



Annual Security and Fire Safety Report 2024

or asking the victim to come to the office to file an incident report. Campus Police will investigate a report when determined necessary or contact the appropriate agency to respond to calls for off-campus reports. Every attempt to substantiate facts will be made.

If a sexual assault or rape should occur, the Campus Police and respective staff will make a referral to the Title IX Coordinator, Courtney Snow, and offer the complainant a variety of services and requested supportive measures. These supportive measures may include Student Counseling, referral to Health Services, Sexual Assault Crisis Services and/or Student Life Services.

Limited Voluntary Confidential Reporting:

If a crime victim or witness does not wish to file a police report, Campus Police encourages voluntary, anonymous and confidential reports of crimes listed under the Clery Act. Every attempt to substantiate facts will be made. Voluntary and confidential reports of crime made by the following:

Written submission: Piedmont University Campus Police, P. O. Box 10, 1021 Central Avenue, Demorest, GA 30535.

Anonymous reporting tip line: <https://piedmontcollegega.wufoo.com/forms/xuzuwo90bf11uj/>, accessible through our University web page under Campus Safety on the Resources tab.

Emergency Notifications

If a situation arises, either on or off campus, that will directly affect personal health and the operations of the University and constitutes an ongoing or continuing threat; a campus wide emergency notification will be issued to students, faculty, staff and possibly the larger community. Campus Police in conjunction with the University senior administration including the president, or the president's designee, will determine whether a situation warrants campus-wide notification upon confirmation of the emergency or dangerous situation. These notifications are determined on a case-by-case basis, withhold as confidential the names and other identifying information of the victims and are to be issued without delay to the appropriate community. Depending on particular situations and circumstances, the University will utilize one or more of the following communication procedures to disseminate information throughout the campus or campuses:

1. E-Alert (Email and

notifications to the larger community, including parents, neighbors and other interested parties via the Piedmont University home page: (www.piedmont.edu) to ensure the rest of the campus is aware of the situation and the steps they should take to maintain personal and campus safety. Other information about emergencies on campus may be shared through social media and /or local or national media.

Demorest Campus Police and Athens Administration/Campus Security play an integral role in any potential emergency situation and will maintain constant communications with the Office of the President and/or senior administration.

Emergency Action Plan

Piedmont University has an Emergency Preparedness Plan to use for general guidelines in emergency situations and to prepare individuals for immediate crisis response. The plan provides actions the University administration, faculty, staff, students and campus visitors should take in the event of many different types of emergencies.

The first step in any emergency is to report the incident to campus police and call 911 (if needed) for emergency assistance:

Demorest Campus Police: 706-939-1349
Athens Clarke County Police: 911
Athens Campus Security: 706-433-1789

Emergencies most often arrive without warning, and each individual should know the proper procedures to follow to enhance their continual safety before an emergency occurs. This plan includes the following emergency procedures:

Emergency Notification Procedures

Weather Related Emergencies:

Warning

Tornado/Hurricane/Flooding/Thunderstorms

Medical Emergencies:

Accidental Injury to Students, Staff or Visitors

Large Scale Emergencies

Campus Emergencies:

Fire/Trapped Inside

Evacuation

Earthquake

Lockdown and Shelter-in-Place

Weapon Threat / Armed Intruder

Bomb Threat

Hazardous Material Leaks/Spills

Through the Emergency Preparedness Plan and some individual readiness, Piedmont University can enhance a continual state of readiness and safety. The Emergency Preparedness Plan can be found at: <https://www.piedmont.edu/wp-content/uploads/2021/09/Emergency-Preparedness-Plan.pdf>

Emergency Response/Evacuation

Piedmont University will activate the Emergency Action Plan upon confirmation that a significant campus emergency or dangerous situation threatens the health or safety of the campus community. A campus-wide notification will be sent by the Campus E-Alert system, Piedmont App, University website, email and/or an alarm to signal the existence of an emergency.

Evacuation Procedures:

In the event an evacuation of the campus is necessary the following procedures

University will apply to all activities conducted on college-owned property and to all other college-sponsored activities. This policy and any revisions thereto, shall be made available in the Policies and Procedures Manual and the Student Handbook to all faculty/staff/students (including student employees). A review of this policy shall be conducted once every two years.

All Piedmont University faculty/staff/students are prohibited by the university from unlawful possession, use, manufacture, dispensing, or distributing alcohol or illegal drugs on college-owned property or at university-sponsored activities. Further, no alcoholic beverages shall be served or consumed on university property, with the exception of college-owned homes occupied by faculty or staff, in which locations the consumption and service of alcohol must comply with all federal, state and local laws and the Piedmont Village Residence Hall. At university-sponsored functions attended only by students, faculty and staff, alcoholic beverage service and consumption shall comply with requirements of all federal, state and local laws.

Piedmont University expects its faculty/staff/students and all college-sponsored organizations to comply with applicable state, federal, or local laws pertaining to the use, possession, manufacture, dispensation, or distribution of alcohol or illegal drugs.

A full chart with recommended sanctions for alcohol/drugs/other code of conduct violations can be found in the Student Handbook:
<https://piedmont.smartcatalogiq.com/en/2023-2024/student-handbook/community-of-standards/student-code-of-conduct/>. Note that depending on the situation additional sanctions can be implemented in addition to those within the chart.

Piedmont Village Alcohol Use Policy

Recognizing the capacity of students to make sound choices, alcoholic beverages for private consumption by those residents and their guests who are 21 and over is permitted in the Village. The vitality of the academic community relies on each individual taking personal responsibility for their actions regarding alcohol use and for safeguarding the well-

parking lots, common areas (such as the volleyball court and fire pit) or on the grounds of the Village. The consumption of alcoholic beverages in any public area (outside the Village Suites) is strictly prohibited (common areas, parking lots, etc.).

11. The maximum occupancy of a Village Suite should not exceed 12 people at any given time.
12. Students who are 21 or over and choose to consume alcohol must not exhibit loud, disruptive or indecent behavior, vandalize property, or interfere with the cleanliness of the residence halls.
13. Students are responsible for the actions of their guests at all times.

All Piedmont Village residents will comply with the laws of Habersham County and the State of Georgia regarding the possession, use, and sale of alcohol. Violations of these guidelines may result in criminal charges, University sanctions and/or loss of campus housing privileges. This policy will be reviewed annually by the Piedmont University Administration.

Employee Notification of Drug-Related Convictions

In accordance with the mandates of the Drug-Free Workplace Act, and as a condition of employment at Piedmont, all employees will abide by the terms of this statement and must notify their supervisor of any criminal drug statute conviction for a violation occurring in the workplace, no later than five days after such conviction. If the employee is a recipient of Title IV funds, the Piedmont University Financial Aid Office must be notified immediately. Failure to make the required

University Judicial System

Responsible behavior is expected of all Piedmont students at all times. Violations of the Student Code of Conduct may result in varying degrees of consequences. The University is not designed nor equipped to rehabilitate persons who pose a threat to the campus community or disrupt the learning environment. It may be necessary, therefore, to separate those individuals from the campus and end their relationship with the University.

When a student is observed violating a campus policy, a campus official (e.g., residence life professional staff member, resident assistant, faculty/staff member, Campus Police officer) will complete an incident report, available from the Office of Student Life. Students who witness a violation of campus policy should cononn

Students have the right to appeal the outcome of the decision to the Vice President for Student Life and Leadership. This appeal must be requested and submitted in writing within three calendar days of the date on the sanction adjudication letter.

The University's full Judicial Process can be found in the Student Handbook:
<https://piedmont.smartcatalogiq.com/2024-2025/student-handbook-2024-2025/community-of-student-code-of-conduct/judicial-process/>

process as promptly as possible.
12.1 limited Suspension - A

Firearms and Weapons

Georgia law provides the owners of private property with the right to regulate the possession of firearms. Students, faculty, staff, and the general public are forbidden from having firearms, fireworks, ammunition, explosives or explosive devices or other weapons on University property. This includes the storage of such devices in automobiles parked on University property. Exception is made for licensed public safety officials employed by the

Students, employees, or third parties who are found to have violated this Policy may face disciplinary action up to and including expulsion (students) or termination of employment or contractual relationship (employees or third-party contractors).

II. Scope of Policy

This Policy applies to all reports of Prohibited Conduct formally reported on or after the effective date of this Policy. The date of formal reports that precedes the effective date shall use the Policy in existence at the time of the report. At the time of adoption of the revised Policy, the process under the revised Policy will apply.

When used in this Policy, "Complainant" refers to an individual who is alleged to be the victim of conduct that could constitute sexual harassment. "Respondent" refers to an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. A "Third-Party" refers to any other participant in the process, including a witness or an individual who makes a report on behalf of a Complainant.

The process begins with a Formal Complaint filed by a Complainant or signed by the Title IX Coordinator alleging sexual misconduct against a Respondent and requesting that the University investigate the allegation of sexual misconduct.

At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the education program or activity of the University.

A possible violation of the Sexual Misconduct Policy is 98507 591.82 Tm0.0745 g0.0745 G[035E>50064015A015D018C4011A

Harassing conduct can take many forms. The determination of whether an environment is hostile is based on the totality of the circumstances, including but not limited to:

- a. The frequency of the conduct;
- b. The nature and severity of the conduct;
- c. Whether the conduct was physically threatening;
- d. The effect of the conduct on the Complainant's mental or emotional state, with consideration of whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or University programs or activities;
- e. Whether the conduct was directed at more than one person;
- f. Whether the conduct arose in the context of other discriminatory conduct; and
- g. Whether the conduct implicates concerns related to academic freedom or protected speech.

A single isolated incident may create a hostile environment if the incident is sufficiently severe, particularly if the conduct is physical.

3. Sexual Assault means an offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation, as defined in 20 U.S.C. 1092(f)(6)(A)(v). Sexual intercourse includes vaginal or anal penetration, however slight, with a body part (e.g., penis, tongue, finger, hand) or object, or oral penetration involving mouth to genital contact.

4. Crime Definitions from the National Incident-Based Reporting System (NIBRS) User Manual (From the Federal Bureau of Investigation Uniform Crime Reporting Program Sex Offenses)

- a. Fondling -

V. Additional Policy Definitions

This section defines other terms used within the Policy that are not previously defined as Prohibited Conduct.

1.

past a certain point of sexual interaction, continued activity or pressure to continue beyond that point can be coercive.

b. The University will evaluate the following in determining whether coercion was used:

- i. The frequency of the application of pressure,
- ii. The intensity of the pressure,
- iii. The degree of isolation of the person being pressured, and
- iv. The duration of the pressure.

6. Incapacitation means a physical or mental state in which an individual cannot make an informed and rational decision to engage in sexual activity because of a lack of conscious understanding of the fact, nature, or extent of the act (e.g., to understand who, what, when, where, why, or how of the sexual interaction) and/or is physically helpless. Examples of incapacitation include, but are not limited to, individuals who:

- a. Are

privacy of all individuals involved in the process to the extent permitted by law.

The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of reports and Formal Complaints under this Policy. The University also is committed to assisting students, employees, and third Parties in making

Confidential Resources

The confidential resources available to individuals on campus are:

<p><u>Counselors</u> Alisha Crump 706-778-8500 ext. 1259 acrump@piedmont.edu</p> <p>Lisa Shurtleff 706-778-8500 ext. 1259 lshurtleff@piedmont.edu</p> <p>Sean Williamson 706-778-8500 ext. 1295 swilliamson@piedmont.edu</p>
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These confidential resources are not required by current Title IX law to report claims of sexual misconduct without consent. A confidential report is required by state law to notify child protective services and/or local law enforcement of suspected abuse of a minor under the age of 18 years of age. Those in positions designated as Confidential Reports may have a duty to report incidents of sexual misconduct for the purposes of reporting numbers for the Annual Security Report (ASR) but are not obligated to report the details of the incidents including the names of potential complainants or respondents except as required by their license and professional ethics.

Law Enforcement Reporting Options On and Off Campus

Complainants have the right to notify or decline to notify law enforcement. The University strongly encourages all individuals to seek assistance from law enforcement immediately after an incident of Sexual Misconduct. This is the best option to ensure preservation of evidence and to begin a timely investigative and remedial response. The University will assist any Piedmont community member in securing a safe place to go; assist in arranging for transportation to the hospital should the Complainant need medical care or assistance.; and assist in

Party, where the allegations of sexual harassment arise out of the same facts or circumstances.

Rights of Respondent and Complainant

1. Right to be informed of the process and all available options
2. Right to be informed of resources
3. Right to Supportive Measures
4. Right to a timely investigation
5. Right to an Advisor of choice
6. Right to review report
7. Right to appeal

Advisor

Both Complainant and Respondent have the right to have an Advisor of their choice. It is the responsibility of the Complainant and Respondent to communicate with the Advisor regarding allegations, times and dates of meetings, hearings, outc0 0 61F2 111 aayouher tinfomtin regig the ast. Tthe9(lin)3(v)-4e(s)9tigdacos, 9(Tit(le)-4li)13Xe ordinto-65(r)10

- h. Provide the Complainant with information about: on and off campus resources, including counseling, health, mental health, and victim advocacy,

The Coordinator will make both threshold determinations as soon as possible after the Intake Meeting with the Complainant and communicate that finding in writing to the Complainant.

3. Initial interview with Respondent

The University will provide written notice to Respondent of the allegations of sexual harassment including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. The Title IX Coordinator or Deputy Coordinator will schedule an initial interview with the Respondent and to discuss the availability of Supportive Measures, consider the Respondent's wishes with respect to supportive measures, and explain to the Respondent the process for resolving a Formal Complaint.

ask the Complainant and the Respondent, separately, whether they would agree to pursue resolution of the complaint informally. The parties must voluntarily agree, in writing, to consent to use the Informal Resolution process. Any resolution reached through an informal process will be confirmed in writing and provided to the parties.

5. Informal Resolution

An Informal Resolution process cannot begin unless a Formal Complaint is filed. An individual who feels they are being harassed may seek to resolve the matter informally. Examples of informal ways to resolve a complaint of sexual harassment may include:

- a. A

9. Step Two: Rebuttal Fact-Gathering

The Investigators may conduct follow-up interviews with both Parties and witnesses based upon testimonial and documentary evidence gathered during Initial Fact Gathering. The Parties and witnesses can expect that, in these follow-up interviews, the Investigator will seek responses to specific allegations or evidence. To the extent additional material, witnesses or evidence are identified during Rebuttal Fact-Gathering, the Investigator will conduct additional interviews and gather additional evidence. Rebuttal Fact Gathering may be repeated as necessary to ensure a complete gathering of evidence.

10. Step Three: Preliminary Report

- a. The Investigators will prepare a Preliminary Report. The Preliminary Report is a written summary of the evidence gathered to date. The Preliminary Report will be prepared by the Investigator.
- b. The Investigators will state specific factual findings in the Preliminary Report (e.g., "Complainant was incapacitated" or "Respondent believed that Complainant was not incapacitated").
- c. The standard for determining each factual finding is Preponderance of Evidence standard. This standard of proof is that the evidence presented during the investigation must be considered to be more likely than not to be factual.
- d. The Investigators will not state ultimate findings as to whether the Respondent has, or has not, violated one or more of the University

the Investigators to conduct additional investigation before the Addendum is complete.

12. Step Five: Final Investigative Report
 - a. The

- g. Only relevant cross-examination and other questions may be asked of a Party or a witness as determined by the hearing panel chair.
- h. Before a Complainant, a Respondent, or a witness answers a cross-examination or other question, the decision-maker(s) must first determine whether the question is relevant and explain

Sanctions

The following are possible sanctions which may be assigned after

of the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The law requires state law enforcement agencies, (Georgia Bureau of Investigation) to provide Piedmont University with a list of registered sex offenders who have indicated that they are enrolled, employed, or carrying on a vocation at Piedmont University. Members of the campus community may access the Georgia Sex Offender Registry maintained by the Georgia Bureau of Investigation located at:

<https://gbi.georgia.gov/georgia-sex-offender-registry>.

The Habersham County Sheriff's Office provides constant updates to the Sex Offender Registry for our area at www.icrimewatch.net/results.php?SubmitAllSearch=1&AgencyID=54340

The CSPCA further amends the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institutional from disclosing information provided to the institution concerning registered sex offenders.

Missing Student Notification and Procedures

Piedmont University is committed to ensuring the safety of the members of the University community. In keeping with that goal, and in accordance with the Higher Education Act of 2008, 20 U.S.C. § 1092(j), the University has established the following Missing Student Notification Policy and Procedure.

Registration of Confidential Contact Information

1. Students residing in on-campus housing have the option to register a confidential contact person who will be notified in accordance with this policy if the Campus Police Department or local law enforcement determines that the student is missing.
2. The confidential contact may be someone other than the emergency contact listed with the Office of Student Affairs. The student may register more than one confidential contact.
3. Only authorized campus officials and law enforcement officers pursuing the missing person investigation will have access to this information.
4. A student may register such confidential contact information at any time by filing a Confidential Contact Form with the Office of Student Affairs.
5. Any student who files a Confidential Contact Form is solely responsible for the accuracy of the contact information and for updating information, as necessary, by filing a new Confidential Contact Form with the Office of Student Affairs.

Missing Student Procedures

1. If a member of the Piedmont University community suspects that a student may be missing, they should immediately notify the Campus Police Department at 706-939-1349 or, in absence of Campus Police, notify the local law enforcement agency that has jurisdiction in the area. In addition, missing person reports may be made to the following offices for immediate referral to Campus Police:
 - Office of Student Life and Leadership
 - Office of Residential Living
2. Upon receipt of a report that a student is missing, the Piedmont University Campus Police will gather information to complete a Missing Person's report form, including but not limited to:
 - Name, location, and contact information of person who reported student missing;
 - Name, vital information, and a detailed description of the student reported as missing;
 - Circumstances in which the student was last seen or heard from;
 - List of know associates, addresses and contact information;
 - Name/addresses of persons present at the scene.
3. Additional information that the Piedmont University Campus Police Department will consider in determining whether a student is missing includes, but is not limited to, the following:
 - A student is out of contact for 24 hours after reasonable efforts to reach that student by phone

calls, emails, and/or in-person attempts to establish contact;
Circumstances indicate that an act of criminality is involved;
Circumstances indicate that physical safety is in danger;
Existence of a medical condition that may threaten life or health; and/or a physical or mental

based

Crime Statistics Collection and Daily Crime Logs

In accordance with the Clery Act and the Higher Education Amendments of 1992 and 2008, Piedmont University

Inquiries or complaints from students or employees concerning the prohibition of discrimination on the basis of sex in this statement should be directed to:

Amy Brown, Title IX and Compliance Coordinator
Daniel Hall Room 303D
1021 Central Avenue
P.O. BOX 10
Demorest, GA 30535
(706) 778-8500 ext. 1504

CLERY ACT CRIME STATISTICS & FIRE SAFETY STATISTICS FOR
ATHENS
AND DEMOREST CAMPUSES

Caveat:
If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Criminal Offenses - On-campus Student Housing Facilities

i. Disruption

J. Motor vehicle theft

(Do not include theft *from* a motor vehicle)

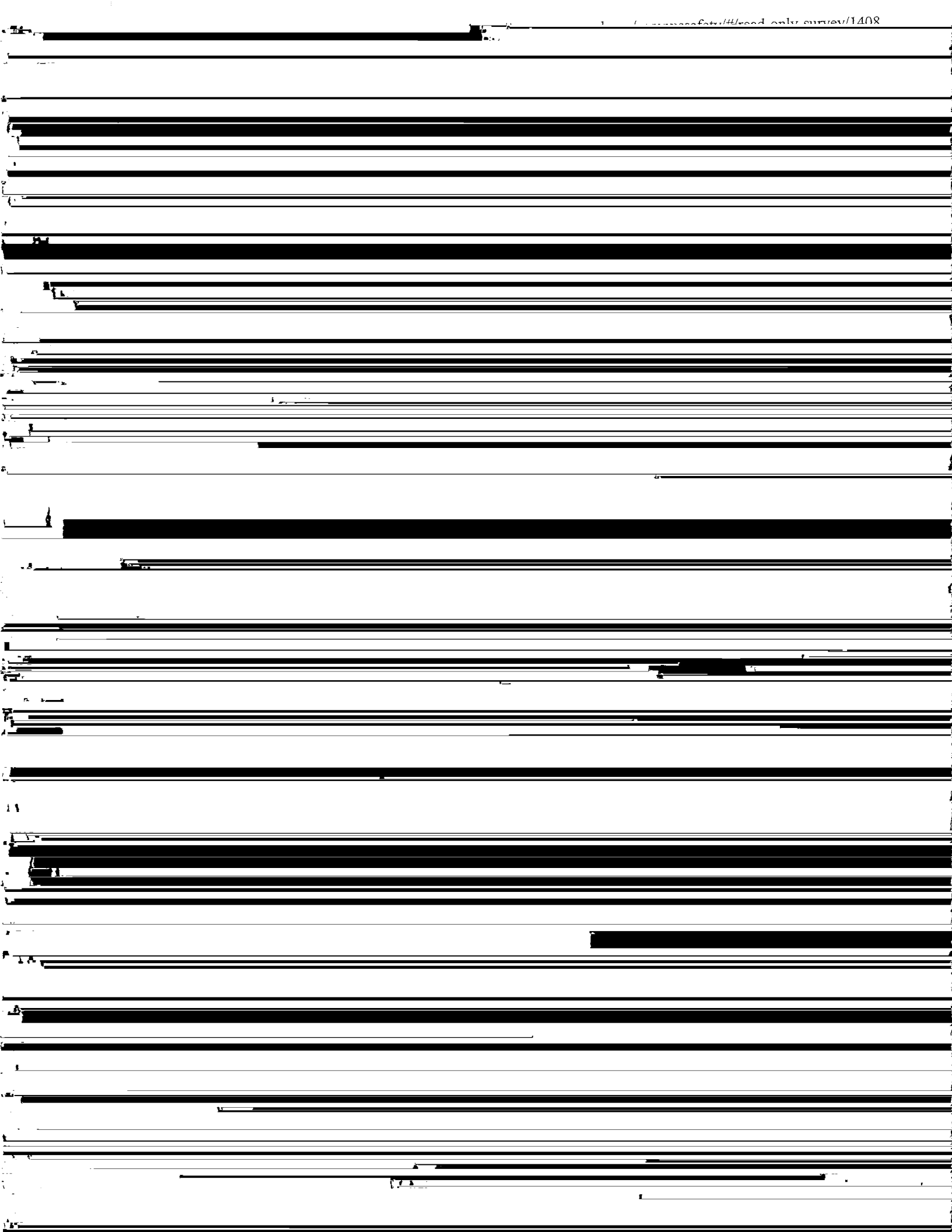
g. Robbery

b. Manslaughter by Negligence

c. Rape

e. Incest

m. J. [unclear]



o.

Destruction/damage/

0	0	0	0	0	0	0	0	0	0
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YEAR 2022

Criminal offense

Total

j. Motor vehicle theft

0	0	0	0	0	0	0	0	0
---	---	---	---	---	---	---	---	---

Simple assault

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manslaughter

YEAR 2022

Criminal offense

Total

Occurrences of Hate crimes (Category of Bias for crimes)

on. Lately, theft

Criminal offense

Total

Occurrences of Hate crimes (Category of Bias for crimes)

Race Religion Sexual orientation Gender Gender Identity Disability Ethnicity National Origin

a.
Murder/ Non-negligent

0	0	0	0	0	0	0	0	0
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manslaughter

vandalism of property

Caveat:

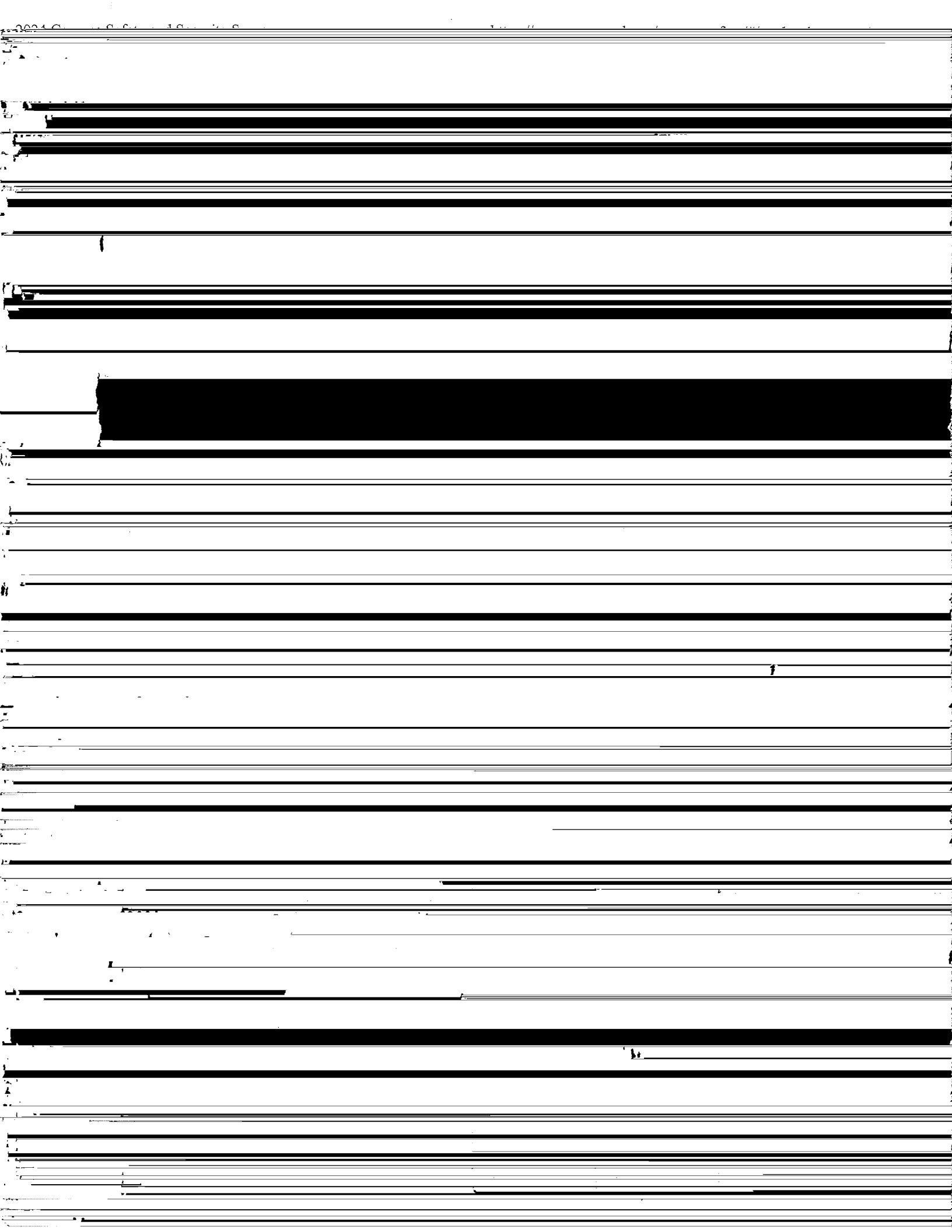
If you have experienced any of the following, please check the appropriate box(es) in the following table.

VAWA Offenses - On-campus Student Housing Facilities

For each of the following crimes, enter the number reported to have occurred in

On-campus Student Housing Facilities

Crime



[REDACTED]

March 1, 2023

[REDACTED]

2021

2022

2023

Weapons: carrying, possessing, etc

[REDACTED]

[REDACTED]



Disciplinary Actions - On Campus

Enter the number of persons referred for disciplinary action for crimes that occurred On Campus for each of the following categories.
Do not include disciplinary actions that were strictly for school policy violations.
If the disciplinary action is the result of an arrest, please do not count it here; count the victim.

Crime

Enter the number of persons referred for disciplinary action for crimes that occurred in

On-campus Student Housing Facilities for each of the following categories.

Do not include disciplinary actions that were strictly for school policy violations.

If the disciplinary action is the result of an arrest, please do not count it here; count the violation as 1 arrest.

Crime	Number of persons referred for Disciplinary Action		
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2021

2022

2023

b. Drug abuse violations

1

1

3

2021

2022

2023

a. Weapons: carrying, possessing, etc.

<input type="text"/>	<input type="text"/>	<input type="text"/>
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Please Note: Do NOT include drunkenness or driving under the influence in liquor law violations.

Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "If

[REDACTED]
[REDACTED]

Not available. We made a good-faith effort to obtain statistics from local and/or state law enforcement agencies, but the data is not available.

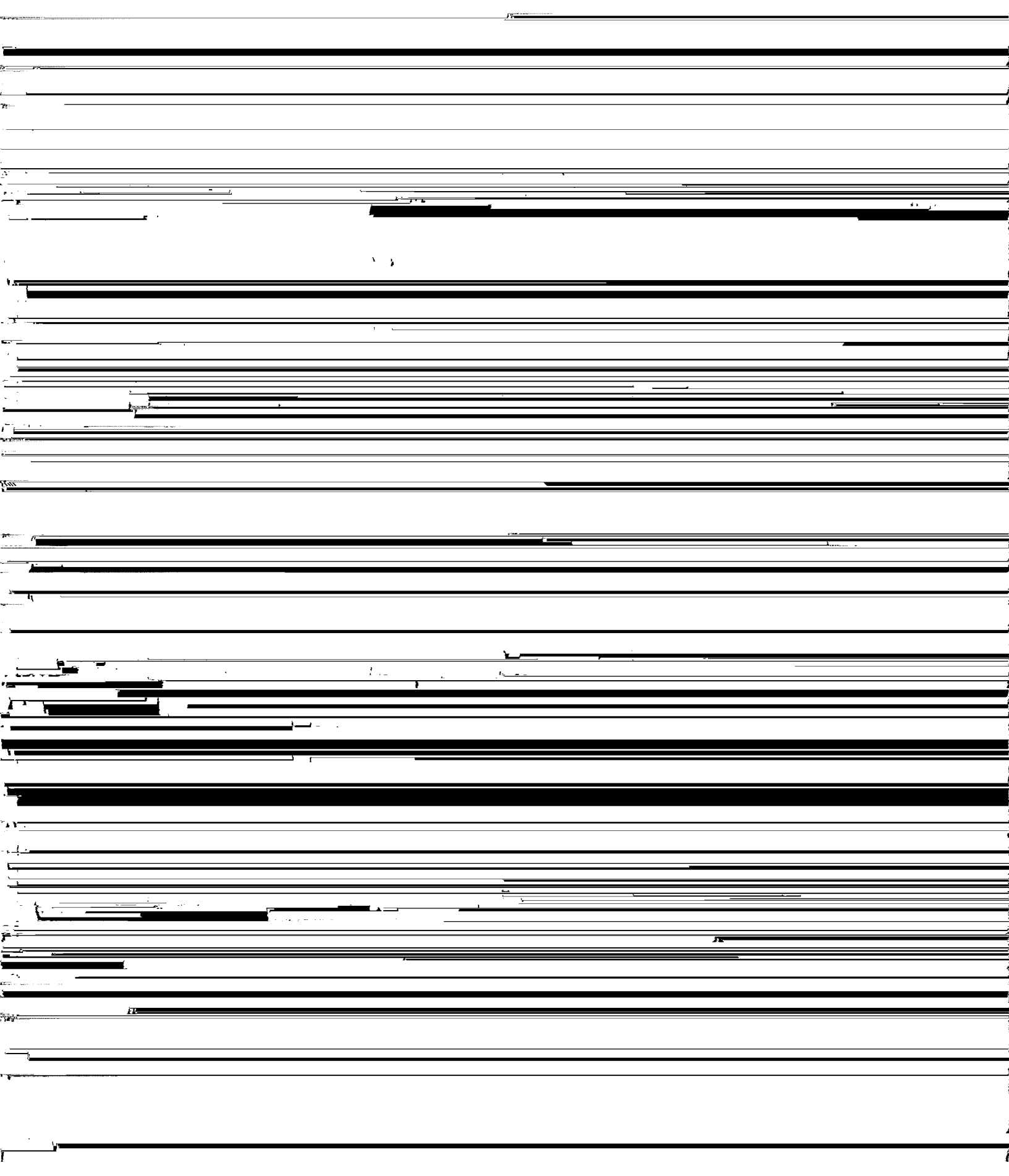
Criminal Offenses - On campus

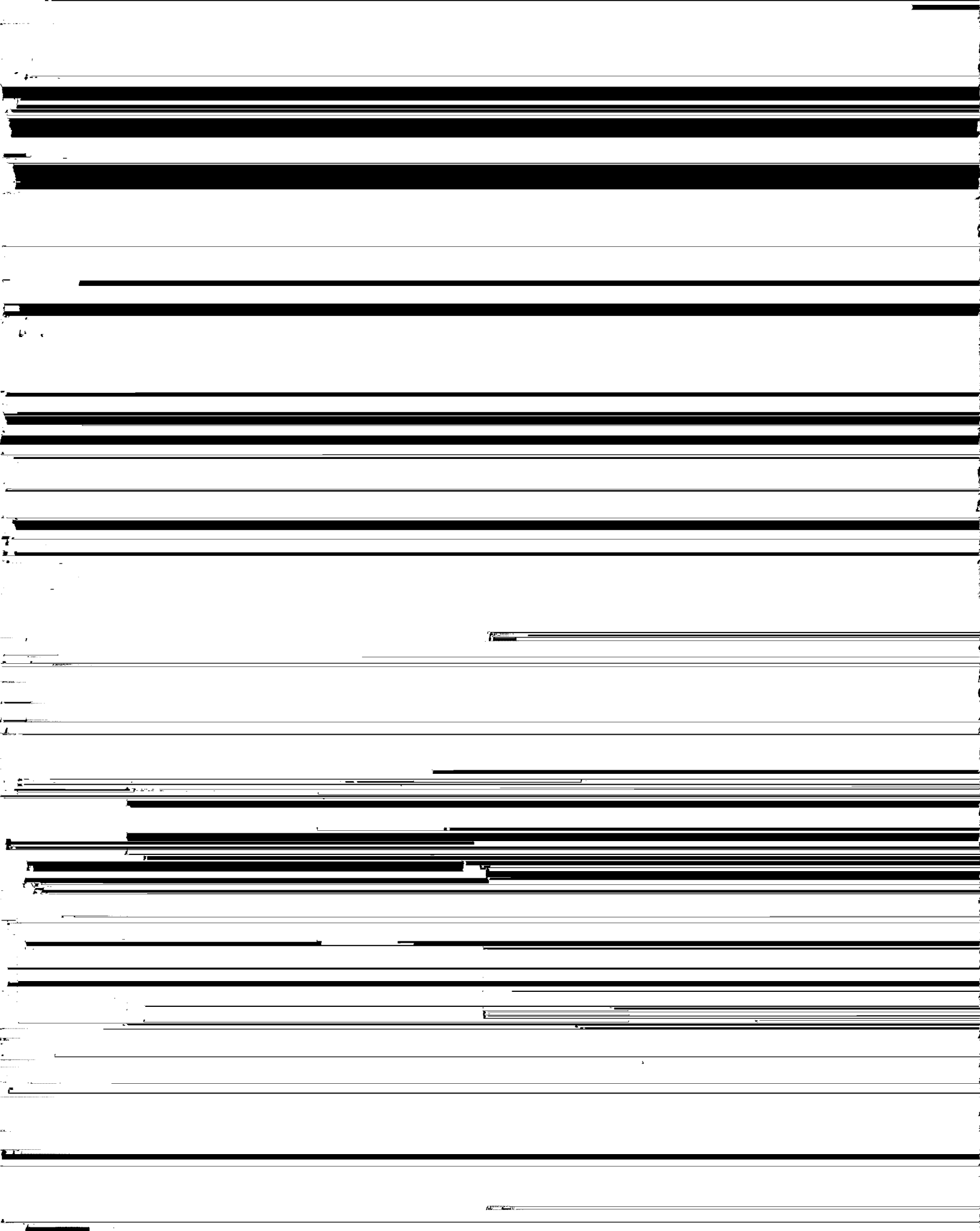
For each of the following criminal offenses, enter the number reported to have occurred On Campus.

Criminal offense

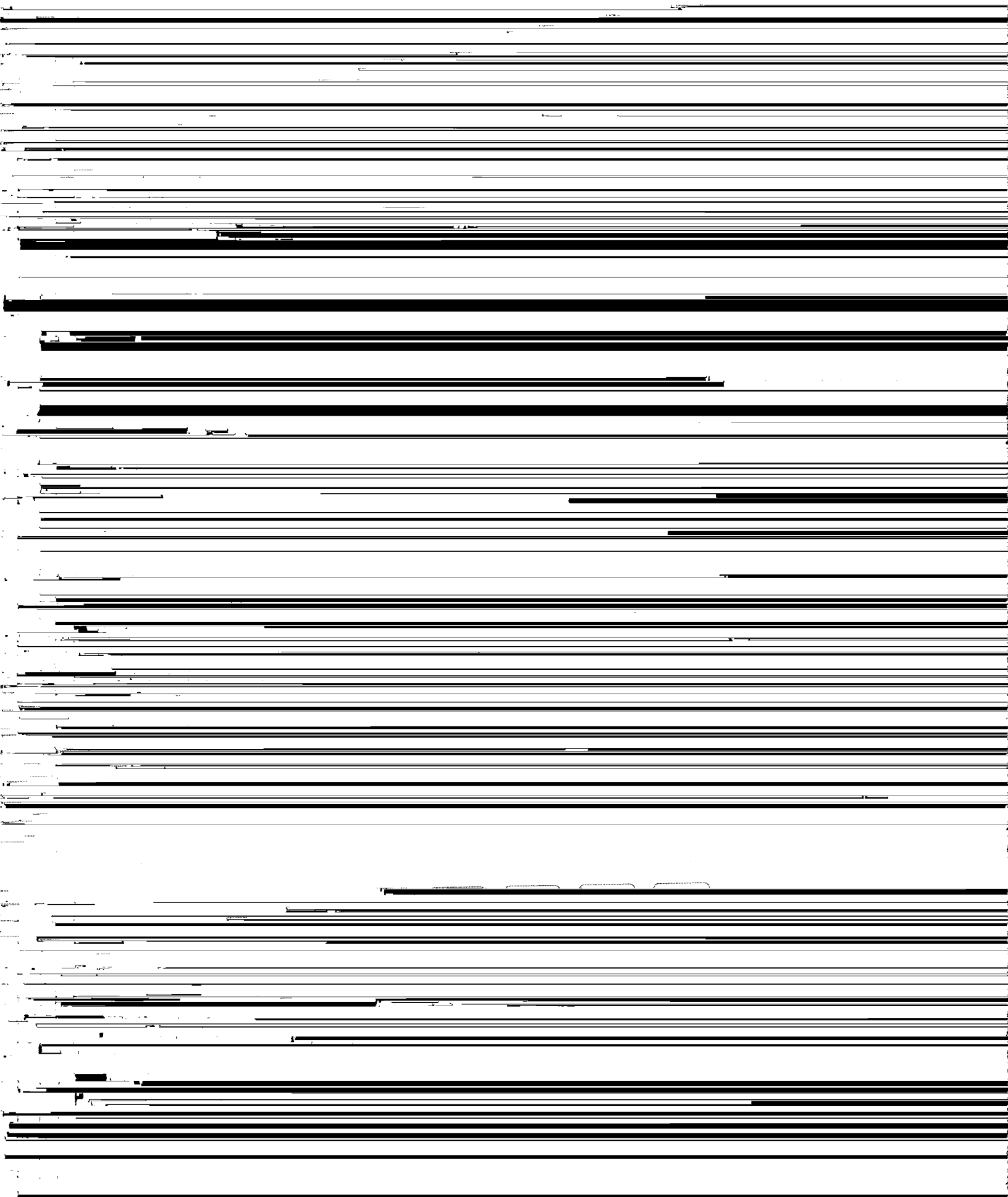
Caveat:

If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."





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vandalism of property

Caveat:

If you have observed...

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a.

c. Rank

Caveat:
If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

ADMIN OFFICER ON CAMPUS

Caveat:
If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Crime

Number of Arrests

2021

2022

2023

b. Drug abuse

c. Liquor law violations

Caveat:
If you have changed prior years' data, you must add a caveat explaining the change. Use the following format: "For (YEAR), Line (X) was changed from (A) to (B) because (REASON)."

Disciplinary Actions - Public Property

Enter the number of persons referred for disciplinary action for crimes that occurred on Public Property for each of the following categories.

Reported Disciplinary actions that were strictly for school policy violations.

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Unfounded Crimes

Of those crimes that occurred On Campus, in On-campus Student Housing Facilities, on or in Noncampus property or buildings, and on Public Property, enter the number of crimes that were unfounded. The total number of unfounded crimes should include all criminal offenses.