to a safe place as soon as you can. Call 911 if you are in immediate danger or if you have sustained serious injuries.**
- **Preserve evidence in cases of sexual violence, intimate partner violence, or stalking. It is important to preserve evidence that may assist law enforcement personnel. If possible, place each item of clothing you were wearing at the time of the assault in a separate paper bag, and do not shower, bathe, douche, wash, or clean any part of your body, including brushing your teeth until you have had a forensic medical exam. If possible, do not clean the area or move anything around where the assault has occurred in case law enforcement and detectives need access to the area.**
- **Seek emergency medical treatment. Even if you have no apparent/obvious injuries, it is still recommended that you seek medical care to assess for possible underlying injuries and access preventative health services. For example, following a sexual assault, medication is available to prevent against unwanted pregnancy and sexually transmitted diseases/infections. Specialized medical care for sexual assaults can be accessed at a hospital or a Sexual Assault Response Team Center. With your permission, the SART medical providers can collect physical evidence to be used if you decide to prosecute through what's called a forensic examination.**
- **Access confidential campus and/or community services.**
 - **Access campus counseling at Personal Counseling (626) 585-7273**
 - **Contact the Rape Abuse and Incest National Network- RAINN (800) 656-4673 (24/7) for support and referrals to the nearest domestic or sexual violence support agency near you.**
- **Access campus support. The Title IX office can work with survivors to put in place supportive measures. Supportive Measures may include, but are not limited to, counseling, academic, residential, transportation and/or employment accommodations, as well as restrictions on contact between the Complaint and Respondent. A formal Title IX complaint is not required in order to access supportive measures.**

Rights and Options For Filing A Report

The College strongly encourages all individuals to seek assistance from a medical provider and/or law enforcement immediately after an incident of sexual violence, dating violence, domestic violence, or stalking. This is the best option to ensure the preservation of evidence that may assist in proving that the

alleged criminal offense occurred and may be helpful in obtaining a protection order.

The College also strongly encourages all individuals to make a report to the College and to Campus Police, although neither is required. These reporting options are not mutually exclusive. Both internal and criminal reports may be made simultaneously. The College has a strong interest in supporting survivors of sexual harassment, sexual violence, stalking, and intimate partner violence, and strongly encourages all individuals or third-party witnesses to report any incident to the College. Making a report means telling a Responsible Employee what happened in person, by telephone, in writing, or by email. At the time a report is made, a Complainant does not have to request any particular course of action, nor does a Complainant need to know how to label what happened. Choosing to make a report and deciding how to proceed after making the report can be a process that unfolds over time. The College provides support that can assist each individual in making these important decisions and will respect an individual's autonomy in deciding how to proceed to the extent legally possible. In this process, the College will balance the individual's interest with its obligation to provide a safe and nondiscriminatory environment for all members of the College community. Any person may report sexual misconduct, intimate partner violence, and stalking (whether or not the person reporting is the person alleged to be the victim of conduct that could be prohibited), at any time, to Campus Police in-person, by mail, by telephone, or by electronic mail, or by using the contact information listed above for the Title IX Coordinator or Deputy Title IX Coordinator, or by any other means that results in the Campus Police or Title IX Coordinator receiving the person's verbal or written report.

File an Anonymous Report

Any individual may make an anonymous report concerning an act of prohibited conduct. An individual may report the incident without disclosing their name, identifying the Respondent, or requesting any action. Depending on the extent of information available about the incident or the individuals involved, the College's ability to respond to an anonymous report may be limited. An online reporting form can be accessed on the College website at https://cm.maxient.com/reportingform.php?PasadenaCityCollege&layout_id=6). Once the report is received, a determination will be made regarding the appropriate steps, including individual or community remedies and consultation with the Clery Team, as appropriate.

File a Title IX Complaint with the Title IX Office

Filing a Title IX complaint can help stop the behavior, prevent its reoccurrence, and address the behavior through the College's administrative proceedings. Individuals found to be responsible for violating PCC policy, following an investigation and hearing, will be subject to disciplinary action by the College.

Kari Bolen, Ed.D.

Associate Vice President, Institutional Equity, Diversity, and Justice

Chief Diversity, Equity, and Inclusion Officer

Title IX Coordinator

(626) 585-7786 | titleix@pasadena.edu | C-218

Attn: Title IX Coordinator, Pasadena City College

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Online report form:

https://cm.maxient.com/reportingform.php?PasadenaCityCollege&layout_id=6

File a Criminal Complaint with Campus Police or Law Enforcement

Complainants have the right to notify or decline to notify law enforcement. The College strongly encourages all individuals to seek assistance from law enforcement immediately after an incident of sexual misconduct, intimate partner violence, or any other Prohibited Conduct. This is the best option to ensure the preservation of evidence and to begin a timely investigative and remedial response. Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking emergency protective orders. The College will help any PCC community member to get to a safe place and will provide transportation to the hospital, coordination with law enforcement, and information about on- and off-campus resources and options for resolution. These above-listed options and resources will be provided to the Complainant in writing. In the event of an emergency, Dial 911 or Campus Police Department (626) 585-7484

- **Pasadena Police Department (626) 744-4501**
- **Los Angeles Sheriff's Department (Temple City Station) (626) 285-7171**

Other Reporting Considerations

Timeliness and Location of Incident

Complainants and third-party witnesses are encouraged to report Prohibited Conduct as soon as possible in order to maximize the College's ability to respond promptly and effectively. The College does not, however, limit the time frame for reporting. If the Respondent is not a member of the PCC community, the College will still seek to meet its Title IX obligation by taking steps to end the prohibited conduct, prevent its recurrence, and address its effects, but its ability to take disciplinary action against the Respondent will, of course, be limited. An incident does not have to occur on campus to be reported to the College. Off-campus conduct that is likely to have a substantial effect on the Complainant's on-campus life and activities or poses a threat or danger to members of the PCC community may also be addressed under this Policy.

Amnesty for Alcohol or Other Drug Use or Other Conduct Violations by Students

The College strongly encourages the reporting of Prohibited Conduct. It is in the best interest of this community that as many Complainants as possible choose to report to College officials and that participants in the grievance process are forthright in sharing information. To guard against discouraging reporting or participation, a student who reports Prohibited Conduct or participates in the grievance process, either as a Complainant, Respondent, or a third-party witness, will not be subject to disciplinary action by the College for personal consumption

of alcohol or drugs or other violations of the conduct policy (not including the Sexual Misconduct Policy) at or near the time of the incident, provided that any such violations did not and do not place the health or safety of any other person at risk and do not involve plagiarism, cheating, or academic dishonesty. The College may, however, initiate an educational discussion or pursue other educational remedies with the student regarding alcohol or other drugs. Being intoxicated by drugs or alcohol is no defense to any violation of the Policy and does not diminish one's responsibility to obtain consent.

Coordination with Law Enforcement

The College encourages Complainants to pursue criminal action for incidents of sexual assault, sexual violence, intimate partner violence, and stalking that may also be crimes under California law. The College will assist, to the extent permitted by law, the Complainant in making a criminal report. The College will also cooperate with law enforcement agencies during the criminal process. The College's policies, definitions, and burden of proof may differ from California criminal law. A Complainant may file a claim under a College policy and/or pursue criminal action.

Neither law enforcement's determination whether to prosecute a Respondent nor the outcome of any criminal prosecution are determinative of whether a violation of a College policy has occurred. Proceedings under a College policy may be carried out prior to, simultaneously with, or following a civil or criminal proceeding. The College may not delay conducting its own investigation unless specifically requested by law enforcement. In the event of such a specific request, the College shall defer its investigation only during the time that law enforcement is gathering evidence, which should not exceed ten (10) days absent extenuating circumstances. The College will nevertheless communicate with the Complainant and Respondent (if appropriate) regarding their rights, procedural options, and the implementation of supportive measures to assure safety and well-being. The College will promptly resume fact-gathering as soon as it is informed that law enforcement has completed its initial investigation.

ENFORCEMENT OF PROTECTIVE ORDERS

Enforcement of court-issued protection orders is critical to ensuring safety for students experiencing dating violence and sexual violence. Institutions have a duty to take any and all steps necessary to enforce a protection order held by a student.

Under PCC Policy AP 3540, PCC's obligation with regard to a protection order arises when it receives notice that one of its students or employees holds such an order. The College may receive a copy of a protection order directly or be notified by a community organization from which the student or employee has been

receiving services. Regardless of how or when the College receives notice of a protection order, the obligation to aid in enforcement attaches upon such notice.

When an employee is notified that a student or employee holds a protection order, a designated employee can work with the protected student to develop a plan for enforcement of the protection order on the school campus.

Upon receiving notice that a student or employee holds a protection order, the Campus Police shall immediately schedule a meeting with the protected individual to create a plan for enforcement of the protection order on the school campus. The Campus Police shall work with the protected person to create an enforcement plan regardless of whether the restrained individual is a student. In addition, the Campus Police shall provide the protected individual with information about reporting violations of the protection order, assist them with reporting any violations, and provide them with a list of campus and community resources.

If the restrained individual is a student, the College shall make any necessary changes to the restrained student's enrollment, participation, or environment in order to comply with the protection order and ensure the protected student's safety. In addition, the Campus Police shall work with the protected student and the College to make any changes to the protected student's enrollment, participation, or environment to which they consent and which are necessary to ensure their safety.

Changes to the restrained student's enrollment, participation, or environment that are made pursuant to a valid protection order do not require a written complaint or grievance by the student. The restrained student may file a grievance using the procedures set forth in this policy to challenge any changes

made to their school enrollment, participation, or environment to enforce a protection order.

PCC seeks to empower and support students to end abusive relationships. Because of this, the College encourages protected students to change their schedule or enrollment in response to a protection order. Absent such a request, however, PCC shall only change the protected student's schedule or enrollment if absolutely necessary to protect the student's safety.

If the restrained individual is an employee, the College shall make any necessary changes to the restrained student's enrollment, participation, or environment in order to comply with the protection order and ensure the protected student's safety. In addition, the Campus Police shall work with the protected student and the College to make any changes to the protected student's enrollment, participation, or environment to which they consent and which are necessary to ensure their safety.

Changes to the restrained employee's employment, participation, or environment that are made pursuant to a valid protection order do not require a written complaint or grievance by the employee. The restrained employee may file a grievance using the procedures set forth in this policy to challenge any changes made to their employment, participation, or environment to enforce a protection order.

PRIVACY AND CONFIDENTIALITY: UNDERSTANDING THE DIFFERENCES

The College is committed to protecting the privacy of all individuals involved in the investigation and solution of reports. The College is also committed to assisting students, employees, and third parties in making informed decisions. The College will make reasonable efforts to protect the privacy of participants in accordance with applicable state and federal law while balancing the need to gather information to take steps to eliminate prohibited conduct, prevent its recurrence, and remedy its effects.

College employees who are involved in the College's Title IX response receive specific instruction about respecting and safeguarding private information and ensuring that the victim's personally identifying information will not be included in any publicly available recordkeeping, including Clery Act reporting and disclosures such as the Annual Fire Safety and Security report and Daily Crime Log. Personally identifying information is defined in Section 40002(a) of the Violence Against Women Act of 1994 as "individually identifying information for or about an individual, including information likely to disclose the location of a victim of domestic violence, dating violence, sexual assault, or stalking..." It includes a person's first and last name; a home or other physical address; contact information; a social security number, driver's license number, passport number or student ID number; and any other information, including date of birth, racial or ethnic background, or religious affiliation that serve to identify any individual.

PRIVACY

Privacy generally means that information related to a report of prohibited conduct will only be shared with a limited circle of individuals who “need to know” in order to assist in the assessment, investigation, or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

The privacy of student education records will be protected in accordance with the Family Educational Rights and Privacy Act (FERPA), as outlined in the College’s FERPA policy: <https://pasadena.edu/admissions-and-aid/admissions-and-records/records-transcripts/privacy.php>. The privacy of an individual’s medical-related records may be protected by the Health Insurance Portability and Accountability Act (HIPPA), except health records protected by PFERPA and by the California Confidentiality of Medical Information Act (CMIA). Access to an employee’s personal records may be restricted by applicable California and federal law.

While there are certain limitations on privacy, the College generally will not release the names of Complainant or Respondent to the general public without express written consent or absent another exception consistent with the law. The release of names will be guided by applicable law, including FERPA and the Clery Act.

CONFIDENTIALITY

Confidentiality generally means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without the express permission of the individual, except as otherwise provided by law. The confidentiality information shared by an individual with designated campus or community professionals generally is governed by California law, including California Evidence Code restriction on disclosure of information by mental health providers, ordained clergy, rape crisis counselors, and attorneys, all of whom have legally protected confidentiality. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to themselves or others.

An individual who seeks confidential assistance may do so by speaking with professionals who have legally protected confidentiality. Note, however, that these confidential resources are required by state law to notify child protective services and/or local law enforcement of any report that involves suspected abuse of a minor under the age of 18.

REQUESTS FOR CONFIDENTIALITY

A student complainant may report prohibited conduct to the College but wish to maintain confidentiality, especially in cases involving sexual misconduct or gender-based violence. If a student complainant requests confidentiality, which could preclude a meaningful investigation or potential discipline of the potential respondent, or that no investigation or disciplinary action be pursued to address alleged sexual harassment, the College shall take the request seriously. At the same time, the College will consider its responsibility to provide a safe and nondiscriminatory environment for all students, including for the complainant. Generally, the College shall grant the request.

In determining whether to disclose a complainant's identity or proceed to an investigation over the objection of the complainant, the institution may consider whether any of the following apply:

1. There are multiple or prior reports of sexual misconduct against the respondent.
2. The respondent reportedly used a weapon, physical restraints, or engaged in battery.
3. The respondent is a faculty or staff member with oversight of students.
4. There is a power imbalance between the complainant and respondent.
5. The complainant believes that the complainant will be less safe if the complainant's name is disclosed or an investigation is conducted.
6. The institution is able to conduct a thorough investigation and obtain relevant evidence in the absence of the complainant's cooperation

If the institution determines that it can honor the student's request for confidentiality, it shall still take reasonable steps to respond to the complaint, consistent with the request, to limit the effects of the alleged sexual harassment and prevent its recurrence without initiating formal action against the alleged perpetrator or revealing the identity of the complainant. These steps may include increased monitoring, supervision, or security at locations or activities where the alleged misconduct occurred; providing additional training and education materials for students and employees; or conducting climate surveys regarding sexual violence. The institution shall also take immediate steps to provide for the safety of the complainant while keeping the complainant's identity confidential as appropriate. These steps may include changing living arrangements or course schedules, assignments, or tests. The complainant shall be notified that the steps the institution will take to respond to the complaint will be limited by the request for confidentiality.

If the institution determines that it must disclose the complainant's identity to the respondent or proceed with an investigation, it shall inform the complainant prior to making this disclosure or initiating the investigation. The institution shall also take immediate steps to provide for the safety of the complainant where appropriate. In the event the complainant requests that the institution inform the respondent that the student asked the institution not to investigate or seek discipline, the institution shall honor this request.

Where the College is unable to take action consistent with the request of the Complainant, the Title IX Coordinator will inform the Complainant about the chosen course of action, which may include the College seeking disciplinary action against a Respondent. Alternatively, the course of action may also include steps to limit the effects of the alleged harassment and prevent its recurrence.

DISCIPLINARY PROCEDURES FOR SEXUAL ASSAULT, DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING

What happens after a report is made?

Upon receipt of a report to the Title IX Office or Campus Police from students or employees, which alleges that a student or employee has been a victim of domestic violence, dating violence, stalking, or sexual assault, the Title IX Office and/or Campus Police will reach out to the student or employee Complainant to:

- **Address any immediate physical safety and emotional well-being needs or concerns**
- **Notify the Complainant in writing of:**
 - **Their non-confidential reporting rights and options, and assistance with initiating any of the below Complaint processes:**
 - **File a Complaint with Law enforcement**
 - **File a Complaint with PCC’s Title IX Office**
 - **File a Complaint with both or neither of the above entities**
 - **The importance of evidence preservation and information about seeking medical treatment**
 - **Confidential resources available on and off-campus (counseling, victim advocacy, legal assistance, visa and immigration assistance, etc.)**
 - **The full range of protective and supportive measures available (e.g., no-contact order, academic schedule modifications, etc.), regardless of their decision to report, and how to request supportive measures**

Regardless of whether the incident occurred on or off campus, the Complainant will be provided this information in writing.

SUPPORTIVE MEASURES

The District will offer and implement appropriate and reasonable supportive measures to the Parties upon notice of alleged domestic violence, dating violence, sexual assault, or stalking. Supportive measures are non-disciplinary, non-punitive individualized services, offered as appropriate, as reasonably available, and without fee or charge to the Parties, which are intended to restore or preserve equal access to the District’s education program or activity, and to protect the safety of all Parties or the District’s educational environment. Supportive measures are available regardless of whether or not a Complainant files a formal complaint with Law Enforcement, Campus Police, or the Title IX Office.

The Title IX Office will promptly make supportive measures available to the Parties upon receiving notice of a complaint and will coordinate the effective implementation of such measures. In addition, the Title IX Office will communicate in writing the available rights and options and the institution’s disciplinary procedures for sexual harassment, dating violence, domestic violence, stalking, and sexual assault. At the time that supportive measures are offered, the District will inform the Complainant, in writing, that they may file a formal complaint with the Campus Police Department or local law enforcement if applicable, either at that time or in the future, if they have not done so already.

The District will maintain as confidential any accommodations or protective measures provided to the victim, provided that confidentiality does not impair the District’s ability to provide the supportive measures. The District will act to ensure as minimal an academic/occupational impact on the Parties as possible. The District will implement measures in a way that does not unreasonably burden the other party. Available supportive measures may include, but are not limited to:

- **Counseling and referral to medical and/or other healthcare services**
- **Referral to the Employee Assistance Program (employees only)**
- **Referral to community-based service providers**
- **Student financial aid counseling**

- **Altered work arrangements for employees or student-employees**
- **Safety planning**
- **Campus safety escorts**
- **Implementing mutual contact limitations (no contact orders) between the Parties. (Violations of no-contact orders will be referred to appropriate student or employee conduct processes for enforcement)**
- **Academic support, extensions of deadlines, or other course/program-related adjustments**
- **Trespass orders**
- **Class or work schedule modifications, withdrawals, or leaves of absence**
- **Increased security and monitoring of certain areas of the campus**
- **Any other actions deemed appropriate by the Title IX Coordinator**

To request available supportive measures, contact the Title IX Office at titleix@pasadena.edu or 626-585-7375.

Board Policy: 3430 Prohibition of Harassment

All forms of harassment are contrary to basic standards of conduct between individuals and are prohibited by state and federal law, as well as this policy, and will not be tolerated. The District is committed to providing an academic and work environment that respects the dignity of individuals and groups. The District shall be free of sexual harassment and all forms of sexual intimidation and exploitation, including acts of sexual violence. The District prohibits sexual harassment and sexual violence against employees, students, interns, and volunteers in the educational and workplaces settings by an employee, student, or third party. The District shall also be free of other unlawful harassment, including that which is based on any of the following statuses: national origin, religion, age, sex, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, military or veteran status, or because he or she is perceived to have one or more of the foregoing characteristics, or based on his/her association with a person or group with one or more of these actual or perceived characteristics.

The District seeks to foster an environment in which all employees, students, interns, and volunteers feel free to report incidents of unlawful harassment without fear of retaliation or reprisal. Therefore, the District also strictly prohibits retaliation against any individual for filing a complaint of unlawful harassment, testifying, or for participating in a harassment complaint, investigation, or grievance process. An intentional breach of a complainant's confidentiality may be considered a violation of this policy and/or a retaliatory act. Such retaliatory conduct is illegal and constitutes a violation of this policy. All allegations of retaliation will be promptly and thoroughly investigated. If the District determines that retaliation has occurred, it will take all reasonable steps within its power to stop such conduct. Individuals who engage in

retaliatory conduct are subject to disciplinary action, up to and including termination or expulsion.

Any student, employee, intern, or volunteer who believes that he/she has been harassed or retaliated against in violation of this policy should immediately report such incidents by following the procedures described in AP 3430, Prohibition of Harassment.

Supervisors are mandated to report all incidents of harassment and retaliation that come to their attention.

This policy applies to all aspects of the academic environment, including but not limited to classroom conditions, grades, academic standing, employment opportunities, scholarships, recommendations, disciplinary actions, and participation in any community

college activity. In addition, this policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, disciplinary action, layoff, recall, transfer, leave of absence, training opportunities, and compensation.

The Superintendent-President shall ensure that the institution undertakes education and training activities to counter unlawful harassment and to prevent, minimize, and/or eliminate any hostile environment that impairs access to equal education opportunity or impacts the terms and conditions of employment.

The Superintendent-President shall establish procedures that define harassment on campus. The Superintendent-President shall further establish procedures for employees, students, interns, volunteers, and other members of the campus community that provide for the investigation and resolution of complaints regarding unlawful harassment and discrimination. All participants are protected from retaliatory acts by the District, its employees, students, and agents.

This policy and related written procedures (including the procedure for making complaints) shall be widely published and publicized to administrators, faculty, staff, and students, particularly when they are new to the institution.

Employees who violate this policy and related procedures may be subject to disciplinary action up to and including termination. Students who violate this policy and related procedures may be subject to disciplinary measures up to and including expulsion.

Administrative Procedures: 3430 Prohibition of Harassment

The District is committed to providing an academic and business environment free of unlawful harassment. This procedure defines sexual harassment and other forms of harassment on campus, and sets forth a procedure for the investigation and resolution of complaints of harassment by or against any staff or faculty member or student within the District.

This procedure and the related policy protects students and employees in connection with all the academic, educational, extracurricular, athletic, other programs, and business of the District, whether those programs or that business take place in the

District's facilities, a District vehicle, or at a class or training program sponsored by the District at another location.

1. Definition of General Unlawful Harassment

a. Harassment based on race, religion or religious creed, color, national origin, ethnic group identification ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, or sexual orientation of any person, military and veteran status, or the perception that a person has one or more of these characteristics, or a person's association with a person or group with one or more of these actual or perceived characteristics, is illegal and violates District policy. Unlawful harassment shall be found where, in aggregate, the incidents are sufficiently pervasive, persistent, or severe that a reasonable person with the same characteristics as the victim of the harassing conduct would be adversely affected to a degree that interferes with his or her ability to participate in or to realize the intended benefits of an institutional activity, employment, or resource.

b. Gender-based harassment does not necessarily involve conduct that is sexual. Any hostile or offensive conduct based on gender can constitute prohibited harassment if it meets the definition above. For example, repeated derisive comments about a person's competency to do the job, when based on that person's gender, could constitute gender-based harassment.

c. Unlawful harassment comes in many forms, including but not limited to the following conduct that could, depending on the circumstances, meet the definition above, or could contribute to a set of circumstances that meets the definition:

i. Verbal: Inappropriate or offensive remarks, slurs, jokes or innuendoes based on a person's race gender, sexual orientation, or other protected status. This may include, but is not limited to, inappropriate comments regarding an individual's body, physical appearance, attire, sexual prowess, marital status, or sexual orientation; unwelcome flirting or propositions; demands for sexual favors; verbal abuse, threats or intimidation of a sexual nature; or sexist, patronizing, or ridiculing statements that convey derogatory attitudes based on national origin, religion, age, sex, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, military or veteran status, or because he or she is perceived to have one or more of the foregoing characteristics, or based on his/her association with a person or group with one or more of these actual or perceived characteristics.

ii. Physical: Inappropriate or offensive touching, assault, or physical interference with free movement. This may include, but is not limited to, kissing, patting, lingering or intimate touches, grabbing, pinching, leering, staring, unnecessarily brushing against or blocking another person, whistling, or sexual gestures. It also includes any physical assault or intimidation directed at an individual due to that person's gender, race, national origin, sexual orientation, or other protected status. Physical sexual harassment includes acts of sexual violence, such as rape, sexual assault, sexual battery, and sexual coercion. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol. An individual also may be unable to give consent due to an intellectual or other disability.

iii. Visual or Written: The display or circulation of sexually oriented or visual or written material that degrades an individual or group based on gender, race, nationality, sexual orientation, or other protected status. This may include, but is not limited to, posters, cartoons, drawings, graffiti, reading materials, computer graphics, or electronic media transmissions.

iv.Environmental: A hostile academic or work environment exists where it is permeated by sexual innuendo, insults or abusive comments directed at an individual or group based on gender, race, nationality, sexual orientation, or other protected status; or gratuitous comments regarding gender, race, sexual orientation, or other protected status that are not relevant to the subject matter of the class or activities on the job. A hostile environment can arise from an unwarranted focus on sexual topics or sexually suggestive statements in the classroom or work environment. It can also be created by an unwarranted focus on, or stereotyping of, particular racial or ethnic groups, sexual orientations, genders, or other protected statuses. An environment may also be hostile toward anyone who merely witnesses unlawful harassment in his or her immediate surroundings, although the conduct is directed at others. The determination of whether an environment is hostile is based on the totality of the circumstances, including such factors as the frequency of the conduct, the severity of the conduct, whether the conduct is humiliating or physically threatening, and whether the conduct unreasonably interferes with an individual's learning or work.

2. Definition of Sexual Harassment

a.In addition to the above definitions and descriptions, sexual harassment, under both federal and state law, is defined as unwelcome sexual advances, requests for sexual favors, and other unwelcome visual, verbal, nonverbal, or physical conduct of a sexual nature. This definition includes numerous forms of offensive behavior and includes gender-based harassment of a person of the same or different sex as the harasser.

b.Sexual harassment is generally divided into two types of conduct:

c.Quid pro quo conduct, which occurs when submission to sexual conduct is made a condition for receiving educational or employment benefits or avoiding negative outcomes or consequences, including hiring, advancement, or discipline, or relates to employment or educational decisions affecting the employee or student. Quid pro quo sexual harassment also occurs when a person in a position of authority makes educational or employment benefits conditional upon an individual's willingness to engage in or tolerate unwanted sexual conduct.

i.Hostile environment sexual harassment

1) "Hostile work environment" sexual harassment is unwelcome sexual conduct sufficiently severe, persistent, or pervasive so as to affect an employee's performance negatively and/or alter the conditions of employment by creating an intimidating, hostile, abusive, or otherwise offensive environment;

2) "Hostile learning environment" sexual harassment is harassing conduct (which can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, visual, or physical conduct of a sexual nature) by an employee, by another student, or by a third party that is sufficiently severe, persistent, or pervasive to limit a student's ability to participate in or benefit from an education program or activity or to create an intimidating, hostile, abusive, or otherwise offensive learning environment.

3) A "third party" includes someone who is connected to the District for educational, business, or extracurricular purposes. For example, a third party may include a vendor; volunteer; coach; or other person who is on District grounds during the hours of operation or who is present in the educational setting.

ii. Guidelines regarding hostile environment involving sexual harassment:

- 1) Conduct or words between two or more persons, but witnessed by someone not directly involved in the conduct or words, can constitute sexual harassment of the indirect recipient.
- 2) Conduct can come from someone who is not an employee (e.g., vendor, customer, or client).
- 3) Conduct does not have to be intended as sexual harassment to be offensive or unwelcome.
- 4) The victim must subjectively perceive the environment as hostile, and the harassment must be such that a reasonable person of the same gender would perceive the environment as hostile.
- 5) A single or isolated incident of sexual harassment may be sufficient to create a hostile environment if it is severe, e.g., a sexual assault.
- 6) Further definitions and procedures applicable to sexual assaults are specified in Administrative Procedure 3540, Sexual Assaults and Other Assaults on Campus.

iii. Examples of the type of conduct which can constitute sexual harassment include, but are not limited to, the following:

- 1) Unwanted sexual advances.
- 2) Continuing to express sexual interest after being informed that the interest is unwelcome.
- 3) Making reprisals, threats of reprisal, or implied threats of reprisal following a rebuff of harassing behavior. The following are examples of conduct in an academic environment that might be found to be sexual harassment: implying or actually withholding grades earned or deserved; suggesting a poor performance evaluation will be prepared; or suggesting a scholarship recommendation or college application will be denied.
- 4) Engaging in explicit or implicit coercive sexual behavior within the work environment which is used to control, influence, or affect the employee's career, salary, and/or work environment.
- 5) Engaging in explicit or implicit coercive sexual behavior within the educational environment that is used to control, influence, or affect the educational opportunities, grades, and/or learning environment of students.
- 6) Offering favors or educational or employment benefits, such as grades or promotions, favorable performance evaluations, favorable assignments, favorable duties or shifts, recommendations, reclassifications, etc., in exchange for sexual favors.

7) Visual conduct (e.g., leering, sexual flirtations, making sexual gestures, displaying of sexually suggestive objects or pictures, cartoons, or posters).

8) Verbal sexual advances or propositions.

9) Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes, or invitations.

10) Physical conduct (i.e., touching, assault, impeding, or blocking movements).

11) Unwelcome sexual slurs, epithets, threats, verbal abuse, derogatory comments, or sexually degrading descriptions.

12) Unwelcome or demeaning conduct or comments of a sexual nature directed at or about an individual related to actual or perceived gender, gender identity and gender expression, sex, sexual behavior, sexual orientation, or other related personal characteristics.

13) Sexual violence, including, but not limited to, sexual assault, sexual battery, or sexual coercion. Sexual violence refers to physical sexual acts perpetrated against a person's will or when a person is incapable of giving consent due to the victim's use of drugs or alcohol or due to an intellectual or other disability. Sexual violence includes rape, sexual assault, sexual battery, and sexual coercion.

14) Dating violence, stalking, and relationship abuse.

15) Explicitly or implicitly making submission to the conduct a term or a condition of an individual's employment, academic status, or progress.

16) Using submission to, or rejection of, the conduct as the basis of employment or academic decisions.

17) Conduct that has, as its the purpose or effect, a negative impact upon an individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment.

18) Using submission to, or rejection of, the conduct as the basis for any decision regarding benefits and services, honors, programs, or activities available at or through the educational institution.

iv. For purposes of assessing consent to engage in a sexual activity, the District reviews whether there has been affirmative consent. "Affirmative consent" means affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in sexual activity to ensure that he or she has the affirmative consent of the other or others to engage in the sexual activity. Lack of protest or resistance does not mean consent, nor does silence mean consent. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

3. Academic Freedom and Harassment Issues in the Learning Environment

a. The District is committed to creating an environment where there is the full and free discussion of ideas and where students are free from a hostile learning environment. The District believes that these are mutually supporting, not conflicting goals.

b. No provision of this Administrative Procedure shall be interpreted to prohibit conduct that is legitimately related to the course content of an individual faculty member or the educational, political, artistic, or literary expression of students in classrooms and public forums. Freedom of speech and academic freedom are not limitless, however, and this Administrative Procedure will not protect speech or expressive conduct that violates state or federal laws.

c. In general, works of art and literature, readings and other written, auditory, or visual course materials, including lectures and discussions, which are used in a learning context or which are a part of academic or cultural programs, would not violate the prohibition against creating a hostile learning environment for students.

For example, a hostile learning environment generally is not created by a detailed discussion of Shakespeare's Othello in a literature class, despite the sexual content of some of its language, which might prove offensive to some. Similarly, the use of photographs of female or male genitalia in a human anatomy class text generally would also not create a hostile learning environment for students. On the other hand, the use of explicit photographs from sexually explicit magazines in the same human anatomy class generally would violate the prohibitions of this policy against creating a hostile learning environment for students.

d. In all circumstances, sexual intimidation and unlawful harassment of individuals are inconsistent with the maintenance of academic freedom.

4. Reporting Complaints of Harassment

a. If a student or employee believes any comments, gestures, or actions of an employee, supervisor, student, or any other person to be harassing, he/she may, but is not required to, let the offending person know immediately and firmly that the conduct or behavior is unwelcome, offensive, in poor taste, or inappropriate. However, failure to do so does not prevent the student or employee from filing a complaint nor does it imply exoneration of any harasser.

b. The administration of the District is readily available and receptive to allegations of unlawful harassment. If a student or employee feels that he/she is being unlawfully harassed by an employee, by a student, or by a third party, he/she should immediately report the facts of the incident or incidents and the name(s) of the individual(s) involved to the immediate supervisor (if the complainant is a student worker or other employee) or to the Office of Student Services (if the complainant is a student). If the complaining student or employee does not feel that the matter can be discussed with the immediate supervisor or the Office of Student Services, he/she should contact Human Resources to arrange for a meeting to discuss the complaint. All informal complaints of unlawful harassment will be promptly reviewed and appropriate action taken in accordance with the procedures in Administrative Procedure 3410 Unlawful Discrimination.

c. District employees who receive information about alleged unlawful harassment

are required to notify the District's Responsible District Officer (identified as the Vice President, Human Resources or designee) promptly after receiving the information.

d. A formal complaint of unlawful harassment may be filed in writing with the District's Responsible District Officer, pursuant to Administrative Procedure 3410 Unlawful Discrimination. All formal complaints of unlawful harassment which are reported to the District will be investigated promptly, thoroughly, objectively, completely, and as confidentially as possible, in accordance with Administrative Procedure 3410 Unlawful Discrimination.

e. Notification of unlawful harassment allegations to the District is essential. The District assures that there will be no penalty from the District for reporting an unlawful harassment allegation. It is unlawful to retaliate against persons who oppose harassment prohibited by state and federal law, or who file complaints, or otherwise participate in an investigation, proceeding, or hearing conducted by the Department of Fair Employment and Housing, the Fair Employment and Housing Commission, the Equal Employment Opportunity Commission, or the Office of Civil Rights. Similarly, the District will not tolerate any employees or students who interfere with its own internal investigations and its own internal complaint procedures. Retaliation against persons who oppose harassment prohibited by state and federal law or by District policies and procedures, or who file complaints, or otherwise participate in an investigation, proceeding, or hearing conducted by the District is prohibited.

f. Employees and students are reminded that the District protects employees and students from unlawful harassment by nonemployees or nonstudents (e.g., vendors, clients). Any employee or student who is the victim of any unlawful harassment by a nonemployee or nonstudent or observes this conduct toward another District employee or student should report such harassment to his or her immediate supervisor (if the complainant is a student worker or other employee), or to Student and Learning Services (if the complainant is a student), and appropriate action will be taken.

5. Seriousness of Unlawful Harassment Allegations

While the District vigorously defends its employees' and students' right to work in an environment free of unlawful harassment, it also recognizes that false accusations of unlawful harassment can have serious consequences.

Accordingly, any individual who is found, through the District's investigation, to have falsely accused another person of unlawful harassment will be subject to appropriate disciplinary action, up to and including discharge or expulsion.

6. Title IX Requirements

a. Any person may make a complaint of sexual harassment (discrimination) in particular by contacting the Title IX Coordinator directly. The District's Title IX Coordinator is the Vice President, Human Resources.

b. The Title IX Coordinator or designee who receives information about a complaint of sexual harassment (discrimination) will receive all relevant details about the alleged sex-based discrimination reported to the District responsible employee in order to determine what occurred and how to resolve the situation. This includes the names of alleged victim and alleged perpetrator (if known), and the date, time, and location of the alleged sexual misconduct.

c. The Title IX Coordinator, or designee, will make an immediate assessment concerning the health and safety of the victim and campus community as a whole. The District will provide the victim with immediate, interim measures necessary to protect his or her health and safety. Where the District determines that there is a substantial threat to the campus community, it will issue a timely warning according to District Administrative Procedures. The District will not disclose the victim's name or other identifying information when issuing the warning.

d. The complaint and investigation will be processed under Administrative Regulation 3410.

i. The District will normally complete its sexual misconduct investigation within 90 days of receiving the complaint, unless extended for good cause. The Title IX Coordinator will notify the victim and accused in writing of the reason for the extension and the projected new timeline.

ii. The victim and accused will have equal opportunity to present relevant witnesses and other evidence to the District investigator. The District will provide the same opportunities to the victim and accused.

iii. The allegations in a complaint will be decided using a preponderance of the evidence standard (i.e., it is more likely than not that sex-based discrimination occurred). Issues of consent will be decided using an affirmative consent standard, as described by Education Code section 67386.

iv. The Title IX Coordinator, or designee, will not use mediation or any similar process to informally resolve a sexual misconduct complaint.

v. The results of the fact-finding investigation will be set out in a formal investigative report which will include the requirements required by law and a credibility determination of the victim, accused, and witnesses, as appropriate.

vi. The Title IX Coordinator or designee will notify the State Chancellor's Office of any sex-based discrimination complaint. Upon completing the investigation, the District shall forward to the State Chancellor's Office a copy of the investigative report and administrative determination and to the complainant a copy or summary of the investigative report and administrative determination.

e. Where the victim has filed a criminal complaint with local law enforcement, the District will consider what information the District is able to share, pursuant to state and federal law, to ensure that victims are not unnecessarily required to give multiple statements about a traumatic event. The District will continue to conduct its own thorough, reliable, prompt, and impartial investigation.

7. Consensual Relationships

a. The perceived potential for conflicts of interest created by consensual relationships is of serious concern to the District. These relationships may lead to charges of sexual harassment that violate District policy. Consensual relationships may lead to an abuse of power, coercion, exploitation, or unfair treatment of others because there is an inherent imbalance of power and potential for exploitation in such relationships. A conflict of interest may arise if the administrator, faculty, or staff member must evaluate the

employee's work or make decisions affecting the employee or student. The relationship may create an appearance of impropriety and lead to charges of favoritism by other students or employees. Romantic or sexual relationships between supervisors and employees are discouraged. A consensual sexual relationship may change, with the result that sexual conduct that was once welcome becomes unwelcome and harassing. In the event that such relationships do occur, the District has the authority to transfer any involved employee to eliminate or attenuate the supervisory authority of one over the other, or of a faculty member over a student. Such action by the District is a proactive and preventive measure to avoid possible charges of harassment and does not constitute discipline against any affected employee.

b. Definition of Consensual Relationship

i. A consensual relationship, for purposes of this Administrative Procedure, is defined as one in which two individuals are involved by mutual consent in a romantic, physically intimate, and/or sexual relationship. A consensual relationship that might be appropriate in other circumstances is inappropriate when it occurs between members of the District community if one individual has power or authority over the other.

ii. The District recognizes that a consensual relationship may exist prior to the time an individual is assigned to a supervisor. An individual shall not accept direct authority over someone with whom she/he has a consensual relationship. However, an individual may accept direct authority over someone with whom he/she had (but no longer has) a consensual relationship preceding the assignment, provided appropriate actions are taken to mitigate the potential conflict of interest, including obtaining the agreement of the individual's supervisor and the agreement of the other person involved in the relationship.

c. Prohibited Relationships Between Students and Members of the District Community

In addition to the concern over the potential for conflicts of interest arising out of consensual relationships, the District has a special responsibility towards students as members of the District community. The academic success of students is central to the District's mission. The unequal institutional power inherent between students and particular members of the District community must be protected from influences or activities that can interfere with learning consistent with the goals and ideals of the District. Accordingly, relationships of the following nature are strictly prohibited:

i. Between an academic manager and any student with whom the manager is required to interact in an official capacity.

ii. Between an instructor, coach, counselor, or individual in any other position of instructive, evaluative, or advisory authority over students and any student for whom the instructor, coach, counselor, or individual has direct instructive, evaluative, or advisory authority.

iii. Between a direct supervisor and a student.

Exceptions to the above restrictions may be approved by the College President, in consultation with the President of the Academic Senate, Classified Senate, or Management Association, as appropriate, in extraordinary circumstances.

d.Types of Consensual Relationships Subject to this Policy. Examples of consensual relationships subject to this policy include, but are not limited to, the following types of relationships:

- i. Between supervisor and supervisee;
- ii. Between faculty and students; and
- iii. Between academic managers and faculty.

8. Failure to Comply with this Policy

Students or employees who engage in unlawful harassment or retaliation in violation of this policy may be subject to disciplinary action, up to and including termination from employment or expulsion, as applicable. Violations of this policy may be addressed through existing District policies or negotiated agreements for complaint resolution and/or disciplinary procedures as appropriate for faculty, staff, management individuals and students.

9. Supervisory Training

a.The District shall provide sexual harassment training and education to each supervisory employee once every two years. All new supervisory employees must be provided with the training and education within six months of their assumption of a supervisory position. The training and education required by this procedure shall include information and practical guidance regarding the federal and state statutory provisions concerning the prohibition against and the prevention and correction of sexual harassment and the remedies available to victims of sexual harassment in employment. The training and education shall also include practical examples aimed at instructing supervisors in the prevention of harassment, discrimination, and retaliation, and shall be presented by trainers or educators with knowledge and expertise in the prevention of harassment, discrimination, and retaliation. Supervisor’s harassment training must also address potential exposure and liability for employers and individuals, supervisor’s obligation to report sexual harassment, discrimination, and retaliation when they become aware of it, appropriate remedial measures to correct harassing behavior, and a review of “abusive conduct.”

b.The District will maintain appropriate records of the training provided, including the names of the supervisory employees trained, the date of training, sign in sheets, copies of all certificates of attendance or completion issued, the type of training provided, a copy of all written or recorded training materials, and the names of the training provider. The District will retain these records for at least three years.

10. Education

In order to take proactive measures to prevent unlawful harassment and violence toward students, the District will provide preventive education programs and make victim resources, including comprehensive victim services, available. The District will include such programs in their orientation programs for new students, and in training for student athletes and coaches. These programs will include discussion of what constitutes sexual harassment and sexual violence, the District’s policies and disciplinary procedures, and the consequences of violating these policies.

A training program and/or informational services will be made available to all students at least once annually. The education programs will also include information aimed at encouraging students to report incidents of sexual violence to the appropriate District and law enforcement authorities. Since victims or third parties may be deterred from reporting incidents if alcohol, drugs, or other violations of District or campus rules were involved, the District will inform students that the primary concern is for student safety and that use of alcohol or drugs never makes the victim at fault for sexual violence. If other rules are violated, the District will address such violations separately from an allegation of sexual violence.

10. Dissemination of Policy and Procedures

a. The District's policy and procedures regarding harassment will be provided to all students, faculty members, members of the administrative staff and members of the support staff, and will be posted on campus and on the District's website.

b. When hired, employees are required to sign that they have received the District's policy and procedures regarding harassment, and the signed acknowledgment of receipt will be placed in each employee's personnel file. In addition, these policies and procedures will be incorporated into the District's course catalogs and orientation materials for new students.

3. 12. Summary

The District entrusts all employees and students with the responsibility for maintaining a positive working and learning environment free of unlawful harassment. The District encourages employees and students to raise questions regarding unlawful harassment with the immediate supervisor, the department/division head, Student and Learning Services, or Human Resources.

Board Policy 3540 Sexual and Other Assaults on Campus

Any sexual assault or physical abuse, including, but not limited to rape as defined by California law, whether committed by an employee, student or member of the public, that occurs on District property, is a violation of District policies and procedures, and is subject to all applicable punishment, including criminal procedures and employee or student discipline procedures. Students, faculty, and staff who may be victims or accused of sexual assaults and other assaults shall be treated with dignity, respect, and provided comprehensive assistance.

The Superintendent-President shall establish administrative procedures that ensure that students, faculty, and staff who are victims of sexual assaults and other assaults receive appropriate information and treatment, and that educational information about preventing sexual violence is provided and publicized as required by law.

The procedures shall meet the criteria contained in Education Code Sections 67385, 67385.7, and 67386, and 34 Code of Federal Regulations Section 668.46.

The District is committed to publicly posting all information related to sexual assaults and other assaults.

Administrative Procedures 3540 Sexual and Other Assaults on Campus

1. Assaults or Physical Abuse

- a. Any assaults or physical abuse, including, but not limited to, sexual assault, rape, domestic violence, dating violence, or stalking, as defined by California law or District policy, whether committed by an employee, student, or member of the public, is a violation of District policies and regulations if the assault took place on District property, on an off-campus site or facility maintained by the District, on grounds or facilities maintained by an affiliated student organization, or at a District-sponsored activity on non-District property (collectively referred to herein as "on District grounds or in relation to District activities"), and is subject to all applicable punishment, including criminal procedures and employee or student discipline procedures.
- b. For a sexual assault against a student, employee, or a third party associated with the District which takes place off campus and unrelated to any District activity, the District may investigate to the extent necessary to determine if the facts indicate the need for remedial measures for the victim or other safety related measures for the District.

2. Definitions

- a. "Sexual assault" includes but is not limited to, rape, forced sodomy, forced oral copulation, rape by a foreign object, sexual battery, or threat of sexual assault.
- b. "Dating violence" means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of a romantic or intimate relationship will be determined based on the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
- c. "Domestic violence" includes felony or misdemeanor crimes of violence committed by:
 - i. A current or former spouse of the victim;
 - ii. By a person with whom the victim shares a child in common;
 - iii. By a person who is cohabitating with or has cohabitated with the victim as a spouse;
 - iv. By a person similarly situated to a spouse of the victim under California law; or
 - v. By any other person against an adult or youth victim who is protected from that person's acts under California law.
- d. "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 to suffer substantial emotional distress.
- e. "Affirmative consent" means affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in sexual activity to ensure that he or she has the affirmative consent of the other or others to engage in the sexual activity. Lack of protest or resistance does not mean consent, nor does silence mean consent. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

3. Information and Assistance

- a. These written procedures and protocols are designed to ensure victims of domestic violence, dating violence, sexual assault, or stalking on District grounds or in

- relation to District activities receive treatment and information.
- b. All students, faculty members or staff members who allege they are the victims of domestic violence, dating violence, sexual assault or stalking on District grounds or in relation to District activities shall be provided with information regarding options and assistance available to them. Information shall be available from the Chief of Police and College Safety, which shall maintain the identity and other information about alleged sexual assault victims as confidential unless and until the Chief of Police and College Safety is authorized to release such information by court order. Information may also be available from the Vice President, Human Resources, and the Title IX Coordinator.
 - c. A student who alleges being a victim of sexual assault may choose for the investigation to be pursued through:
 - i. The criminal justice system and the Title IX Coordinator; or
 - ii. Only the Title IX Coordinator.
 - d. The Chief of Police and College Safety shall provide all alleged victims of domestic violence, dating violence, sexual assault or stalking with the following, upon request:
 - i. A copy of the Board Policy and Administrative Procedure regarding domestic violence, dating violence, sexual assault or stalking.
 - ii. A list of personnel on campus who should be notified (Superintendent/President, Assistant Superintendent/Senior Vice- Presidents, Title IX Coordinator) and procedures for such notification, if the alleged victim consents.
 - iii. Information about the importance of preserving evidence and the identification and location of witnesses.
 - iv. A description of available services, and the persons on campus available to provide those services, if requested. Services and those responsible for providing or arranging them include:
 1. Transportation to a hospital, if necessary, by Police and College Safety;
 2. Counseling by a Mental Health Counselor, or referral to a counseling center by Student Health Services for students or the District's Employee Assistance Program for employees;
 3. Notice to the police, if desired, by Police and College Safety;
 4. A list of other available campus resources or appropriate off-campus resources by Police and College Safety and/or Student Health Services
 - v. Information about the existence of at least the following:
 1. Criminal prosecution;
 2. Civil prosecution (i.e., lawsuit);
 3. District disciplinary procedures for students and/or employees, as applicable;
 4. Academic assistance alternatives, including tutoring;
 5. Modification of class schedules.
 - vi. Information regarding the victim's options to:
 1. Notify proper law enforcement authorities, including on-campus and local police;
 2. Be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and

- 3. Decline to notify such authorities.
- vii. Information on the rights of victims and the District's responsibilities regarding orders of protection, no contact orders, or similar lawful orders issued by a court.
- viii. Information about how the District will protect the confidentiality of victims.
- ix. Written notification regarding about options for, and available assistance in, changing academic, living, transportation, and working situations, if requested, and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.
- e. The Title IX Coordinator, or designee, and a Mental Health Counselor should be available to provide assistance to District law enforcement unit employees regarding how to respond appropriately to reports of sexual violence.

4. **District Investigation**

- a. The District will investigate all complaints alleging sexual assault under the procedures for sexual harassment investigations described in AP 3430, Prohibition of Harassment, regardless of whether a complaint is filed with local law enforcement. All alleged victims of domestic violence, dating violence, sexual assault, or stalking on District grounds or in relation to District activities shall be kept informed, through the Title IX Coordinator, or designee, of any ongoing investigation, including the status of any student or employee disciplinary proceedings or appeal. Alleged victims of domestic violence, dating violence, sexual assault, or stalking are required to maintain any such information in confidence, unless the alleged assailant has waived rights to confidentiality.
- b. The District shall maintain the identity of any alleged victim or witness of domestic violence, dating violence, sexual assault, or stalking on District grounds or in relation to District activities in confidence unless the alleged victim or witness specifically waives that right to confidentiality or as necessary to conduct an investigation. All inquiries from reporters or other media representatives about alleged domestic violence, dating violence, sexual assaults, or stalking on District grounds or in relation to District activities shall be referred to the District's Public Information Office, which shall work with Police and College Safety to assure that all confidentiality rights are maintained.
- c. A complainant or witness who participates in an investigation of sexual assault, domestic violence, dating violence, or stalking on District grounds or in relation to District activities will not be subject to disciplinary sanctions for a violation of the District's student conduct policy at or near the time of the incident, unless the District determines that the violation was egregious, including but not limited to, an action that places the health or safety of any other person at risk or an action that involves academic dishonesty, including but not limited to, plagiarism, cheating, or academic honesty.
- d. In the evaluation of sexual misconduct complaints in any disciplinary process, it shall not be a valid excuse to allege lack of affirmative consent that the accused believed that the complainant consented to the sexual activity under either of the following circumstances:
 - i. The accused's belief in affirmative consent arose from the intoxication or recklessness of the accused.
 - ii. The accused did not take reasonable steps, in the circumstances known to the accused at the time, to ascertain whether the complainant affirmatively consented.
- e. In the evaluation of sexual misconduct complaints in the disciplinary process, it shall not be a valid excuse that the accused believed the complainant affirmatively consented to the sexual activity if the accused knew or reasonably should have known that the complainant was unable to consent to the sexual

activity under any of the following circumstances:

- i. The complainant was asleep or unconscious.
- ii. The complainant was incapacitated due to the influence of drugs, alcohol, or medication, so that the complainant could not understand the fact, nature, or extent of the sexual activity.
- iii. The complainant was unable to communicate due to a mental or physical condition.
- f. The standard used in determining whether the elements of the complaint against the accused have been demonstrated is the preponderance of the evidence.

5. Annual Security Report

- a. The Annual Security Report will include a statement regarding the District's programs to prevent sexual assault, domestic violence, dating violence and stalking and procedures that should be followed after an incident of sexual assault, domestic violence, dating violence, or stalking has been reported, including a statement of the standard of evidence that is used during and in any District proceeding arising from such a report. The statement will include the following:
 - b. A description of educational programs to promote the awareness of rape, acquaintance rape, other forcible and non-forcible sex offenses, domestic violence, dating violence, or stalking;
 - c. Procedures to follow if a domestic violence, dating violence, sex offense, or stalking occurs, including who should be contacted, the importance of preserving evidence to prove a criminal offense, the importance of trauma-informed investigation techniques, and to whom the alleged offense should be reported;
 - d. Information on a student's right to notify appropriate law enforcement authorities, including on-campus and local police, and a statement that campus personnel will assist the student in notifying these authorities, if the student so requests, and the right to decline to notify these authorities;
 - e. Information about how the District will protect the confidentiality of victims, including how publicly available recordkeeping will be accomplished without the inclusion of identifying information about the victim, to the extent permissible by law;
 - f. Information for students about existing on- and off-campus counseling, mental health, victim advocacy, legal assistance, or other student services for victims of sex offenses;
 - g. Written notification of victims about options for, and available assistance in, changing academic, living, transportation, and working situations, if requested and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement;
 - h. Procedures for campus disciplinary action in cases of an alleged domestic violence, dating violence, sex offense, or stalking, including a clear statement that:
 - i. Such proceedings will provide a prompt, fair, and impartial resolution;
 - ii. Such proceedings will be conducted by officials who receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation and hearing process that includes trauma informed techniques to protect the safety of victims and promote accountability;
 - iii. The accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding; and

Both the accuser and the accused must be informed of the outcome of any institutional disciplinary proceeding resulting from an alleged domestic violence, dating violence, sex offense, or stalking; of the procedures for the

accused and victim to appeal the results of the disciplinary proceeding; of any changes to the results that occurs prior to the time that such results become final; and when such results become final. Compliance with this paragraph does not violate the Family Educational Rights and Privacy Act. For the purposes of this paragraph, the outcome of a disciplinary proceeding means the final determination with respect to the alleged domestic violence, dating violence, sex offense, or stalking and any sanction that is imposed against the accused.

- i. A description of the sanctions the campus may impose following a final determination by a campus disciplinary proceeding regarding rape, acquaintance rape, or other forcible or non-forcible sex offenses, domestic violence, dating violence, or stalking.

6. Education and Prevention Information

- a. The Title IX Coordinator, or designee, shall:
 - i. Provide, as part of each campus' established on-campus orientation program, education and prevention information about domestic violence, dating violence, sexual assault, or stalking. The information shall be developed in collaboration with campus-based and community-based victim advocacy organizations, and shall include sexual assault prevention strategies including empowerment programming for victim prevention, awareness raising campaigns, primary prevention, bystander intervention, and risk reduction.
 - ii. Post sexual violence prevention and education information on the campus website regarding domestic violence, dating violence, sexual assault and stalking.
 - iii. Maintain compliance with the Clery Act and Kristin Smart Campus Safety Act through updated written agreements with local law enforcement agencies regarding the investigation and operational responsibilities over sexual assaults and other assaults on District property or on an off-campus site or facility maintained by the District or on grounds or facilities maintained by a student organization or at a District-sponsored activity on non-District property. Such agreements shall be revised and updated pursuant to law.
- b. The District's Office of Human Resources shall:
 - i. Provide to employees, as part of each campus' established on-campus orientation program, education and prevention information about domestic violence, dating violence, sexual assault and stalking.
 - ii. The information shall be developed in collaboration with campus-based and community-based victim advocacy organizations, and shall include the District's sexual assault policy and prevention strategies including empowerment programming for victim prevention, awareness raising campaigns, primary prevention, bystander intervention, and risk reduction.
- c. For additional information and resources on sexual assault, domestic violence, dating violence, and stalking in the educational/campus environment, the Department of Justice has established a clearinghouse of resources geared towards colleges and universities, which can be accessed at the California Attorney General's website.

Board Policy 5500 Standards of Student Conduct

The District seeks to maintain a safe, orderly, and constructive campus environment in which there is freedom to learn and respect for the dignity of all members of the College community. Students are expected to be responsible, honest, and non-violent in exercising their rights to free inquiry and free speech.

The District shall establish procedures which describe expected student conduct, penalties for misconduct, and a student discipline process.

The Superintendent/President shall establish procedures for the imposition of discipline on students in accordance with the requirements for due process of the federal and state law and regulations.

The procedures shall clearly define the conduct that is subject to discipline, and shall identify potential disciplinary actions, including but not limited to the removal, suspension or expulsion of a student.

The Board of Trustees shall consider any recommendation from the Superintendent/President for expulsion. The Board shall consider an expulsion recommendation in closed session unless the student requests that the matter be considered in a public meeting. Final action by the Board on the expulsion shall be taken at a public meeting.

The procedures shall be made widely available to students through the college catalog and other means.

The Student Conduct Code identifies conduct that is prohibited by College policy. Students who violate the Student Conduct Code will be subject to disciplinary action under the Student Discipline Process Procedures (AP 5520). Disciplinary sanctions depend on the nature of the offense, the past pattern of behavior of the student, and other relevant factors. Examples of possible disciplinary sanctions are listed below. In addition, student drug or alcohol offenses or other criminal acts, may be referred to law enforcement officials.

1. The following conduct shall constitute good cause for discipline, including but not limited to the removal, suspension or expulsion of a student. These types of conduct are prohibited at all times on College owned or controlled property and at any off-campus function sponsored or supervised by the College.

- Causing, attempting to cause, or threatening to cause physical injury to another person.
- Possession, sale or otherwise furnishing any firearm, knife, explosive or other dangerous object, including but not limited to any facsimile firearm, knife, or explosive, unless, in the case of possession of any object of this type, the student has obtained written permission to possess the item from a District employee, which is concurred in by the College president.
- Unlawful possession, use, sale, offer to sell, or furnishing, or being under the influence of, any controlled substance listed in Chapter 2 (commencing with Section 11053) of Division 10 of the California Health and Safety Code, an alcoholic beverage, or an intoxicant of any kind; or unlawful possession of, or offering, arranging or negotiating the sale of any drug paraphernalia, as defined in California Health and Safety Code Section 11014.5.
- Committing or attempting to commit robbery or extortion.
- Causing or attempting to cause damage to district property or to private property on campus.
- Stealing or attempting to steal District property or private property on campus, or knowingly receiving stolen District property or private property on campus.
- Attempted or actual theft or intentional damage to property of the College or any member of the College community or visitors. This includes theft of

textbooks or sale of textbooks other than one's own and intentional damage to library resources.

- Willful or persistent smoking in any area where smoking has been prohibited by law or by regulation of the College or the District.
- Committing sexual harassment as defined by law or by District policies and procedures.
- Engaging in harassing or discriminatory behavior based on disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other status protected by law.
- Engaging in intimidating conduct or bullying against another student through words or actions, including direct physical contact; verbal assaults, such as teasing or name-calling; social isolation or manipulation; and cyberbullying;
- Willful misconduct which results in injury or death to a student or to College personnel or which results in cutting, defacing, or other injury to any real or personal property owned by the District or on campus.
- Sexual assault, defined as actual or attempted sexual contact with another person without that person's consent, regardless of the victim's affiliation with the community college, including, but not limited to, any of the following:

i. Intentional touching of another person's intimate parts without that person's consent or other intentional sexual contact with another person without that person's consent.

ii. Coercing, forcing, or attempting to coerce or force a person to touch another person's intimate parts without that person's consent.

iii. Rape, which includes penetration, no matter how slight, without the person's consent, of either of the following:

- a. The vagina or anus of a person by any body part of another person or by an object.
- b. The mouth of a person by a sex organ of another person. Sexual exploitation, defined as a person taking sexual advantage of another person for the benefit of anyone other than that person without that person's consent, regardless of the victim's affiliation with the community college, including, but not limited to, any of the following:

- Prostituting another person.

(1) Recording images, including video or photograph, or audio of another person's sexual activity, intimate body parts, or nakedness without that person's consent.

(2) Distributing images, including video or photograph, or audio of another person's sexual activity, intimate body parts, or nakedness, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to the disclosure and objected to the disclosure.

(3) Viewing another person's sexual activity, intimate body parts, or nakedness in a place where that person would have a reasonable expectation of privacy, without that person's consent, and for the purpose of arousing or gratifying sexual desire.

- Disruptive behavior, willful disobedience, habitual profanity or vulgarity, or the open and persistent defiance of the authority of, or persistent abuse of, college personnel.

- Cheating, plagiarism (including plagiarism in a student publication), or engaging in other academic dishonesty. Dishonesty, forgery, alteration or misuse of college documents, records or identification; or knowingly furnishing false information to the District.
- Unauthorized entry upon or use of college facilities.
- Lewd, indecent, or obscene conduct on District-owned or controlled property or at District-sponsored or supervised functions.
- Engaging in expression which is obscene; libelous, or slanderous; or which so incites students as to create a clear and present danger of the commission of unlawful acts on college premises, or the violation of lawful District administrative procedures, or the substantial disruption of the orderly operation of the District.
- Persistent, serious misconduct where other means of correction have failed to bring about proper conduct. Unauthorized preparation, giving, selling, transfer, distribution, or publication, for any commercial purpose, of any contemporaneous recording of an academic presentation in a classroom or equivalent site of instruction, including but not limited to handwritten or typewritten class notes, except as permitted by any Board policy or administrative procedure.
- Failure to comply with directions of College personnel acting in the performance of their duties, including failure to present the Pasadena City College ID card or current class schedule upon request.
- Misrepresentation of oneself or of an organization to be an agent of the College.
- Violation of rules and/or regulations governing student organization chartering, official activity approval, funds handling and management, and/or participation in such activities.
- Unauthorized use of computers and telecommunication resources, including but not limited to:

i. Unauthorized entry into a file to use, read, or change the contents, or for any other purpose;

ii. Unauthorized transfer of a file;

iii. Unauthorized use of another individual's identification and password;

iv. Use of computing facilities to interfere with the work of another student, faculty member or College official;

v. Use of computing and telecommunications resources to send obscene or abusive messages.

vi. Use of any audio, video or other listening, recording or transmitting device in any classroom, service area or College activity without the prior consent of the instructor, College service provider or activity advisor except as necessary to provide reasonable auxiliary aids and academic adjustments to students with disabilities or as provided by regulation or law.

2. All students are required to adhere to any and all health and safety protocol set forth by the Pasadena Area Community College District deemed appropriate and necessary to protect the general safety, health and well-being of the overall college

community and its members.

- Failure to comply with any direction by a District employee, related to a health and safety protocol or directive, may be considered a violation of the Pasadena City College Standards of Student Conduct (BP 5500 & AP 5520)
- Failure to comply with directions of College personnel acting in the performance of their duties, including failure to present the Pasadena City College ID card or current class schedule upon request.
- Disruptive behavior, willful disobedience, habitual profanity or vulgarity, or the open and persistent defiance of the authority of, or persistent abuse of, college personnel.
- Other misconduct that disrupts the College, its mission or campus life. Violation of other College policies, procedures or regulations.

Administrative Procedures 5500 Standards of Student Conduct

1. Student Conduct Code

The Student Conduct Code identifies conduct that is prohibited by College policy. Students who violate the Student Conduct Code will be subject to disciplinary action under the Student Discipline Process Procedures. Disciplinary sanctions depend on the nature of the offense, the past pattern of behavior of the student, and other relevant factors. Examples of possible disciplinary sanctions are listed below. In addition, student drug or alcohol offenses or other criminal acts, may be referred to law enforcement officials.

2. Types of Conduct Subject to Discipline

The following are some of the types of conduct for which students may be subject to disciplinary sanctions. These types of conduct are prohibited at all times on College owned or controlled property and at any off-campus function sponsored or supervised by the College.

- a. Dishonesty, such as cheating, plagiarism, fabrication, or knowingly furnishing false information to the College or its officials; intentionally or knowingly helping or attempting to help another commit an act of dishonesty.
- b. Failure to comply with directions of College personnel acting in the performance of their duties, including failure to present the Pasadena City College ID card or current class schedule upon request.
- c. Unlawful use, possession, sale or presence on campus while under the influence of alcohol, narcotics, or other controlled illegal substances.
- d. Forgery, alteration or misuse of College documents, records, or identification.
- e. Misrepresentation of oneself or of an organization to be an agent of the College.

- f. Disruption or obstruction of teaching, research, administration, disciplinary proceedings, other College sponsored or supervised activities including public-service functions on or off campus, or authorized non-College activities on College premises.
- g. Assault, battery, any threat of force or violence, physical or verbal abuse, intimidation, harassment, coercion, stalking, hazing and/or other such conduct involving any member of the College community or visitors.
- h. Attempted or actual theft or intentional damage to property of the College or any member of the College community or visitors. This includes theft of textbooks or sale of textbooks other than one's own and intentional damage to library resources.
- i. Violation of applicable College policies, procedures or regulations, State or local laws on College premises or at College sponsored or supervised activities.
- j. Violation of rules and/or regulations governing student organization chartering, official activity approval, funds handling and management, and/or participation in such activities
- k. Violation of College policies, procedures, and/or regulations on the time, place and manner of free speech and distribution of literature, including those addressing use of the free speech area, use of amplified sound, disruption of the educational processes of Pasadena City College, student body election activities, student and student organization activities and non-student organization activities.
- l. Willful or persistent smoking in any area where smoking has been prohibited by lawful authority.
- m. Disorderly conduct or lewd, indecent, or obscene conduct or expression.
- n. Illegal or unauthorized possession, use, or sale of explosives, firearms, or other dangerous objects or substances which might inflict bodily harm or be used to threaten the health or safety of anyone.
- o. Continual, disruptive, behavior, continued willful disobedience, or the open and persistent defiance of the authority of, or persistent abuse of College personnel.
- p. Unauthorized use of computers and telecommunication resources, including but not limited to:
 - i. Unauthorized entry into a file to use, read, or change the contents, or for any other purpose;
 - ii. Unauthorized transfer of a file;
 - iii. Unauthorized use of another individual's identification and password;
 - iv. Use of computing facilities to interfere with the work of another student, faculty member or College official;
 - v. Use of computing and telecommunications resources to send obscene or abusive messages.

(As used above, unauthorized means permission has not been given by an appropriate college office. See District Policy 5350, Privacy, Security, and Acceptable use of Electronic Resources.)

q. Any form of unlawful discrimination or harassment, including sexual harassment, gender-based harassment and/or sexual assault of any person as defined by state or federal law. See College policy and procedures on discrimination, sexual harassment and/or sexual assault.

r. Obstruction of the free flow of pedestrian or vehicular traffic on College premises or at College-sponsored or supervised functions such as speeding on campus property, failing to stop at stop signs and occupied pedestrian crossings and parking illegally.

s. Parking in violation of areas reserved for people with disabilities or persons providing transportation to such employees, students and/or visitors.

t. Use of any audio, video or other listening, recording or transmitting device in any classroom, service area or College activity without the prior consent of the instructor, College service provider or activity advisor except as necessary to provide reasonable auxiliary aids and academic adjustments to students with disabilities or as provided by regulation or law. Students who require such devices or other accommodations should inform their instructor(s) by the first day of class or their first day of attendance, whichever comes first.

u. All students are required to adhere to any and all health and safety protocol set forth by the Pasadena Area Community College District deemed appropriate and necessary to protect the general safety, health and well-being of the overall college community and its members.

Failure to comply with any direction by a District employee, related to a health and safety protocol or directive, may be considered a violation of the Pasadena City College Standards of Student Conduct (BP 5500 & AP 5520)

v. Other misconduct that disrupts the College, its mission or campus life.

Misconduct Penalties

1. Disciplinary Actions for Violation of Conduct Code

Violation of a Student Conduct Code is subject to the following types of disciplinary action that will be administered by appropriate College personnel:

a. Warning - A verbal admonition to the student that a College regulation has been violated. This action may be initiated by a college faculty member or manager and, if deemed necessary, sent in writing to the Office of Student and Learning Services to determine if further disciplinary action should be imposed.

b. Temporary Class Removal - Removal of a student from a class by the instructor when the student's behavior has interfered with the teaching/learning process within the classroom/laboratory environment.

A student

may also be removed from the instructional setting if the instructor determines that the student's actions are unsafe and/or dangerous to self or others. In either case, the duration shall not exceed the day of the removal and the next class meeting. Temporary class removal may be undertaken only after the instructor has warned the student and given the student a chance to improve, except in cases where the violation is so flagrant that immediate removal from the class, clinic, or laboratory is in order. The instructor shall notify the Division Dean of the temporary class removal.

c. Reprimand - A written reprimand to the student at the discretion of the Vice President of Student and Learning Services or designee. A copy of the letter may be placed in the student's disciplinary file. The student will be notified of this action and given an opportunity to submit a written response.

d. Disciplinary Probation - A written reprimand accompanied by probation for a designated period of time. Probation includes probability of more severe disciplinary sanction if the student is found to have violated College regulations during the probationary period.

e. Loss of Privileges - Denial of specified privileges for a designated period of time including exclusion from extra-curricular activities of the College community and restricted use of College facilities and services.

f. Restitution - Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.

g. Discretionary Sanctions - Work assignments, service to the College or community or other related discretionary assignments. Such assignments must be approved by the Vice President of Student and Learning Services or designee.

h. Administrative Class and/or Program Drop - Drop of a student from a class and/or program by the Vice President of Student and Learning Services or designee. An instructor may initiate this drop process for one or more of the reasons given under the Student Discipline Process. (See section 1.b., Administrative Class and/or Program Drop Procedures.)

i. Interim Suspension - Removal, in certain circumstances, of a student from the College prior to completion of due process proceedings in order to insure the student's own physical or emotional safety and well-being or to insure the safety and well-being of members of the College community or for the preservation of College property. The student shall be given prompt notice of the charges and a reasonable opportunity for a hearing within 10 class days (class days are the days that classes are in session, excluding weekends) of the imposition of the interim suspension.

j. Suspension - Exclusion of the student from the College for a definite period of time, after which the student may be eligible to re-enroll. Conditions for readmission may be specified. This action is initiated by the Superintendent-President of the College or designee. Any suspension shall be accompanied by a hearing or the opportunity for a hearing.

k. Expulsion - Removal of a student from the College by the governing board of the College (Board of Trustees) for good cause when other means of correction have failed to bring about proper conduct or when the presence of the student causes a continuing danger to the physical safety of the student or others. An expulsion is considered a permanent exclusion of the individual from being a student of the District. Re-admittance to the College requires governing board approval. Expulsion shall be accompanied by a hearing or the opportunity for a hearing.

2. More than one of the sanctions above may be imposed for a single violation.

3. In regard to Health & Safety violations, students may face possible sanctions including verbal warning, removal from classroom or campus space in which alleged violation occurred for up to two (2) days (California Ed Code 66300, 71222 and 76030), being dropped from classes, or registration holds until student is in compliance with College health and safety regulations. Additional sanctions, up to and including expulsion, may be applied through the College's formal student conduct process

4. Other than expulsion, disciplinary sanctions shall not be part of the student's permanent academic record, but shall become part of the student's confidential record.

5. Violation of parking laws, ordinances or regulations shall not be grounds for class removal, suspension or expulsion.

Administrative Procedures 5520 Student Disciplinary Procedures

The purpose of this administrative procedure is to provide a prompt and equitable means to address violations of the Standards of Student Conduct, which guarantees to the student or students involved the due process rights guaranteed them by state and federal constitutional protections. This procedure will be used in a fair and equitable manner, and not for purposes of retaliation. It is not intended to substitute for criminal or civil proceedings that may be initiated by other agencies.

The Administrative Procedure is specifically not intended to infringe in any way on the rights of students to engage in free expression as protected by the state and federal constitutions, and by Education Code Section 76120, and will not be used to punish expression that is protected.

DEFINITIONS

College District - Pasadena Area Community College District (PACCD)

Student - Any person who has applied, is currently enrolled as a student or in participating any program offered by the College District.

Instructor - Any academic employee of the College District in whose class a student subject to sanction is enrolled, or counselor who is providing or has provided services to the student, or other academic employee who has responsibility for the student's educational program.

Complainant - A person who submits a charge alleging that a student has violated the College's Student Code of Conduct.

Accused Student/Respondent - A student who has been accused of violating the Student Code of Conduct by a College District employee, student, or visitor.

Business Days - Unless otherwise provided, a business day shall mean a day during which the College District is in session and regular classes are held, excluding Saturdays, Sundays, and public holidays.

College District Property - Property under the control of the Pasadena Area Community College District or any place that is the site of a College District approved activity or function.

JURISDICTION OF THE COLLEGE

Sanctions for violations of the Student Conduct Code may be imposed for conduct which occurs on the College premises, in or out of the classroom setting, while using College technology, at off-campus instructional sites, during off-campus College-sponsored events and for off-campus conduct which materially and substantially interferes with the College's operational and educational programs.

FILING A COMPLAINT

Any person may allege a violation of the Student Conduct Code by completing a Student Conduct Incident Report Form and submitting it to the Office of Student Life or on-line. The College reserves the right to initiate a student conduct process based on available information, even if a formal complaint has not been received. The complaint shall describe the conduct in question and, if known, the name of the person or persons alleged to have engaged in that conduct. The filing of a complaint assumes that the complainant desires to initiate the inquiry that may result in official disciplinary action against the alleged violator. The complainant should file a complaint within a reasonable amount of time not to exceed **30 days** from the date of the incident.

OVERVIEW OF THE STUDENT CONDUCT PROCESS

- Each student is responsible for reading and complying with the Standards of Conduct & Academic Honesty which is made available on the Pasadena City College website on the Office of Student Life page or in the Office of Student Life, Campus Center 105 and the College Catalog.

- Any member of the college community can initiate an accusation of an alleged violation.

- If a student is accused of an alleged violation, he or she will receive written notice of the conduct warranting discipline. The notice may include a request for a review meeting and will include:
 - A. The specific code violations;
 - B. A short statement of the facts supporting the accusation;
 - C. The right of the student to meet with the Dean of Student Life/Student Conduct Administrator or designee;
 - D. Reference to the Student Conduct Code process and rights of students as indicated in the Code.
 - E. The nature of the sanctions being considered.

- Time Limits - The notice must be provided to the student within thirty (30) business days of the date on which the conduct allegedly took place; in the case of continuous, repeated or ongoing conduct, the notice must be provided within ten (10) business days of the date on which conduct occurred which led to the decision to take disciplinary action.

- Meeting - If the student chooses to meet, or is requested to meet, with the Dean of Student Life or designee, the meeting must occur no sooner than five (5) business days after the notice is provided. At the meeting, the student must again be told the facts leading to the accusation, and must be given an opportunity to respond verbally or in writing to the accusation.

- Upon completion of the review meeting the student, if necessary, shall have the right to the following:
 - A. Be provided a list of findings by the Dean of Student Life/Student Conduct Administrator or designee;
 - B. Accept or deny responsibility.
 - C. Have sanctions imposed, if found in violation of the Student Conduct Code;
 - D. Request a hearing of the Student Conduct Hearing Panel should the student disagree with the finding(s) and sanction(s) of the Dean of Student Life/Student Conduct Administrator or designee (if sanction includes suspension, removal from a class or expulsion);
 - E. Be informed of the appropriate Policy & Procedure;
 - F. Be informed of his/her right to request a copy of their student conduct file.

- Students should be aware that the student conduct process is different from criminal and civil court proceedings. Procedures and rights in student conduct proceedings are conducted with fairness to all, but do not include the same protections of due process afforded by the courts. The standard used to determine whether a violation of the Student Conduct Code has occurred will be a preponderance of evidence (more likely than not). **Due process within**

these procedures, assures timely written notice, a hearing before an objective decision-maker or panel (should one be requested) and a process for appeal.

- Students continue to be subject to city, state and federal laws while at Pasadena City College (PCC) and allegations, charges or violations of those laws may also constitute violations of the Student Conduct Code. In such instances, PCC may proceed with disciplinary action under the Student Conduct Code independently of any criminal proceeding involving the same conduct. The College may impose sanctions for violation of the Student Conduct Code even if such criminal proceeding is not yet resolved or is resolved in the student's favor.
- No student will be found in violation of PCC policy without information showing by preponderance of the evidence that a policy violation has occurred. In PCC's sole discretion, sanctions will be proportionate to the severity of the violation(s).
- If a student is found responsible for one or more violations of the Student Conduct Code, the student's prior conduct record will be taken into consideration and may result in progressive sanctions because of a pattern of behavior.
- Within five (5) business days after meeting with the Dean of Student Life/Student Conduct Administrator as described above, the Dean of Student Life/ Student Conduct Administrator or designee shall decide whether to impose expulsion, suspension, short-term suspension, whether to impose some lesser sanction, or whether to end the matter. Written notice of the Dean's or designee's decision shall be provided to the student. The notice will include the length of time of the suspension, or the nature of the lesser sanction.

DETERMINATION OF SANCTIONS

The following factors may be considered in determining what sanctions are appropriate in a particular case. While sanctions are applied equitably and fairly, it is done so with consideration for the uniqueness of each individual case.

- The nature of the violation(s).
- Prior violations and disciplinary history.
- Mitigating circumstances surrounding the violation.
- The student's motive or purpose for engaging in the behavior. Sanctions which have been imposed in similar cases in the past. The developmental and educational impact on the student.

POSSIBLE SANCTIONS

Multiple sanctions may be imposed including but not limited to:

A. **Sanctions for Academic Dishonesty**

Students found to be responsible for academic dishonesty may incur any of the below sanctions as well as the following:

- The instructor may assign a failing grade to the examination or assignment in which the alleged cheating or plagiarism occurred.
- The instructor may dismiss the student from the class or activity for the present and/or following class session(s) (total of 2 class sessions).
- The instructor or the Division administrator may require a meeting with the instructor and/or the Administrator. The instructor shall complete a Student Conduct Incident Report and forward a copy to the Division Administrator and the Dean of Student Life/Student Conduct Administrator.

B. **Other Sanctions**

Written or Verbal Reprimand - An admonition to the student to cease and desist from conduct determined to violate the College District's Student Code of Conduct. Written reprimands may become part of a student's permanent record at the College District. A record of the fact that a verbal reprimand has been given may become part of a student's record at the College District for a period of up to one (1) calendar year.

Educational sanctions- including work assignments, essays, community service, behavioral contract, administrative referral or other related educational assignment;

Disciplinary Probation- Probation is for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to be in violation of any institutional regulations during the probationary period. It may include restriction from contact with specified individuals, college activities, services, offices, or designated areas.

Probation shall not be imposed for a period longer than a year.

Restitution-a payment to compensate an injured party for financial harm, in cases involving misconduct such as theft, destruction of property or deception.

Removal from Class/Facility/College District Entity - Any instructor/responsible manager may remove a student from the class, activity, office, department etc. for the day of the incident and one additional day. The instructor/responsible manager shall immediately report the removal to the Dean of Student Life/ Student Conduct Administrator or designee and his/her Dean or responsible administrator. The student shall not be returned to the class during the period of the removal without the concurrence of the instructor.

Withdrawal of Consent to Remain On Campus - The Dean of Student Life or designee and/or the College District's Campus Police Department, may notify any person for whom there is a reasonable belief that the person has willfully disrupted the orderly operation of the campus, that consent to remain on campus has been withdrawn. If the person is on campus at the time, he/she must promptly leave or be escorted off

campus. If consent is withdrawn a written report must be promptly made to the Superintendent-President or designee.

The person from whom consent has been withdrawn may submit a written request for a hearing on the withdrawal within the period of the withdrawal. The request shall be granted not later than ten (10) business days from the date of the receipt of the request. The hearing will be conducted in accordance with the provisions of this administrative procedure relating to interim suspensions.

Any person for whom consent to remain on campus has been withdrawn who knowingly reenters the campus during the period in which consent has been withdrawn, except to come for a meeting or hearing, is subject to arrest. (Penal Code Section 626.4)

No Contact Order- a written issuance that there should be no personal or interpersonal contact or communication between involved parties. This includes verbal and non-verbal;

Short-Term Suspension - Exclusion of the student by the Dean of Student Life/Student Conduct Administrator or designee for good cause from one or more classes or from all activities of the College District for a period of up to ten (10) consecutive days of instruction.

The Dean of Student Life or designee's decision on a short-term suspension shall be final.

Long-Term Suspension - Exclusion of the student by the Dean of Student Life or designee for good cause from one or more classes or from all classes and activities of the College District for one or more terms, not to exceed two years.

Within ten (10) business days after the meeting described above, the Dean of Student Life/Student Conduct Administrator or designee shall decide whether to impose a long-term suspension. Written notice of the decision shall be provided to the student. The notice will include the right of the student to request a formal hearing before a long-term suspension is imposed, as well as a copy of this policy describing the procedures for a hearing. The student shall not be allowed on-campus until the rendering of a decision by a Student Conduct Hearing Panel. Students may be permitted on-campus to conduct student business, but must receive permission from the Office of Student Life prior to coming to campus and must check in with the College's Campus Police Department to obtain a police escort while on-campus.

IMMEDIATE INTERIM SUSPENSION (Education Code Section 66017)-The Dean of Student Life/Student Conduct Administrator or designee may order immediate interim suspension of a student where he/she concludes the following:

- To ensure the safety and well-being of members of the College community or preservation of College property; To ensure the student's own physical or emotional safety and well-being;
- If the student poses an immediate threat or disruption of or interference with the normal operations of the College. Student has been accused of a severe

violation and cannot be located and/or does not participate in the conduct process.

In cases where an interim suspension has been ordered, the time limits contained in this administrative procedure will not apply. All hearing rights, including the right to a formal hearing where a long-term suspension or expulsion is recommended, will be afforded to the student within ten (10) business days of the decision to impose an interim suspension.

Expulsion

Expulsion is the permanent separation of a student from the Pasadena Area Community College District by action of the Board of Trustees for good cause when other means of correction fail to bring about appropriate conduct, or when the presence of the student causes a continuing danger to the physical safety of the student or others. The student is prohibited from College property, functions, events and activities. Permanent notification will appear on student's Pasadena City College transcript.

Within ten (10) business days after meeting with the accused student above, the Dean of Student Life/Student Conduct Administrator shall decide whether to recommend expulsion to the Board of Trustees. Written notice of the Dean's or designee's decision shall be provided to the student. The notice will include the right of the student to request a formal hearing before expulsion is imposed, and a copy of this policy describing the procedures for a hearing.

HEARING PROCEDURES

3. Request for Hearing

Within five (5) business days after the receipt of the Dean of Student Life/Student Conduct Administrator or designee's decision regarding a long-term suspension or expulsion, the student may request a formal hearing of the Student Conduct Hearing Panel. The request must be made in writing to the Dean of Student Life or designee.

4. Schedule of Hearing

The formal hearing shall be held within fifteen (15) business days after a request for hearing of the Hearing Panel is received.

At least five (5) business days prior to the hearing date, the Dean of Student Life/Student Conduct Administrator or designee will inform the student of the hearing date and time by certified mail, email to his/her PCC email address, with delivery notification, and/or in-person with signature verification of receipt. The notice will enclose a description of the procedures to be followed at the hearing.

The student and the College have a right to receive copies of all documents that are to be presented to the Student Conduct Hearing Panel as well as any witnesses who may provide statements.

The Hearing Chair shall provide the student copies of all documents and witnesses to be presented to the panel. The chair shall make such documents available to the student as soon as practical before the hearing but not less than 2 business days before the hearing.

If the student intends to present any documents or witnesses with contact information to the Student Conduct Hearing Panel he/she shall provide copies of the same to the Hearing Chair no less than 2 days before the hearing.

If a student who has been given notice does not appear for the hearing, the information in support of the alleged violation(s) will be presented and considered in the student's absence. A student will be considered absent 15 minutes after the time the hearing was scheduled to convene.

5. Hearing Panel

The Hearing Panel shall consist of the Vice President of Student Affairs or designee as the Hearing Chair, and one representative from each of the following groups, Academic Senate, Classified Senate, the Associated Students, and College Management and the Dean of Student Life or designee as an ex-officio member and a witness for the District.

An affirmative vote of three members of the Hearing Panel shall be required to determine responsibility and sanctions.

The Superintendent/President or designee, the president of the Academic Senate or designee, the Classified Senate or designee, College Management the Associated Students Organization (ASPCC) president or designee shall each, at the beginning of the academic year, establish a list of at least five (5) persons who will serve on the Student Conduct Hearing panels. The Superintendent/President or designee shall appoint the hearing panel from the names on these lists. However, no administrator, faculty or staff member, or student who has any personal involvement in the matter to be decided, who is a necessary witness, or who could not otherwise act in a neutral manner shall serve on a hearing panel.

6. Hearing Panel Chair

The decision of the hearing panel chair shall be final on all matters relating to the conduct of the hearing unless there is a majority vote by other members of the panel to the contrary.

CONDUCT OF THE HEARING

All hearings shall be held in closed session and are confidential, they are not open to the public.

- The members of the hearing panel shall be provided with a copy of the complaint(s) against the student and any written response provided by the student before the hearing begins.

- The facts supporting the accusation shall be presented by a college representative who shall be the Dean of Student Life/Student Conduct Administrator or designee.
- The college representative and the student may call witnesses and introduce oral and written testimony relevant to the issues of the matter.
- Formal rules of evidence shall not apply. The standard of proof for Student Conduct Hearings will be a preponderance of evidence.
- Unless the hearing panel determines to proceed otherwise, the College representative and the student shall each be permitted to make an opening statement. Thereafter, the College representative shall make the first presentation, followed by the student. The College representative may present rebuttal evidence after the student completes his or her evidence. The burden shall be on the College representative to prove by preponderance of evidence that the facts alleged are true.
- The student has the right to be assisted in the hearing by an advisor. The advisor may provide counsel or support to the student but is not permitted to speak to the panel or participate directly in the hearing. Advisors who do not observe this restriction can be removed from the hearing by the Hearing Chair.
- If the student is a minor, the student's parent(s) or legal guardian must accompany him/her to the hearing and may act on his/her behalf.
- Witnesses shall not be present at the hearing when not testifying.
- The student and the Dean of Student Life/Student Conduct Administrator may arrange for witnesses to present pertinent information to the Panel. Witnesses will provide information to and answer questions from the Panel. All questions and responses are to be directed to the Panel, preferably the Chair, not between witnesses, complainant and accused student.
- If either the complainant or accused student/respondent is unable to attend the hearing, his/her written statement will stand as his/her testimony.
- The student and his/her advisor, if any, will be allowed to attend the entire portion of the hearing at which information is received, excluding deliberations of responsibility or sanctioning.

- Should a student wish to have an attorney present to advise him/her, the student must notify the Dean of Student Life/Student Conduct Administrator not less than 5 days prior to the hearing that he/she intends to bring an attorney.
- In hearings involving more than one student in the same situation, the Dean of Student Life/Student Conduct Administrator may permit the hearings concerning each student to be conducted jointly.
- Supporting documentation, including pertinent records, exhibits and written statements may be accepted as information for consideration at the discretion of the Chair. Prior student conduct violations may be considered in a hearing and for determination of sanctions.
- Questions of whether potential information will be accepted will be resolved at the discretion of the Chair. All procedural questions are subject to the final decision of the Chair.
- The Panel will determine whether the student is responsible for violating each section of the Student Conduct Code which the student is accused of violating. The Panel's determination will be made on the basis of whether it is more likely than not (preponderance of evidence) that the student violated the Student Conduct Code. The Panel will then determine what sanctions they deem appropriate for such violations.
- Hearings (excluding deliberations) will be audio-recorded and made a part of the students conduct file.
- The Chair will prepare a written report detailing the finding, the information cited by the Panel in support of its findings and any information the Panel excluded and why, concluding with any recommended sanctions. The Chair will forward this document to the Dean of Student Life/Student Conduct Administrator within 5 days upon conclusion of the hearing.
- In a matter in which the recommended sanction is expulsion from the College, the Chair will forward such report to the Vice President of Student Affairs for further consideration and possible action.

7. Special Provisions for Sexual Misconduct Violations

Sexual Misconduct includes but is not limited to:

- a. Sexual Harassment.
- b. Non-consensual Sexual Contact (or attempts to commit the same)
- c. Sexual Exploitation

Other misconduct offenses when it is sex or gender-based:

- a. Threatening or causing physical harm, verbal abuse;
- b. Discrimination
- c. Intimidation
- d. Bullying
- e. Violence between those in intimate/dating relationships to each other;
- f. Stalking

The following procedures apply when the Title IX Officer, or the Dean of Student Life or designee have determined that sexual misconduct has occurred.

- The person accused and found responsible of a sexual offense through a Pasadena City College investigation shall be subject to disciplinary action in accordance with established procedures, which procedures shall provide at minimum that:
- Accusers have the opportunity to request prompt proceedings. The complainant and the accused are entitled to the same opportunities to have a support person or advisor of their choice present during a campus student conduct proceeding; if the advisor is an attorney, notifications regarding attorney involvement apply.
- Both the complainant and the accused shall be informed simultaneously of the outcome of any campus student conduct proceeding brought alleging a sexual offense within five (5) business days following of the end of the proceedings.
- Additionally:
- Complainants are to be notified when written notice of the allegation/hearing is delivered to the accused student.
- All parties to an allegation have a right not to face questions or discussion of their sexual history or character unless the Chair determines that such information is highly relevant to determining whether the policy has been violated.
- Evidence of a prior consensual dating or sexual relationship between the parties does not imply consent or preclude a finding of sexual misconduct.
- Each party has the right to be present for all testimony and questioning. However, if requested the Panel must make arrangements so that the complainant and accused are not in the same room at the same time.
- The College must not require a complainant to be present as a prerequisite for the hearing to proceed, or sanctions imposed. Neither party is allowed to cross-examine each other or witnesses. All questions must be submitted to the Hearing Chair.
- Both parties have the right to appeal the decision of the panel.

The hearing shall be recorded by the College District by tape recording, and shall be the only recording made. No witness who refuses to be recorded may be permitted to give testimony. In the event the recording is by tape recording, the hearing panel chair shall, at the beginning of the hearing, ask each person present to identify themselves by name, and thereafter shall ask witnesses to identify themselves by name. Tape recording shall remain in the custody of the College District at all times, unless released to a professional transcribing service. The student may request a copy of the tape recording.

Notice of Decision

The Dean of Student Life shall provide the student written notice of the final resolution of charged violation(s). The written notice shall be sent to the student by certified mail, return receipt requested, or receipted-for personal delivery or via PCC email with delivery notification, within (five) 5 business days of the written findings and decision of the Student Conduct Hearing Panel. In cases alleging gender-based or sexual misconduct, the complainant will also receive comparable notice of the relevant findings and sanctions.

The written notice to the student shall include:

- The specific provision of the Student Conduct Code that was violated;
- The sanction(s) imposed and the date(s) on or periods for which they are in effect;
- A statement of the student's right to appeal in writing to the Vice President of Student Affairs;
- A statement informing that the failure to file a request for such an appeal within the time provided shall be deemed a waiver of the right to an appeal.

APPEALS TO THE VICE PRESIDENT OF STUDENT SERVICES

A student may appeal the decision of the Student Conduct Hearing panel to the Vice President of Student Services only on the following grounds:

1. Proper procedures were not followed. Specific citations required.
2. There is new relevant evidence not reasonably available at the time of the hearing or the imposition of the sanction(s).
3. The evidence does not clearly support the finding(s).
4. The sanctions are inappropriate relative to the violation.

In cases alleging a violation of gender-based or sexual misconduct, both the accused student and the complainant have the right to appeal the findings of responsibility and/or sanctions based on the above criteria.

An appeal must be submitted in writing to the Vice President of Student Services within 5 days of receiving written notification of the hearing decision. The Vice President will review the appeal and the hearing findings and may make a decision to uphold, reverse, revise or modify the decision and sanctions imposed on the student.

The Vice President will notify the student in writing by certified mail, registered receipt, via email within 10 business days following receipt of the request for appeal of his/her decision.

The decision of the Vice President of Student Services shall be final except in the case of expulsion.

PROCEDURES FOR EXPULSION

The Board of Trustees is authorized to expel a student for good cause when other means of correction fail to bring about proper conduct, or when the presence of the student causes a continuing danger to the physical safety of the student or others. The notice of expulsion will be sent to the student with copies to the student file, Dean of Student Life/Student Conduct Administrator, Vice President of Student Services, Director of Admissions & Records, the College President-Superintendent, and Campus Police.

In the event the Vice President has determined that he/she will seek a student's expulsion, the following procedures will follow:

Recommendation for Expulsion: If the Vice President of Student Services determines that the student should be expelled, he/she shall deliver a written recommendation for the student's expulsion to the President. A copy of the Vice President of Student Services' recommendation shall be provided to the student or if the student is a minor to his/her parent or guardian. The Vice President's recommendation for expulsion shall contain a statement of the charges against the student that provide the basis for his/her request that the student be expelled, including a factual description of the conduct upon which the charges are based, the action(s) taken by the Dean of Student Life/Student Conduct Administrator and the recommendation of the Student Conduct Hearing Panel.

The Board of Trustees shall consider any recommendation from the Superintendent-President for expulsion at the next regularly scheduled meeting of the Board after receipt of the recommended decision.

The Board shall consider any expulsion recommendation in closed session, unless the student has requested that the matter be considered in a public meeting in accordance with these procedures (Education Code Section 72122).

The student shall be notified in writing, via PCC email, by registered or certified mail or by personal service, at least five (5) days prior to the Board meeting, of the date, time, and place of the Board of Trustees' meeting. The student may, within forty-eight hours

(48) after receipt of the notice, request that the hearing portion regarding the expulsion be held as a public meeting. Even if a student has requested that the Board consider an expulsion recommendation in a public meeting, the Board will hold any discussion that might be in conflict with the right to privacy of any student or employee other than the student requesting the public meeting in a closed session.

The Board may accept, modify or reject the findings, decisions and recommendations of the Superintendent-President and/or the hearing panel. If the Board modifies or rejects the decision, the Board shall review the record of the hearing, and shall prepare a new written decision which contains specific factual findings and conclusions. The decision of the Board shall be final. The final action of the Board on the expulsion shall be taken at a public meeting, and the result of the action shall be a public record of the District.

The Superintendent-President or designee shall notify the student in writing within five (5) business days of the of the Board of Trustees' decision. The decision of the Board of Trustees shall be final.

GENERAL PROVISIONS

Failure of Student to Participate- Student conduct procedures under this administrative procedure may proceed or continue notwithstanding the failure or refusal of a student to respond, attend, or otherwise participate, after having been properly notified of the proceeding.

Technical Departures From This Procedure- Technical departures from this administrative procedure shall not be grounds to void the District's right to take disciplinary action against a student; unless the technical departure or error prevented a fair determination of the issue.

Time Limits - Any times specified in this administrative procedure may be shortened or lengthened if there is mutual concurrence by all parties.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS / SERVICES

PCC provides safety escorts on all campuses to all students, staff, faculty, and visitors who request it by calling Campus Police at (626) 585-7484. Services are provided during all open campus hours.

Crime Prevention and Security Awareness procedures are discussed during new student orientation. PCCPD members participate in forums to address students and explain campus crime prevention, security measures, and procedures. PCCPD conducts Crime Prevention and Security Awareness presentations when requested by various community groups, including students and campus employees. During these presentations, the following information is typically provided: crime prevention tips and information regarding campus security procedures and practices, including encouraging participants to be responsible for their own security and for the safety of others on campus. Pasadena City College also offers a self-defense program to all members of the PCC campus community. The Rape Aggression Defense (RAD) program teaches basic self-defense skills and techniques capitalizing on women's lower center of gravity and lower body strength. This program assists women in gaining confidence in their own abilities, as well as providing information on the importance of being aware of one's surroundings.

PCC utilizes a state-of-the-art camera surveillance system to monitor all PCC campuses. The camera system is monitored by the Campus Police Department's 24-hour dispatch communications center.

SEX OFFENDER REGISTRY

The Adam Walsh Child Protection and Safety Act of 2006 provides for the registration and tracking of sex offenders. Institutions of higher education are required to issue a statement advising the campus community of where to obtain law enforcement agency information provided by a state concerning registered sex offenders. The law also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, or is a student. In the state of California, convicted sex offenders must register with their local law enforcement agencies. Megan's Law allows the public to access the registry. For more information, visit <https://www.meganslaw.ca.gov/>

Community Resources

**Asian/Pacific Family Center
9353 E. Valley Blvd.
Rosemead, CA 91770
(626) 287-2988**

Private, non-profit agency affiliated with Pacific Clinics: mediation evaluation; outpatient care; low to moderate fees of Medi-Cal; specializing in services to Asian-speaking adults and children; no emergency services. Staff: bi-lingual and bi-cultural mental health professionals.

**Center for Pacific Asian Families
1102 Crenshaw Blvd.
Los Angeles, CA 1-800-339-3940**

CPAF is a confidential hotline, available 24 hours a day, 7 days a week. They service survivors of domestic violence and sexual assault. The CPAF responds to crisis-line calls in over 30 Asian Pacific Islander languages and dialects. Hotline counselors will provide immediate crisis intervention and emotional support, referral and community resources - which include safety planning, counseling, and assistance to receive needed medical, legal and other services to both men and women experience sexual or domestic abuse.

Foothill Family Service

**118 S. Oak Knoll Ave.
Pasadena, CA 91101
(626) 795-6907**

Private, non-profit, United Way-funded center for counseling of individual, marital, or family problems: no medication or emergency services; moderate fees and insurance accepted. Staff: licensed clinical social workers and graduate interns in social work and marriage and family therapy.

Haven House - (Shelter & Counseling for Family Violence)

**Can not disclose address located in San Gabriel Valley
(323) 681-2626**

The Haven house services high risk cases in the San Gabriel Valley. Their primary purpose is to provide safe shelter, food, counseling and support for battered women and their children. They also provide follow-up support, and education about domestic violence so that when they leave Haven House, they have the tools and knowledge to live their lives free of violence. Maximum stay is 30 days, services are totally free of charge. *If there is no availability or if they are full they will do an intake over the phone and continue with a referral process.

Pacific Clinics

**909 S. Fair Oaks Ave.
Pasadena, CA 91105
(626) 254-5000**

Private, non-profit psychiatric service: medication evaluation and outpatient mental health care; low to moderate fees or Medi-Cal; services to adults, children, and geriatric patients; for residents of Pasadena, Altadena, So. Pasadena, and San Marino; no emergency services. Staff: psychologists, psychiatrists, social workers, and graduate interns in psychology. Monrovia office (Pacific Clinics - East) serves central and east San Gabriel Valley communities. Call (626) 303-1541 for more info.

ACCESS TO CAMPUS FACILITIES

All Pasadena City College campuses are patrolled by Police & Safety 24 hours a day, seven days a week. Additional monitoring is provided by security surveillance cameras strategically placed on all college properties.

Intrusion alarms protect many campus rooms and areas. Before entering such areas, PCC Police & Safety dispatch must be notified at (626) 585-7484.

All PCC students and staff members have been issued identification cards for access to certain facilities and services on campus. You may be asked by a campus representative or PCC Police to produce your Lancer Card identification, or DMV-issued identification if there is a question about your authorization to be in a specific area. Most buildings are open from 6:30 a.m. to 10:30 p.m., Monday through Friday. Buildings are opened on an "as needed" basis on weekends and holidays as published in the Room Reservation Schedule prepared by the Campus Use office (626) 585-7233.

Pasadena City College does not have residential housing on its campuses. Overnight parking is prohibited on all District Campuses without prior authorization from the PCC Police & Safety.

Staff and faculty with college-related business and proper identification may be granted entrance by PCC Police to college facilities daily between the hours of 5:00 a.m. and 12:00 a.m.

To gain access to college facilities after hours or during "closed" periods, a Building Entry Permit must be obtained from the Division Dean or Director responsible for the area.

Exceptions

Students will not be permitted access to district facilities after hours without direct staff supervision and a Building Entry Permit.

It is the responsibility of those who use rooms, offices, and other areas on campus to lock doors, turn off lights and equipment/computers, and close windows before leaving the room.

PCC Police & Safety patrol areas of the campus 24 hours a day, seven days a week. However, the primary responsibility for the security of an area rests with the user.

8. STAFF AND FACILITY KEYS

Keys are provided to individual staff members on a need-to-enter basis, as determined by the appropriate supervisor. Lost keys must be reported immediately to your supervisor and to PCC Police & Safety Services.

Keys must never be loaned to other staff members or students. PCC Police may confiscate any keys not specifically issued to a particular individual. Duplication and unlawful possession of college keys is a misdemeanor.

SECURITY CONSIDERATIONS AND MAINTENANCE

Parking lots, pedestrian walkways, and building exteriors on all campuses are well-lighted. Police & Safety Services partners closely with Facilities Services and regularly conducts campus surveys throughout the campuses to identify necessary repairs.

Campus shrubbery, trees, and other vegetation are trimmed regularly, with special attention given to walkways. Facilities Services encourages prompt reporting by our campus community at (626) 585-7277 of any defective building equipment or unsafe facilities problem for repair.

Police personnel regularly test the emergency phones and conduct periodic lighting surveys. Custodians inspect their respective work areas to ensure lights are working, doors that should be locked are locked, and unauthorized persons are reported to PCC Police & Safety Services.

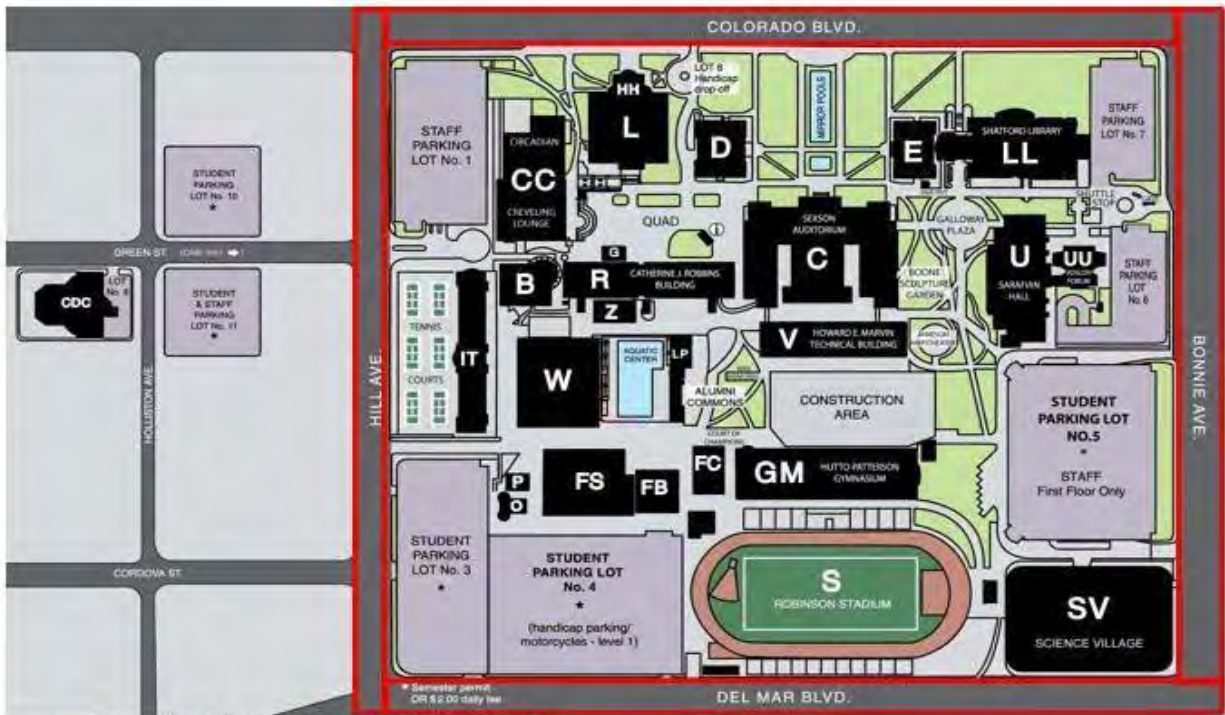
PCC Police & Safety Services regularly conducts crime analysis as part of an ongoing effort to identify crime patterns and address specific crime issues. PCC Police & Safety will also complete a security survey when an area is reconfigured, remodeled, or constructed, and when requested by the appropriate administrator.

9. COLLEGE PROPERTY

No college property may be removed from the campus without written permission from the Division Dean or area supervisor. The unauthorized removal of college property from the campus violates the law and is subject to prosecution.

PASADENA CITY COLLEGE MAP

1570 E. Colorado Blvd. Pasadena, CA 91106 Phone: (626)585-7123



- Red lines indicate public property



COMMUNITY EDUCATION CENTER MAP

(Foothill Campus)

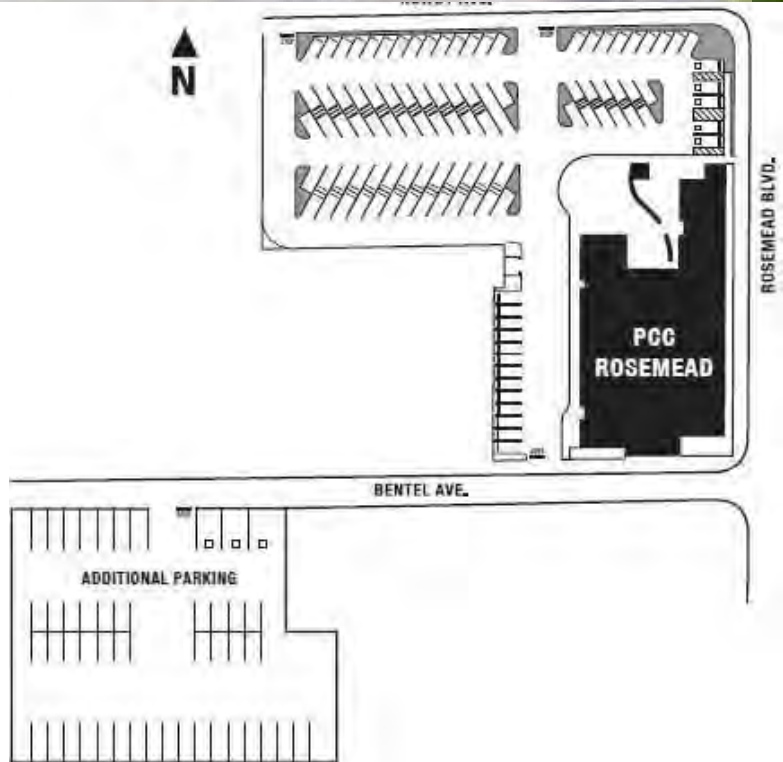
3035 E. Foothill Blvd. Pasadena, CA 91770 Phone: (626)585-3000



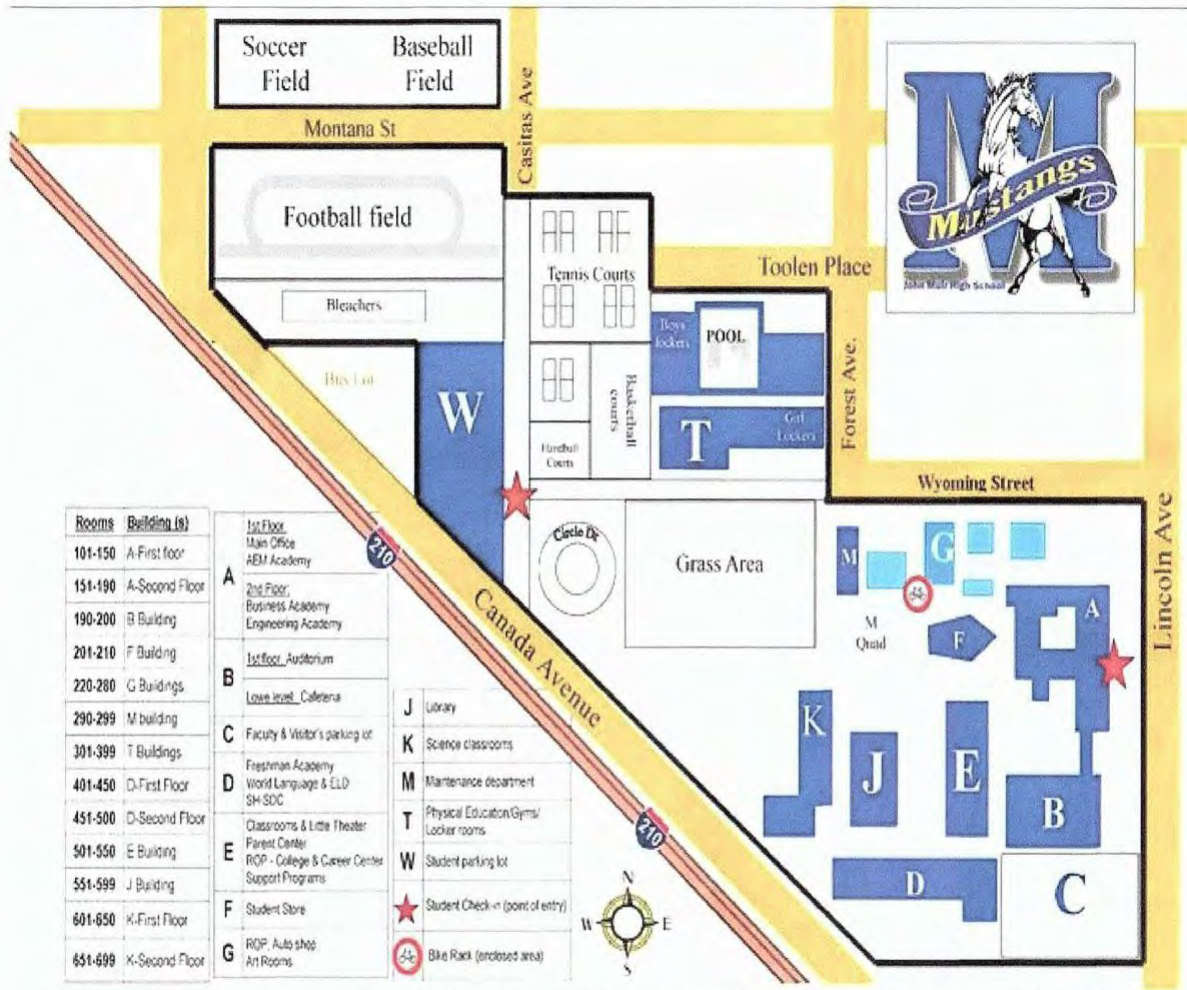
ROSEMEAD CAMPUS MAP

4105 N. Rosemead Blvd. Rosemead, CA 91770 Phone: (626)585-3333

Email: Rosemead@pasadena.edu



PCC NORTHWEST MAP
1905 N. Lincoln Ave, Pasadena, CA 91103 Phone: (626) 396-5600
5600



1905 N. Lincoln Ave, Pasadena, CA 91103 * Phone (626) 396-5600 * Fax (626) 791-3499 * www.johnmuirhs.org

CALIFORNIA DEFINITIONS: PENAL CODE AND EDUCATION CODE

The following excerpts are only partially explanatory of certain California laws pertaining to sexual and interpersonal misconduct. These excerpts are not intended to be an exhaustive description or list of California laws pertaining to sexual misconduct, inappropriate or criminal sexual behavior or interpersonal misconduct. These definitions will be included within the content of prevention programs.

Excerpts from Sections 11165.1 and 261 of the California Penal Code:

Sexual Assault includes rape, statutory rape, rape in concert, incest, sodomy, lewd or lascivious acts upon a child, oral copulation, sexual penetration, child molestation and the following:

- **Penetration, however slight, of the vagina or anal opening of one person by the penis of another person, whether or not there is emission of semen.**
- **Sexual contact between the genitals or anal opening of one person and the mouth or tongue of another person.**
- **Intrusion by one person into the genitals or anal opening of another person, including the use of an object for this purpose, except that it does not include acts performed for a valid medical purpose.**
- **The intentional touching of the genitals or intimate parts, including the breasts, genital area, groin, inner thighs and buttocks or the clothing covering them, of a child, or of the perpetrator by a child, for purposes of sexual arousal or gratification, except that it does not include acts which may reasonably be construed to be normal caretaker responsibilities; interactions with, or demonstrations of affection for, the child; or acts performed for a valid medical purpose.**
- **The intentional masturbation of the perpetrator's genitals in the presence of a child.**

Rape is an act of sexual intercourse accomplished with a person not the spouse of the perpetrator, under any of the following circumstances:

- 1) **Where a person is incapable, because of a mental disorder or developmental or physical disability, of giving legal Consent, and this is known or reasonably should be known to the person committing the act.**
- 2) **Where it is accomplished against a person's will by means of force, violence, duress, menace or fear of immediate and unlawful bodily injury on the person or another.**
- 3) **Where a person is prevented from resisting by any intoxicating or anesthetic substance, or any controlled substance, and this condition was known, or reasonably should have been known by the accused.**
- 4) **Where a person is at the time unconscious of the nature of the act, and this is known to the accused. As used in this paragraph, "unconscious**

of the nature of the act” means incapable of resisting because the victim meets one of the following conditions:

- a) Was unconscious or asleep.
 - b) Was not aware, knowing, perceiving or cognizant that the act occurred.
 - c) Was not aware, knowing, perceiving or cognizant of the essential characteristics of the act due to the perpetrator’s fraud in fact.
 - d) Was not aware, knowing, perceiving or cognizant of the essential characteristics of the act due to the perpetrator’s fraudulent representation that the sexual penetration served a professional purpose when it served no professional purpose.
- 5) Where a person submits under the belief that the person committing the act is someone known to the victim other than the accused, and this belief is induced by any artifice, pretense or concealment practiced by the accused, with the intent to induce the belief.
- 6) Where the act is accomplished against the victim’s will by threatening to retaliate in the future against the victim or any other person, and there is a reasonable possibility that the perpetrator will execute the threat. As used in this paragraph, “threatening to retaliate” means a threat to kidnap or falsely imprison or to inflict extreme pain, serious bodily injury or death.
- 7) Where the act is accomplished against the victim’s will by threatening to use the authority of a public official to incarcerate, arrest or deport the victim or another, and the victim has a reasonable belief that the perpetrator is a public official. As used in this paragraph, “public official” means a person employed by a governmental agency who has the authority, as part of that position, to incarcerate, arrest, or deport another. The perpetrator does not actually have to be a public official. For purposes of this section, the following definitions apply:
- a) “Duress” means a direct or implied threat of force, violence, danger, or retribution sufficient to coerce a reasonable person of ordinary susceptibilities to perform an act which otherwise would not have been performed, or acquiesce in an act to which one otherwise would not have submitted. The total circumstances, including the age of the victim, and the victim’s relationship to the defendant, are factors to consider in appraising the existence of duress.
 - b) “Menace” means any threat, declaration, or act that shows an intention to inflict an injury upon another.

California law also states that “The essential guilt of rape consists in the outrage to the person and feelings of the victim of the rape. Any sexual penetration, however slight, is sufficient to complete the crime” (Penal Code section 263). California law further defines both marital rape (Penal Code section 262) and “statutory rape” (Penal Code section 261.-5). Though laws vary from state to state, intercourse in which Consent was not obtained or was obtained under coercive conditions will usually be considered rape.

Excerpts from Section 261.6 and 261.7 of the California Penal Code:

In prosecutions under Section 261, 262, 286, 287 or 289, in which Consent is at issue, “Consent” shall be defined to mean positive cooperation in act or attitude pursuant to an exercise of free will. The person must act freely and voluntarily and

have knowledge of the nature of the act or transaction involved. A current or previous dating or marital relationship shall not be sufficient to constitute Consent where Consent is at issue in a prosecution under Section 261, 262, 286, 287 or 289. Nothing in this section shall affect the admissibility of evidence or the burden of proof on the issue of Consent. In prosecutions under Section 261, 262, 286, 287 or 289, in which Consent is at issue, evidence that the victim suggested, requested or otherwise communicated to the defendant that the defendant use a condom or other birth control device, without additional evidence of Consent, is not sufficient to constitute Consent.

Excerpts from Section 646.9 of the California Penal Code:

Any person who willfully, maliciously and repeatedly follows or willfully and maliciously harasses another person and who makes a credible threat with the intent to place that person in reasonable fear for their safety, or the safety of their immediate family is guilty of the crime of Stalking, punishable by:

- 1. Imprisonment in a county jail for not more than one year, or**
- 2. By a fine of not more than \$1,000, or**
- 3. By both that fine and imprisonment, or by imprisonment in the state prison.**

For the purposes of this section, "harasses" means engages in a knowing and willful course of conduct directed at a specific person that seriously alarms, annoys, torments or terrorizes the person, and that serves no legitimate purpose. For the purposes of this section, "course of conduct" means two or more acts occurring over a period of time, however short, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning or "course of conduct."

Excerpts from Section 13700 of the California Penal Code and 6211 of the California Family Code:

"Domestic Violence" means abuse committed against an adult or a minor who is a spouse, former spouse, cohabitant, former cohabitant or person with whom the suspect has had a child or is having or has had a dating or engagement relationship, a child of a party or a child who is the subject of an action under the Uniform Parentage Act, where the presumption applies that the male parent is the father of the child to be protected or any other person related by consanguinity or affinity within the second degree.

For purposes of this subdivision, "cohabitant" means two unrelated adult persons living together for a substantial period of time, resulting in some permanency of relationship. Factors that may determine whether persons are cohabiting include, but are not limited to: terrorizes the person, and that serves no legitimate purpose. For the purposes of this section, "course of conduct" means two or more acts occurring over a period of time, however short, evidencing a continuity of purpose. Constitutionally protected activity is not included within the meaning of "course of conduct."

Excerpt from Section 67386 of the California Education Code:

The governing boards of independent postsecondary institutions shall adopt a policy concerning Sexual Assault, Domestic Violence, Dating Violence and Stalking, as defined in the federal Higher Education Act of 1965, involving a Student, both on- and off-campus. This policy shall include an affirmative Consent standard and

the following provisions in the determination of whether Consent was given by both parties to sexual activity.

10. "Affirmative Consent"

Affirmative Consent means affirmative, conscious and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that they have the affirmative Consent of the other or others to engage in the sexual activity. Lack of protest or resistance does not mean Consent, nor does silence mean Consent. Affirmative Consent must be ongoing throughout a sexual activity and can be revoked at any time. The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of Consent. In the evaluation of complaints in any disciplinary process, shall not be a valid excuse to alleged lack of affirmative consent that the accused believed that the complainant consented to the sexual activity under either of the following circumstances:

- **The accused's belief in affirmative consent arose from the intoxication or recklessness of the accused. The accused did not take reasonable steps, in the circumstances known to the accused at the time, to ascertain whether the complainant affirmatively consented.**
- **The accused did not take reasonable steps, in the circumstances known to the accused at the time, to ascertain whether the complainant affirmatively consented.**

In the evaluation of complaints in the disciplinary process, it shall not be a valid excuse that the accused believed that the complainant affirmatively consented to the sexual activity if the accused knew or reasonably should have known that the complainant was unable to consent to the sexual activity under any of the following circumstances:

- **The complainant was asleep or unconscious.**
- **The complainant was incapacitated due to the influence of drugs, alcohol, or medication, so that the complainant could not understand the fact, nature, or extent of the sexual activity.**
- **The complainant was unable to communicate due to a mental or physical condition.**