

Sexual Harassment Policies

The College is committed to providing and maintaining an environment that respects and protects the rights of all its members. Sexual harassment deprives its victims of rights guaranteed under Title VII of the Civil Rights Act of 1964. Sexual harassment has no place in the educational or any other community and will not be tolerated at Central Arizona College.

Recognizing that sexual harassment is both a real and a difficult problem, the College has developed a well-defined, resolution-oriented procedure to respond to complaints of sexual harassment. Any such procedure must emphasize accessibility, confidentiality, and the protection of civil rights, civil liberties and academic freedoms. This can be accomplished by providing maximum access to the resources of the College to those who feel they have been harassed and to offer a procedure that is clear, understandable and fair to those whose behavior is called into question.

Any student, faculty or staff member who needs more information regarding sexual harassment can contact the Human Resources Department at telephone number 494-5235. A detailed sexual harassment complaint procedure can also be obtained from this office.

Sexual Assault Policies

Central Arizona College is committed to preserving the dignity and safety of its members. Any form of unwanted sexual activity will not be tolerated. Unwanted sexual activity simply means any sexual activity to which any party involved does not give full and free consent. A verbal "NO," no matter how insecure or indecisive, constitutes a lack of consent. Date rape is unwanted sexual activity and is defined as any forced, manipulated or coerced intercourse by a friend or acquaintance.

A student or employee who is charged with unwanted sexual activity can be prosecuted under Arizona criminal law and disciplined under the College's disciplinary system. Criminal prosecution and College disciplinary action operate independently of one another.

During a College on-campus disciplinary case, the accuser and the accused are entitled to the same opportunities to have others present during the disciplinary hearing. Sanction for sexual assault may include a variety of disciplinary actions, up to and including termination, expulsion and/or criminal prosecution.

After an alleged sexual assault incident occurs, the college will assist the victim in changing academic and on-campus living situations, if so requested and if such changes are reasonably available.

Sexual Assault Reporting Procedures

Rape or sexual assault can happen to anyone, at anytime and anyplace. Should you become a victim of sexual assault, some of the immediate reactions you may experience

may include anger, disbelief, anxiety and fear. No matter what your reaction, you should do two things: (1) Report the crime to law enforcement, and (2) Seek medical attention. Above all, don't try and face the situation alone. Call a family member, a friend, your clergyman or a faculty member, but get some help. These people can offer support and assistance.

Reporting the crime to law enforcement is the first step in apprehending and convicting the assailant. Rapists are frequently repeat offenders. If you do not report your attacker, he is likely to hurt someone else. Telling the police what happened to you does not mean you have to prosecute. You can tell them everything you remember about the attacker and nothing about yourself. If you chose to prosecute, the authorities will pursue the crime to the fullest extent of the law. In any case, your situation will be handled discreetly, and your name will not be released to the press. You will not be prejudged, nor will you be blamed for what occurred. You will be treated with courtesy, sensitivity, dignity, understanding and professionalism.

If you become the victim of a sexual assault on or off campus:

GET to a safe place.

REPORT the crime as soon as possible after it occurs.

DO NOT shower, bathe, douche, change or destroy clothing.

DO NOT disturb or straighten up the area where the assault occurred.

SEEK medical attention.

SEEK emotional support from the local Rape Crisis Center.

Medical care is important for both physical and psychological reasons. It is also important from the standpoint of evidence to help substantiate your situation. You will be assisted in arranging for any hospital treatment and other medical needs, and the cost of the rape examination is paid for by the criminal justice system.

Alcohol and Drug Policies

Central Arizona College complies with all federal, state and local laws, including those that regulate the possession, use and sale of alcoholic beverages and controlled substances. The distribution, possession or use of any alcoholic beverage, illegal drug or controlled substance is strictly prohibited on College premises. Students, faculty staff and visitors are subject to arrest and criminal prosecution for any drug or alcohol violation on campus. In addition, disciplinary sanctions may be applied to students, faculty and staff to include administrative probation, suspension, and/or expulsion from the College.

The abuse of alcohol and other drugs is of serious concern to the college community because it can interfere with the well-being and education of students and the job performance of faculty and staff. Drug and alcohol abuse can cause serious and long lasting damage to an individual's health. Drug and alcohol abuse may endanger the safety and well being of the abuser, the abuser's family and friends and of students, staff, faculty and the general public.

The abuse of alcohol and illicit drugs may have profound health consequences. Consumption of illicit drugs and alcohol may significantly impair judgment and coordination, increasing the risk of vehicle accidents and the incidence of a variety of

aggressive acts, including criminal assaults. The consequences of drug abuse may include disorientation, convulsions, psychosis and other severe mental disturbances, respiratory depression, coma and possible death. Consumption of certain drugs or moderate to high amounts of alcohol may cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember. In very high doses, alcohol may cause respiratory depression and death. When drugs and alcohol are combined, much lower amounts can produce these effects. Drug abuse and long-term alcohol abuse can also lead to permanent damage to vital organs, such as the brain and liver.

Weapon Policies

Because the presence of weapons on campus poses an unacceptable risk to the health and safety of students, employees and visitors of the College, the possession of any firearm, ammunition or other lethal device, by any person other than a sworn police officer performing official duties, or a police cadet directly involved in a police academy training exercise, is strictly forbidden on all campuses. Violators of this policy are subject to discipline and/or criminal prosecution. In addition, any deadly weapon that is used, displayed or possessed by a person in violation of this policy may be forfeited and sold, destroyed or otherwise disposed of pursuant to Arizona Revised Statute 13-2911.D.

For the purpose of this policy, a weapon is defined as any instrument, article, or substance that is specifically designed for and capable of causing death, incapacitation, or serious physical injury. This includes, but is not limited to:

- Firearms and ammunition;
Pellet, flare, tranquilizer, stun, spear and dart guns,
Pocketknives with a blade larger than three and one half inches;
Knives having a blade that swings into position by force of a spring or centrifugal force (commonly known as switchblades);
- Any non-folding knife, including daggers,
Striking instruments including clubs, truncheons, blackjacks, metal knuckles, and sap gloves;
- Bow and arrow combinations;
Explosive devices (both incendiary and chemical); and
Metal knuckles, straight razors, blackjacks, saps, sap gloves, koshes, bludgeons, martial arts stars, and weapons of the type commonly known as nunchakus.

A student residing on-campus who wishes to bring a hunting or target weapon with him/her to school is required to check it, together with associated ammunition, with the Central Arizona College Police Department immediately upon arrival at school for storage at College storage facilities and may check it out according to established check-out procedures just prior to its use off campus.

Discrimination, Bias and Hate Crime Policies

Central Arizona College is committed to providing a learning environment free from unlawful discrimination including bias and hate activities. Bias motivated hate activity

includes, but is not limited to, a crime committed solely because of a person's race, religious beliefs, disability, sex, nationality, or sexual orientation; racist leaflets and/or offensive printed materials; verbal, written or physical contact resulting or intending to result in intimidation, fear, personal assault and/or other violence. All students, staff, faculty, prospective students and visitors to the college should be aware that the college will take appropriate measures necessary to eliminate such actions. Those who so act are subject to the college discipline and applicable legal action under Arizona State and Federal law. Report any act of discrimination including bias and hate activities to the College Police Department.