



**NORTHERN
PENNSYLVANIA**
REGIONAL COLLEGE

Annual Security Report

2024



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NPRC Annual Security Report - 2024

Forward

Northern Pennsylvania Regional College ("NPRC" or the "College") embraces proactive development and continual improvement measures for all aspects of its growth and development. In preparation for its Annual Security Report – 2024, NPRC began a process of collecting baseline data and established connections between policies and procedures to ensure a seamless and successful execution of this report.

NPRC's Annual Security Report is filed as required by the federal Crime Awareness and Campus Security Act ("Campus Safety Act"). This report provides the College's faculty, staff, students, and visitors with safety information including crime statistics and reporting procedures.

The College, established in May 2017, provides affordable and accessible post-secondary education and workforce development opportunities to communities from a vast geographical footprint in Northern Pennsylvania. The College does not have a traditional campus or own facilities but rather uses established community resources and locations in partnership with local communities to provide synchronous learning via distance learning technology. NPRC utilizes more than twenty (20) instructional locations for delivery of academic programs and workforce development training. Some workforce development training is delivered to additional facilities or properties, including driving ranges used for CDL training.

NPRC has developed and implemented policies and procedures pertaining to safety and security. These policies, procedures, and plans can be found on the NPRC Website, regionalcollegepa.org, [Consumer Information](#) page. Security and Emergency Procedures include [NPRC Emergency Response Plans](#), [NPRC-3050: Class Cancellation](#), [PROC-3050: Class Cancellation](#), [NPRC-3236 Firearms and Offensive Weapons for Students](#), [NPRC-1205 Sexual Discrimination and Sexual Misconduct](#), [NPRC-9260 Student Complaint](#), and [NPRC-9007 Firearms and Offensive Weapons for Employees and Visitors](#). Each member of the NPRC community is encouraged to take proactive steps regarding their personal safety in addition to the safety of others.

For all emergency situations, contact the local 911 center. For all non-emergency matters, please contact the administrative offices at 814-230-9010 or report a complaint or concern online at [Report a Concern/Complaint](#).

Contact Information

NORTHERN PENNSYLVANIA REGIONAL COLLEGE
NPRC Administrative Center - Warren
300 2nd Ave, Suite 500
Warren, PA 16365
(814) 230-9010 – Phone, (814) 313-7320 – Fax
Emergencies for all locations, Dial 9-1-1

Message from the President

Dear NPRC Community,

Thank you for choosing NPRC! We are proud to have the opportunity to help you achieve your educational goals. As you pursue your goals, we want you to know that your safety is a priority for the College. Whether you are at our Administrative Center in Warren, at one of our instructional locations, or attending another activity associated with NPRC, the College's policies and procedures emphasize the importance of student and employee safety.

The information contained within this report provides you with statistics related to campus safety, relevant policies and procedures, and directory information for key personnel. We pride ourselves on our student-centered approach and invite you to reach out to us with any questions or concerns you have.

We are fortunate to serve the communities in our footprint and look forward to celebrating your accomplishments with NPRC and beyond!

My best,

A handwritten signature in black ink, reading "Susan R. Snedick". The signature is written in a cursive, flowing style.

Susan Snedick
President

Notice of Non-Discrimination and Equal Opportunities

In accordance with NPRC-1210: Nondiscrimination and Equal Opportunities, the College shall not discriminate and prohibits discrimination against any faculty (full-time and part-time), staff, administrators, and students based upon race, color, religion, national origin, ancestry or place of birth, sex, gender identity or expression, perceived gender identity, sexual orientation, disability, use of a service animal due to disability, marital status, familial status, genetic information, veteran status, age, or other classification protected by applicable law in matters of admissions, student services, or in the services, programs, or activities that it operates.

The College prohibits, and will not engage in, retaliation against any person who, in good faith, reports a violation of this policy, provides information in an investigation of a potential violation, or otherwise engages in protected activity under the law.

The College shall provide reasonable accommodations for qualified students and employees with identified disabilities consistent with the requirements of the Americans with Disabilities Act, Sections 503 and 504 of the Rehabilitation Act, and other federal, state, and local laws and regulations.

Title IX Compliance Statement

The College shall comply with the requirements of Title IX of the Education Amendments of 1972, the Jeanne Clery Act Disclosure of Campus Security Policy, and Campus Crime Statistics Act (Clery Act), as amended by the Campus Sexual Violence Elimination Act (SaVE Act). The College will make available to students a "Sexual Assault Victims' Bill of Rights," consistent with the Federal Campus Sexual Assault Victim's bill of Rights under section 485(f)(8) of the Higher Education Act of 1965 (20 U.S.C. ~1092(f)(8)). Conduct prohibited under Title IX, the Clery Act, and the SaVE Act includes dating violence, domestic violence, gender-based harassment, retaliation, sex discrimination, sexual assault, sexual harassment, and stalking. Additional information may be found in the Student Rights and Responsibilities section of the College Catalog, in NPRC-1205: Sexual Discrimination and Sexual Misconduct on the Consumer Information page on the website, and the Victim's Bill of Rights found on the website on the Title IX page.

Preparation of the Annual Security Report and Disclosure of Crime Statistics

In Fall 2021, the College identified members of the Safety and Compliance Committee to commence meeting and develop the Annual Security Report of 2020. The committee continues to be responsible for preparing and distributing the Annual Security Report. The committee works with other departments within the College, the Pennsylvania State Police, and local law enforcement agencies to collect and compile the information needed to complete this report.

In 1990, Congress enacted the Crime Awareness and Campus Security Act of 1990 (Title II of Public Law 101-542), which amended the Higher Education Act (HEA) of 1965. This act required all post-secondary institutions participating in HEA's Title IV student financial assistance programs to disclose campus crime statistics and security information. The act was amended in 1992, 1998, 2000, and 2008. The 1998 amendments renamed the law the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act in memory of a student who was slain in her dorm room in 1986. It is called the Clery Act and is in section 485(f) of the HEA.

On March 7, 2013, the Violence Against Women Reauthorization Act of 2013 (VAWA) (Public Law 113-14) was signed into law. VAWA includes amendments to the Clery Act. These changes require institutions to disclose statistics, policies and programs related to dating violence, domestic violence, sexual assault, and stalking, among other changes.

All public and private postsecondary institutions that participate in any Title IV programs must comply with the HEA and Title IV institutions. These institutions have signed Program Participation Agreements (PPAs) with the U.S. Department of Education authorizing them to administer Title IV financial assistance programs, including Pell Grants, Federal Supplemental Educational Opportunity Grants (FSEOGs), the Federal Work-Study Program, Federal Perkins Loans, the Federal Direct Loan Program, and the Leveraging Educational Assistance Partnership (LEAP). Northern Pennsylvania Regional College is not currently eligible to participate in Title IV programs. The College plans to pursue eligibility to participate in Title IV programs and, once eligible, will comply with the HEA's requirements commencing on the date a Program Participation Agreement (PPA) is signed by the secretary of education.

The College has moved forward with actions intended to abide by the Campus Security Act. This act requires colleges and universities to complete the following:

1. Publish an annual report every year by October 1 that contains three (3) years of campus and non-campus crime statistics and certain NPRC security policy statements.
 - NPRC's first Annual Campus Safety and Security Report (October 1, 2020) included statistics from NPRC's first year delivering an independent academic curriculum, 2020. This year's report, 2024, will include statistics from 2021, 2022, and 2023.
2. Disclose crime statistics for NPRC instructional locations comprising non-campus facilities and classrooms.
 - The statistics for 2021, 2022, and 2023 were gathered from law enforcement agencies throughout NPRC's ten (11) county service area of Cameron, Crawford, Elk, Erie, Forest, McKean, Potter, Tioga, Venango, and Warren Counties from our Clery Coordinator.
3. Provide Timely Warnings to inform the College community of criminal incidents that have occurred within Clery geography that pose a serious or ongoing threat.
4. Provide Emergency Notifications to immediately inform the campus community about significant emergencies or dangerous situations that pose an immediate threat to health or safety.
5. Disclose a public crime log of "any crime that occurred within the patrol jurisdiction of the campus security department and is reported to the security department."
 - o As NPRC does not have a traditional campus and therefore no security department, a crime log is not a mandatory feature of reporting and collection.

Stop Campus Hazing Act

The Stop Campus Hazing Act was signed into law by President Biden on December 23, 2024. The Stop Campus Hazing Act (SCHA) amends section 485(f) of the Higher Education Act, otherwise known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). Notably, the bill also changes the name of the Clery Act to the "Jeanne Clery Campus Safety Act," representing the Act's evolution in addressing broad campus safety needs.

Clery Center partnered with Gary and Julie DeVercelly, whose son, Gary DeVercelly, Jr. died by hazing in 2007, to begin advocating for federal anti-hazing legislation in 2014. These efforts led to

the introduction of the Report and Education About Campus Hazing (REACH) Act in 2017, which was combined with elements of the END ALL Hazing Act to create the Stop Campus Hazing Act.

The Stop Campus Hazing Act has three primary components:

1. Inclusion of hazing statistics in annual security reports: colleges and universities will need to include statistics for hazing incidents that were reported to campus security authorities or local law enforcement, as defined by SCHA, in their annual security reports.
2. Implementation of hazing policies, including those specific to hazing prevention: Colleges and universities will be required to have a hazing policy with information on how to make a report of hazing and the process used to investigate hazing incidents. They must also have a policy that addresses hazing prevention and awareness programs, which includes a description of research-informed campus-wide prevention programs and primary prevention strategies.
3. Compilation of a Campus Hazing Transparency Report: Each institution must compile and publish on a prominent location of their public website a hazing transparency report that summarizes findings concerning any student organization found to be in violation of the institution's standards of conduct related to hazing. The report will include:
 - a. The name of the student organization;
 - b. A general description of the violation that resulted in a finding of responsibility; and
 - c. Related dates (the date of the alleged incident, the date of the initiation of the investigation, the date the investigation ended with a finding, and the date the institution provided notice to the organization of the finding).

The timeline for implementation of the Stop Campus Hazing act is as follows:

- January 1, 2025: Institutions should begin collecting hazing statistics to include in the annual security report.
- June 23, 2025: Hazing policies must be in place.
- July 1, 2025: Institutions must have a process for documenting violations of the institution's standards of conduct relating to hazing.
- December 23, 2025: The Campus Hazing Transparency Report, which includes the violations that institutions begin documenting in July, must be publicly available. The Campus Hazing Transparency Report must be updated at least two times a year.
- October 1, 2026: Hazing statistics will first be included in the annual security report (2025 statistics).

Campus and Non-Campus Locations

As defined under the Clery Act, Northern Pennsylvania Regional College has one campus location, the NPRC Administrative Center – Warren. All other NPRC instructional locations fall under the non-campus category. NPRC must disclose Clery Act statistics for public property that is within or immediately adjacent to and accessible from the NPRC Administrative Center – Warren.

Non-campus is defined by the Clery Act as any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

NPRC is obligated to disclose statistics for crimes that occur when NPRC has control of a space, that is, for the dates and times specified in a lease, rental, or other agreement. If an agreement is for a

section of a building or property, NPRC is obligated to disclose statistics for the space plus any other areas of the building that students or employees must use to access the contracted space (stairwells, elevators, halls, and parking area). Non-campus locations do not have a public property reporting requirement and NPRC is not required to collect statistics for public property within or adjacent to non-campus buildings or property.

If NPRC has a partnership with another institution and the agreement specifies that only NPRC students can attend classes at the other institution and that the other school's students can attend classes at NPRC, the College does not have to disclose reported Clery Act crimes that occur on the other campus because the College does not own or control it. The other institution will need to include any crimes in its statistics even if the crimes involve NPRC students. The University of Pittsburgh at Titusville's Education and Training Hub and the University of Pittsburgh at Bradford's Marilyn Horne Hall are non-campus instructional locations of NPRC which fall under this rule.

NPRC Campus and Non-Campus

Instructional Locations and Workforce Development Locations for Calendar Year 2024

Campus Location		
NPRC Administrative Offices	Warren County	
	300 2nd Avenue, Suite 500	Warren, PA 16365
Non-Campus Locations		
Cameron County High School	Cameron County	
	601 Woodland Avenue	Emporium, PA 15834
Parkside Commons Saegertown High School Univ. of Pittsburgh at Titusville's Education Hub	Crawford County	
	847 North Main St., 201	Meadville, PA 16335
	18079 Mook Road	Saegertown, PA 16433
Community Ed. Center of Elk and Cameron Co. Saint Marys - CDL Driving Range	504 East Main Street	Titusville, PA 16354
	Elk County	
4 N.I.N.E. Center Corry Higher Education Council Girard High School NPRC Education and Training Center Union City High School	4 Erie Avenue	St Marys, PA 15857
	1377 Bucktail Road	St. Marys, Pa 15857
East Forest High School Marienville West Forest High School Tionesta	Erie County	
	103 Clay Street	North East, PA 16428
	221 N Center Street	Corry, PA 16407
	1135 Lake Street	Girard, PA 16417
	5739 West Ridge Road	Erie, PA 16506
Kane Area High School Marilyn Horne Way Otto-Eldred Junior/Senior High School	105 Concord Street	Union City, PA 16438
	Forest County	
Kane Area High School Marilyn Horne Way Otto-Eldred Junior/Senior High School	120 W Birch Street	Marienville, PA 16239
	22318 Route 62	Tionesta, PA 16353
Kane Area High School Marilyn Horne Way Otto-Eldred Junior/Senior High School	McKean County	
	6965 PA-321	Kane, PA 16735
	2 Marilyn Horne Way	Bradford, PA 16701
Kane Area High School Marilyn Horne Way Otto-Eldred Junior/Senior High School	143 R L Sweitzer Drive	Duke Center, PA 16729
	Potter County	

Austin Area High School	138 Costello Avenue	Austin, PA 16720
Coudersport / Potter County Education Council	5 Water Street	Coudersport, PA 16915
Galeton High School	27 Bridge Street	Galeton, PA 16922
Oswayo Valley High School	318 Oswayo Street	Shinglehouse, PA 16748
Tioga County		
Northern Tioga School District	110 Ellison Road	Elkland, PA 16920
Venango County		
The Galena-Dockery Building	1140 Liberty Street	Franklin, PA 16323
Warren County		
Tidioute Community Charter School	241 Main Street	Tidioute, PA 16351
Warren-Higher Education Council	589 Hospital Drive, Ste. F	Warren, PA 16365

Security of Access to Campus Facilities

NPRC does not have housing facilities. Key Fob access is needed to enter the offices at NPRC Administrative Office in Warren. The Director of Safety and Facilities assigns a key and records it. No doors are to be left unlocked or propped open. At Non-campus location, proctors, faculty, and students follow posted location specific safety procedures. Proctors ensure all buildings are locked at night.

Reporting Crimes and Other Emergencies

Students, employees, and visitors are encouraged to report any criminal offense, suspected criminal activity, or other emergency to local law enforcement and NPRC administration through the following:

In an emergency, call 911 to report the emergency directly to the local authorities!

Reporting by Phone or Email:

1. After calling 911, contact the NPRC Safety Officer by calling the NPRC Helpdesk at 814-313-7333 and, if necessary, please leave a message to report the emergency.
2. Individuals making reports have the option to remain anonymous but may be asked to state their name, call-back number, and the nature of the incident.
3. The College Safety Officer--referenced as the Director of IT, Safety and Facilities at NPRC--can be contacted at safety@rrcnpa.org. The CSO does not have the authority to make arrests. NPRC does not employ any trained or armed law enforcement officers. A student may confidentially report a crime to the College Safety Officer. Local law enforcement can make arrests.

Online Reporting via NPRC Website:

- Go to the NPRC website – regionalcollegepa.org
 - Here is a direct link to "Report a Concern or Complaint" - <https://regionalcollegepa.org/report-concern-complaint/> OR
- Click on "Current Student," look for Student Services click on "Reporting"
- You will be redirected to the "Report a Concern/Complaint" section of the website. Scroll to "Submit a Concern or Complaint."
- In the field "complaint type" select the type of concern/complaint.

- Voluntary Confidential Reporting: Victims or witnesses can report a crime on a voluntary, confidential basis. Based on the Academic College Catalog If, at any point, the complainant requests that their name or other identifiable information be held confidential with respect to the respondent or decides not to pursue action by the College.

Criminal actions or policy violations committed by students are investigated and adjudicated through the processes outlined in the Behavioral Code of Conduct for Students listed in the [College Catalog](https://regionalcollegepa.org/college-catalog/). <https://regionalcollegepa.org/college-catalog/> This process is facilitated by the Director of Student Services or Director of Workforce Development as applicable. Any College disciplinary action will be separate from actions taken by civil authorities. The disciplinary procedure is summarized in the [College Catalog](#) and can be found in full by referencing NPRC-3235: Behavioral Code of Conduct for Students, as summarized later in this document.

Per the federal Clery Act requirements, all criminal activity reported to the College will be included in the Annual Security Report and for dissemination as timely warning notices as deemed appropriate. Information that may easily identify victims or reporting parties will not be disclosed.

For incidents that necessitate immediate action and are occurring at instructional or workforce development locations, NPRC students, instructors, and staff are encouraged to notify local law enforcement and Helpdesk at helpdesk@rrcnpa.org. Incidents that do not need immediate action may be reported through the NPRC website as indicated above. All reports are reviewed to determine appropriate action and discussed with the Director of Student Services or Director of Workforce Development, as applicable, if students are involved.

Documentation of reported incidents is retained in alignment with NPRC policies and procedures based upon the type of complaint or concern reported.

If You are Victimized

Victims may elect to report crimes to either and/or both local law enforcement and the NPRC Safety Officer as outlined above in "Reporting Crimes and Other Emergencies." In cases where victims are unable to report a crime, witnesses are encouraged to do so on their behalf.

If You Witness a Crime

If you see or suspect a crime is being committed at a College location, education and training center, or administrative center, pay attention to the features of the offender(s) and any vehicles involved. Try to be prepared to provide as many of the following details as you can regarding all involved parties:

- Age, race, height, weight
- Hair color and style, beard, and mustache
- Notable characteristics (acne, scars, glasses, mental state, etc.)
- Clothing description
- Location where last seen
- Last known direction of travel
- Vehicle description and distinctive markings

Reporting to Campus Security Authorities

The Clery Act defines a Campus Security Authority (CSA) as, "an official of an institution who has significant responsibility for student and campus activities, including, but not limited to student discipline and College judicial proceedings." NPRC has identified positions within the College assigned to be Campus Security Authorities (CSA's).

The identified positions within the College who are assigned the duties of Campus Security Authorities (CSA) and approved by Presidents Council include:

- Title IX Coordinators
- Vice Presidents
- Directors
- Assistant Directors
- Registrars and Assistant Registrars
- Admissions Counselors
- Community Liaisons
- Advisors
- Project Managers
- Administrative Assistants
- Proctors
- Faculty and Staff
- Others – as deemed appropriate

Campus Security Authorities are required to report any crimes reported to them, even if the victim does not want to pursue charges and wishes to remain anonymous. The CSA is not responsible for determining whether a crime took place or investigating crime, just reporting it.

- Report crimes to the College Safety Officer - the Director of IT, Safety, and Facilities at NPRC via the following:
 - Call - NPRC Helpdesk at 814-313-7333
 - Email - safety@rrcnpa.org
 - NPRC Website – regionalcollegepa.org – [Report a Concern/Complaint](#)

Basic Safety Tips

This is not an exhaustive list of tips, but some important steps anyone can take to feel safer and minimize their risk:

- Become familiar with your campus location, be aware and pay attention to your surroundings.
- Lock doors and secure any personal items, even for short periods of time.
- Always have your keys out and ready when you approach your vehicle.
- Keep doors at NPRC locations locked.
- Keep an eye out for dangerous wildlife, never approach wild animals.
- Secure your belongings and personal information (Social Security number, date of birth, ID numbers, PIN's, passwords, etc.)
- Keep your phone charged, save emergency contacts and resources on your cell phone.
- Carry identification and medical insurance cards.
- Have a plan when going out, including knowing where you're going, how you'll get there and return home.
- Share your plans and location with a trusted friend or family member.
- Seek support for your mental and emotional health.
- Avoid groups or organizations with a reputation for harmful and high-risk behaviors like hazing and binge drinking.

- Attend prevention and awareness programs to learn warning signs of dating violence, sexual assault, and stalking and to build skills as an active bystander.
- If you feel unsafe, notify someone at NPRC. - fellow student, proctor, instructor, staff, etc.

About NPRC Security

The Vice President of Finance and Operations provides oversight for the security and safety of the College.

Local law enforcement agencies were contacted in Summer 2025 to collect crime data, which was then reported in the Clery statistics for 2024. While it is not mandatory for local law enforcement to respond to requests for this data, the College made a good-faith effort to obtain the crime statistics from all known law enforcement agencies with jurisdiction within NPRC's Clery geography.

While NPRC has no formal contract in place with local law enforcement, the College has contact with the various law enforcement agencies that serve the communities where NPRC Locations are located. Contact information for these law enforcement agencies is outlined in the table on the next page – Law Enforcement Agencies by County.

Daily Crime Log

The daily crime log is used to record all criminal incidents and alleged criminal incidents reported to campus police or security department. Institutions that do not have campus police, security, or any contracts to provide such services are not required to maintain a crime log. NPRC did not maintain a crime log for 2021, 2022, 2023 or 2024.

Availability of Counselors

Victims of crimes, whether students or employees, are encouraged to access the NPRC Employee Assistance Program (EAP) counseling service available through theeap.com. Should assistance be needed to access the service, contact a Student Advisor or the Director of Student Services. EAP services are confidential. All case records and information about services provided are maintained with the strictest confidence.

Exceptions to confidentiality are as follows:

- If the EAP is under court order or subpoena compelling disclosure.
- If the EAP practitioner has reason to believe that a client is a threat of harm to himself, or others.
- If the EAP practitioner believes a child or vulnerable adult has been subject to abuse or neglect.
- Professional Counselors, when acting as such, are not considered a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics.

In the instance of a Title IX allegation, contact the NPRC Title IX Coordinator at titleIX@rrcnpa.org or submit a complaint or concern through NPRC's online form available on the [Consumer Information](https://regionalcollegepa.org/about/consumer-information/) page. <https://regionalcollegepa.org/about/consumer-information/>.

Domestic Violence and Sexual Violence Services and Advocacy

Support services and advocacy for victims of domestic and sexual violence are available 24 hours a day, 7 days a week, 365 days a year via A Safe Place.

- General Inquiries – email asafeplace@westpa.net
- Crisis Services
 - Toll Free Hotline – 1-800-338-3460
 - Warren Local Hotline – 814-726-1030

Timely Warning vs Emergency Notification

Timely Warning	Emergency Notification
Purpose: to notify the campus of the incident (ongoing serious threats or crimes) and to provide information to take steps to protect themselves from similar incidents. Narrow focus on Clery Act crimes	Purpose: to immediately inform the campus community about significant emergencies or dangerous situations that pose an immediate threat to health or safety. They are triggered by a wide range of threats.
Scope: Focus on any significant emergency or dangerous situation or crimes and threats that could continue or recur overtime.	Scope: Wide focus on any significant emergency or immediate threat to safety, not limited to crimes
Where: Applies to the situations that occur on campus	Where: Applies to crimes that occur on campus, in or on non-campus buildings or property, and on public property
When: Initiate a warning as soon as the pertinent information is available. Confidentiality: withhold the names of victims and other information that could compromise law enforcement efforts or jeopardize the victim's safety.	When: Initiate procedures immediately upon confirmation that a dangerous situation or emergency exists or threatens.
What: Date, nature, location and preventable tips to the campus community about specified crimes are considered to pose a serious or ongoing threat to students and employees.	What: Nature of emergency, what one needs to do immediately, evacuation procedure if necessary and an all-clear notification when over.
Triggering Events: Generally, involve Clery Act crimes such as robbery, assault or other serious crimes Examples: A string of burglaries, reports of sexual assaults, or other repeated criminal activity	Triggering Events: Can involve various emergencies such as natural disasters, fires, or active shooter situations.

Recipients: The entire campus	<p>Examples: severe storm warning, hazardous material spill, chemical leak, armed intruder, or gas leak</p> <p>Recipients: The entire campus, or an identified subset that may be impacted by the emergency</p>
<p>NPRC is not required to issue a Timely Warning Alert for crimes reported to a pastoral or professional counselor that is protected by confidentiality.</p>	

Timely Warning Alerts are distributed by the marketing department because they can issue campus-wide communication, to all affected administrative offices, the College President, Vice Presidents, Directors, and Departments for dissemination to persons within their areas of responsibility. They are responsible for writing, developing, and facilitating distribution of Timely Warning Alerts in consultation with the Vice President of Finance and Operations (VPFO) or designee.

The marketing department may distribute these warnings through various ways, including emails, web postings, and media and the College's learning management system (D2L).

Alerts will be made available to instructional locations used by NPRC and displayed on the NPRC website, intranet or learning management system as applicable for 30 days or until the crime is resolved and reported as such to NPRC's Marketing and Public Relations personnel for changes to the website. When an emergency or dangerous situation threatens the health or safety of some or all community members, the safety committee and administration consider what to release and begin the notification process.

All NPRC instructional locations have their own safety plans and maintain the capabilities necessary to warn and evacuate their respective locations. These guidelines are maintained and distributed in a variety of ways. Some post the information in hallways and classrooms. The Academic, Workforce Development and Safety teams collaborate to notify students and staff in case of emergency or class cancelation. NPRC may cancel classes, courses and other offerings due to the weather and unforeseen circumstances. A part of these capabilities includes the development and distribution of emergency response guidelines to students, faculty, and staff.

Drills, Exercises and Resources:

At least once per calendar year, the Director of IT, Safety and Facilities will inform all students, faculty, and staff of safety procedures and practices and encourage students and employees to take responsibility for their own safety and the safety of others. NPRC has CSA Training videos. NPRC plans to conduct at least one exercise annually. These exercises may include seminars, drills, table-tops, and webinars. The College will reach out to local, state and federal responders and stakeholders to solicit participation. Staff attend annual conferences and subscribe to University Campus Safety magazines.

Law Enforcement Agencies by County

Cameron County		
Emporium Borough Police Department	421 North Broad Street	Emporium, PA 15834
Cameron Co. State Police - Emporium Station	12921 Route 120	Emporium, PA 15834
Crawford County		
Meadville City Police Department	894 Diamond Pk. Square	Meadville, PA 16335
Titusville City Police Department	323 North Franklin Street	Titusville, PA 16354
University of Pittsburgh Titusville Police	504 East Main Street	Titusville, PA 16354
Crawford Co. State Police - Meadville Station	11025 Murray Road	Meadville, PA 16335
Elk County		
St Marys City Police Department	319 Erie Avenue	St Marys, PA 15857
Elk County State Police - Ridgway Station	48 Servidea Drive	Ridgway, PA 15853
Erie County		
Corry City Police Department	20 East South Street	Corry, PA 16407
North East Police Department	58 East Main Street	North East, PA 16428
Union City Police Department	13 South Main Street	Union City, PA 16438
Erie County State Police - Corry Station	11088 Route 6 East	Union City, PA 16438
Erie County State Police - Erie Station	4320 Iroquois Avenue	Erie, PA 16511
Erie County State Police - Girard Station	5950 Meadville Road	Girard, PA 16417
Forest County		
Forest County Sheriff Office	526 Elm Street	Tionesta, PA 16353
Forest Co. State Police - Marienville Station	4956 State Route 899	Marienville, PA 16239
McKean County		
Bradford City Police Department	18 Kennedy Street	Bradford, PA 16701
University of Pittsburgh Bradford Police	300 Campus Drive	Bradford, PA 16701
Kane Borough Police Department	112 Bayard Street	Kane, PA 16735
Smethport Police Department	201 West Main Street	Smethport, PA 16749
McKean Co. State Police - Lewis Run Station	130 Airport Road	Lewis Run, PA 16738
Potter County		
Austin Borough Police Department	81 Scoville Street	Austin, PA 16720
Coudersport Borough Police Department	201 South West Street	Coudersport, PA 16915
Galeton Police Department	15 West Street	Galeton, PA 16922
Shinglehouse Borough Police Department	103 Pleasant Street	Shinglehouse, PA 16748
Potter Co. State Police - Coudersport Station	3140 Second Street	Coudersport, PA 16915

Tioga County		
No Police Officials Contacted in 2024; no student registered at this site.		
Venango County		
Franklin Police Department	430 13th Street	Franklin, PA 16323
Oil City Police Department	21 Seneca Street	Oil City, PA 16301
Venango State Police - Franklin Station	6724 US 322	Franklin, PA 16323
Warren County		
Conewango Township Police	4 Fireman Road	Warren, PA 16365
Warren City Police Department	318 W 3rd Avenue	Warren, PA 16365
Warren County State Police - Warren Station	22001 Route 6	Warren, PA 16365

Distribution of NPRC Annual Security Report

In accordance with the Pennsylvania Uniform Crime Reporting Act and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, all NPRC students and employees receive annual security information updates. The College also makes information about crimes and security available in a variety of other ways that include the following:

- The College will distribute notice of availability of the ASR to all current students and employees.
- The ASR is available for viewing on the College website for all prospective students and employees.
- A paper copy of the ASR will be provided to anyone upon request.
- The College has various presentations available for viewing, primarily online, by employees and students each year via the Employee Assistance Program (EAP) available to students and employees.

Megan's Law Information and Criminal Records

Under the federal Campus Sex Crimes Prevention Act, any person who is required to register with the Commonwealth as a sex offender in Pennsylvania's Megan's Law must notify the state if they are employed or are enrolled as a student at a college or university.

The law requires institutions of higher education to advise the College community how to obtain information on currently registered sexual offenders residing within the College community. In the absence of an NPRC residence life program, the College residential reporting requirement is nullified.

Sex offenders, already required to register in a state, are required to provide notice to each institution of higher education in that state at which that person is employed, carries on a vocation, or is a student. This registration is to be made available to law enforcement agencies with jurisdiction where the institutions of higher education are located. Institutions of higher education are required to issue a statement advising the campus community where law enforcement agency information, provided by the state concerning registered sex offenders, may be obtained.

Additionally, the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act amended the Family Educational Rights and Privacy Act of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders.

Information regarding registered sex offenders residing near the instructional locations may be obtained by visiting the [Pennsylvania Megan's Law website](https://www.meganslaw.psp.pa.gov). <https://www.meganslaw.psp.pa.gov>

As applicable, College applicants are asked about their criminal history. All prospective employees are also screened in state and federal criminal records databases and the state child abuse registry consistent with the requirements of Act 153.

Emergency Response Plan

NPRC Emergency Response Plans can be found on the NPRC website [Consumer Information](#) page. When evaluating an evacuation, the College considers the type of threat, its context (time of day, likelihood, etc.) and the recommendations of first responders.

In an emergency, please refer to the emergency response plan:

- NPRC Administrative Center-Warren - <https://regionalcollegepa.org/wp-content/uploads/2023/06/NPRC-Emergency-Response-Plan-Warren-1.pdf>,
- NPRC Education and Training Center-Erie - <https://regionalcollegepa.org/wp-content/uploads/2023/06/NPRC-Emergency-Response-Plan-Erie-1.pdf>
- Galena Building – Franklin - <https://regionalcollegepa.org/wp-content/uploads/2023/12/Emergency-Response-Plan-Franklin.pdf>,
- At Non-campus location, proctors, faculty, and students follow posted location specific safety procedures. Proctors ensure all buildings are locked at night.

The Emergency Response plans include:

- Policy and Organizational Statements
- Evacuation routes
- Severe weather, shelter in place, lock down and food sheltering, medical and fire plans
- Instructions for broadcast warnings
- Emergency contacts including members of the response team
- Communication systems, distribution and access of the plan

According to 34 Pa. Code § 50.57. Fire drills In Pennsylvania, fire drill requirements for post-secondary schools and dormitories are primarily governed by fire and building codes.

PA Commonwealth of Pennsylvania – Postsecondary and Higher Education - <https://www.pa.gov/agencies/education/programs-and-services/instruction/postsecondary-and-adult-education>

Firearms and Offensive Weapons Policies

Northern Pennsylvania Regional College explicitly prohibits the possession and use of firearms or weapons at all facilities and facility properties used by NPRC as defined by the following policies, also available on the NPRC website - [Consumer Information](#) page.

NPRC-9007: Firearms and Offensive Weapons for Employees and Visitors:

https://regionalcollegepa.org/wp-content/uploads/2024/11/NPRC-9007-FirearmsandOffensiveWeaponsforEmployeesandVisitors-2022-05-24_SOF.pdf

NPRC-3236: Firearms and Offensive Weapons for Students and NPRC-9007:

https://regionalcollegepa.org/wp-content/uploads/2024/12/NPRC-3236-FirearmsandOffensiveWeapons-2022-01-05-final_SOF.pdf

Firearms and offensive weapons are defined as any tool, instrument, material, or implement capable of causing serious bodily harm. This includes, but is not limited to knives, cutting tools, nun-chucks, handguns, shotguns, rifles, explosive devices, crossbows, and bows and arrows. All individuals are strictly prohibited from possessing or controlling firearms, weapons, or dangerous devices while on NPRC property or participating in NPRC-related activities. This prohibition applies regardless of whether the weapon is visible or concealed, and regardless of licensure status.

Exceptions to this policy may be granted solely by NPRC's designated Safety Officer under the following circumstances:

- The individual is a sworn municipal, county, state, or federal law enforcement officer, or active-duty military personnel conducting official business.
- The weapon is required as part of an approved educational activity within the College's curriculum.

All individuals must comply with applicable state and federal laws regarding the possession of firearms and offensive weapons. Any violation of these laws constitutes a direct breach of NPRC-3235: Behavioral Code of Conduct for Students and NPRC-2110: Employee Code of Conduct.

In addition to adhering to this policy, students must comply with all firearm-related policies and procedures established by individual instructional locations. Violations of these local policies may result in disciplinary action as determined by the instructional site. Offenses to these policies are referred to NPRC-3235: Behavioral Code of Conduct for Students and NPRC-2110: Employee Code of Conduct.

Crime Prevention and Safety Awareness Programs

NPRC is committed to providing supportive programming to students and employees regarding health and safety concerns. Title IX training is made available to faculty, staff, in various modalities. In addition, there are several other mandated training courses for NPRC employees regarding safe work environments and necessary actions for reporting crimes.

To reduce vulnerability to criminal activity, individuals should consistently practice situational awareness—actively observing, processing, and anticipating their surroundings to prevent or mitigate safety risks. Key strategies include scanning environments for potential threats, identifying exit routes, staying alert in familiar spaces, and engaging all senses to detect unusual cues. Regular practice of these habits fosters adaptability and strengthens personal safety across diverse settings.

NPRC partners with various agencies to assist students and employees with various needs. With respect to abuse and violence, NPRC's student services team uses regional agency referrals [A Safe Place](https://www.asafeplacewarren.org/contact/), <https://www.asafeplacewarren.org/contact/> as well as state and national hotline

numbers. A Safe Place also provides Advocacy and Awareness through conducting training to professionals in the community and prevention education programs. A Safe PLACE (814) 726-1030 or 1-800-338-3460 Domestic Violence/Sexual Assault 24 hrs. services

These agencies and hotline telephone numbers can be found on the College's website and in this report in reference to VAWA/Title IX information as well as Drug and Alcohol awareness programming.

Code of Conduct

NPRC-3235 Behavioral Code of Conduct for Students policy can be found on the NPRC website by going to the Consumer Information page, links and URLs are listed below:

- Consumer Information - <https://regionalcollegepa.org/about/consumer-information/>, or
- Procedures for NPRC-3235 – Behavioral Code of Conduct for Students - https://regionalcollegepa.org/wp-content/uploads/2024/12/NPRC-3235-BehavioralCodefoConductforStudents2022-06-28-final_SOF.pdf

Students are expected to uphold and abide by standards of conduct that reflect and edify the College's mission, values, vision, philosophy, and goals outlined in NPRC-1000: College Mission, Values, and Identity. Any conduct which deviates from these standards of conduct may result in disciplinary action.

Violations of federal, state, and local laws are contrary to the behavioral expectations of students and are considered infractions of the behavioral code of conduct.

If an alleged offense occurs at a facility or facility property over which the College has jurisdiction, or an alleged offense occurs which may impact on the safety of other students, staff, faculty, or administrators, disciplinary consequences may be imposed upon the alleged offender through the College's student conduct proceedings.

The College reserves the right:

- To refer any suspected criminal activity to the appropriate law enforcement agency and to suspend the conduct process until any outside investigation has been completed.
- To impose the emergency removal of individuals from a College education program, employment, or activities should it be determined that there is Respondent an immediate threat to the physical health or safety arising from the allegations reported.
- To consider information gathered by outside authorities and any actions that result from criminal or civil litigation or investigation as part of the conduct process.

Students are to exemplify honesty and integrity in their interactions with fellow students, instructors, staff, and administrators. Behaviors that demonstrate a lapse of honesty and integrity include, but are not limited to:

- Violations of behaviors outlined within Code of Conduct – NPRC-3225 Academic Code of Conduct for Academic Students
- Fraudulent actions (e.g., grade tampering, false statements).
- Collusion or failure to report misconduct.
- Violations of positions of trust or authority.

Students are to honor and value their College community. Behavior that violates these values includes, but is not limited to:

- Unauthorized access or damage to facilities.
- Misuse of College name or identity.
- Theft or possession of stolen property.
- Destruction of property.
- Technology misuse (e.g., harassment, unauthorized access, promoting violence).
- Possession of weapons.
- Violating fire/emergency protocols.

Students are expected to adhere to the values of social justice, equity, and respect for differences and diversity. Behaviors that violate this expectation include, but are not limited to:

- Discrimination, as outlined in NPRC-1210: Nondiscrimination and Equal Opportunity.
- Reckless disregard for others' well-being.
- Disruption of College operations.
- Obstruction of freedom of movement by community members or visitors.
- Abuse, interference, or failure to comply with College processes - harassment or intimidation.
- Physical harm, hazing, Violence Against Women (VAWA) infractions – acts of domestic violence, dating violence, sexual assault and stalking
- Unauthorized recordings.
- Disobeying officials or emergency responders.
- Unauthorized tobacco use.

Students are awarded and accept a high level of responsibility as role models. Behavior that violates this value includes, but is not limited to:

- Manufacture, use, possession, or distribution of illegal drugs, controlled substances and/or alcoholic beverages.
- Assisting in policy or law violations.
- Legal infractions affecting the interests of the College.
- Intentionally or recklessly causing a fire.

The College will investigate and adjudicate allegations in alignment with the procedure outline in PROC-3235: Behavioral Code of Conduct for Students.

- Reports of an alleged violation of NPRC-3235: Behavioral Code of Conduct for Students must be made within five (5) business days of an allegation or observation of an alleged violation.
- See the Online Reporting section of the ASR for guidance to submit a Concern or Complaint.
- Complaints will be investigated within five (5) business days of the complaint's receipt.
- The investigation may include reviewing video recordings or relevant documents, communicating with the Complainant or Respondent, or communicating with other individuals as needed.
- The investigation will include an examination of FORM-3225-02: Academic Code of Conduct for Academic Students Incident Tracking to determine if this alleged violation is part of a repeated pattern of behavior for which progressive disciplinary action is warranted.
- The College will treat any complaint as alleged during the investigation process.
- The investigation will be completed, and its conclusion communicated to all involved parties through College-assigned email accounts, by the close of business on the fifteenth (15th) business day after receipt of the complaint.

- If the Respondent is found to be in violation of NPRC-3235: Behavioral Code of Conduct for Students, disciplinary action may include recommendation for expulsion from the College as detailed in NPRC-3237: Suspension and Expulsion or other sanctions, including, but not limited to, exclusion from course(s), class meeting(s), education program(s) or related educational activities, or College-sanctioned event(s).
- Students have a right to appeal decisions as outlined in NPRC-9260: Student Complaint.
- Appeals regarding a decision of the Director of Students Services may be made to the Vice President of Academic and Student Affairs (VPASA).
 - Appeals may be made by providing the applicable Vice President with a written statement through College-assigned email explaining the complaint, the decision, and the student's justification for requesting an appeal. This written statement must be provided by the student within five (5) business days following the issuance of the decision.
- Appeals can be made under the following circumstances:
 - A procedural error or omission occurred that significantly impacted the outcome.
 - Presentation of new, unknown, or unavailable evidence that was not previously considered could impact the original finding or sanction.
 - The imposed sanction(s) fall outside the range of sanction(s) designated for the offense.
- The Vice President will investigate, review relevant evidence, and communicate with involved parties, within ten (10) business days of receipt of an appeal.
- The investigation will conclude, and a decision will be communicated to all involved parties through College-assigned email accounts. This decision is final.

Civil Rights and Title IX Policies and Procedures

Northern Pennsylvania Regional College has adopted an internal procedure for providing prompt and equitable resolution of complaints alleging discrimination, harassment, and/or retaliation in violation of federal or state civil rights laws, including those laws enforced by the U.S. Department of Education, Office of Civil Rights. The Federal Government prohibits discrimination, harassment and/or retaliation in programs or activities that receive federal financial assistance. Links to relevant policies and forms are available on the [Consumer Information](#) and policies pages of the website. These policies include, but are not limited to, the following: <https://regionalcollegepa.org/nprc-policies/>

The College shall comply with the criteria set by federal and state regulations and requirements referenced within this policy.

The College shall not discriminate and prohibits discrimination against any student, faculty, administrator, staff, or any other individual who interacts with the NPRC community on behalf of the College based upon race, color, religion, national origin, ancestry or place of birth, sex, gender identity or expression, perceived gender identity, sexual orientation, disability, use of a service animal due to disability, marital status, familial status, genetic information, veteran status, age or other classification protected by applicable law in matters of employment, admissions, student services, or in the services, programs or activities that it operates. No person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any academic, extracurricular, research, occupational training, or other education program or activity operated by the College. These protections apply across all aspects of operations of the College, including (but not limited to) recruitment, admissions, programs, and employment.

The College shall:

- Afford protections for pregnant individuals, as well as protection against retaliation for those who file complaints under Title IX as per the ruling from *Bostock v. Clayton County*, which determined that sexual orientation and gender identity are both protected under 'sex' in Title VII, applies equally to Title IX.
- Under the guidance of the Title IX Coordinator and the Director of Student Services, educate students in alignment with state and federal expectations on sexual harassment and discrimination on an ongoing basis.
- Under the guidance of the Title IX Coordinator and Director of Human Resources, ensure that education and training is provided to all employees regarding mandated reporting responsibilities, sexual harassment, and sexual misconduct in alignment with state and federal expectations on an ongoing basis.
- Upon report of alleged violation report, make available appropriate and reasonable supportive measures to all individuals involved in the allegation. Supportive measures may include non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to restore or preserve access to an NPRC's education program or activity, including measures designed to protect the safety of NPRC's community or to deter prohibited conduct as outlined in this policy's definitions.
- Adhere to the Victim's Bill of Rights as outlined below:
 - The option to contact, or to decline to contact, law enforcement authorities.
 - Written notification of counseling, health, mental health, victim advocacy, legal assistance, and other services available to victims both on-campus and in the community.
 - Notification of options for, and available assistance in, changing academic, living, transportation, and working situations, if so, requested by the victim and if such accommodations are available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.
 - The accuser and accused (the "parties") have the same opportunity to have others present during an institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.
 - Both parties shall be simultaneously informed, in writing, of (1) the outcome of any institutional disciplinary proceeding that arises from an allegation of sexual harassment, including sexual assault, dating or domestic violence, or stalking; (2) the procedures to appeal the results of such a disciplinary proceeding; (3) any change of the results of such a disciplinary proceeding before the results become final, and (4) when the result(s) become final.
- Provide means by which NPRC community members and guests may report acts of prohibited conduct verbally, electronically, in writing, and if so desired, anonymously.
- Designate a Title IX Coordinator whose responsibilities shall include overseeing the College's response to Title IX reports and complaints and identifying and addressing patterns or systemic issues revealed by such reports and complaints.

Reports or complaints of prohibited conduct or retaliation as outlined in this policy are submitted to the Title IX Coordinator, verbally, in writing, or online as specified by the online complaint form for Sexual Discrimination and Sexual Misconduct.

Title IX Coordinator

Northern Pennsylvania Regional College
300 2nd Avenue, Suite 500

Warren, PA, 16365
Phone: (814) 230-9010
Email: titleIX@rrcnpa.org

All NPRC employees are non-confidential mandated reporters and are required to report actual or suspected prohibited behaviors in violation of this policy to the Title IX Coordinator immediately upon gaining knowledge of the alleged violation. Failure to report an incident of discrimination or harassment of which a mandated reporter becomes aware may result in disciplinary action. A mandated reporter who is a target of harassment or other misconduct in violation of this policy is not required to report their own experience.

The College prohibits and will not engage in retaliation against any person who in good faith reports a violation of this policy, provides information in an investigation of a potential violation, or otherwise engages in protected activity under the law. Amnesty may be granted for witnesses who help others in need, report alleged violations of this policy, and who may be in violation of one or more other College policies.

All reports received will be evaluated by the Title IX Coordinator to determine classification of either Title IX qualifying violation or non-Title IX qualifying violation as per the identified this policy. Within two (2) business-days of receipt of a complaint, the Title IX Coordinator will evaluate all reports and complaints to determine classification of either Title IX-qualifying violation or non-Title IX-qualifying violation as per NPRC-1205: Sexual Discrimination and Sexual Misconduct. Allegations of violations of NPRC-1205: Sexual Discrimination and Sexual Misconduct reported anonymously will be investigated according to the College's ability to conduct the investigation based upon information available to the Title IX Coordinator. When the alleged violation meets the definition of sexual harassment as identified in this policy and when all three of the following threshold parameters are met, the violation will be classified and adjudicated as a Title IX violation.

All alleged violations that are classified as harassment but do not meet all three of the following parameters, will be adjudicated as non-Title IX violations. The parameters include the conduct must have occurred against a person in the United States; the conduct must have occurred within the College's education program, employment, or activity. For purposes of this provision, this means that the conduct must have occurred at a location, event, or circumstances over which the College exercised substantial control over both the respondent and the context in which the sexual harassment occurs; and the complainant must be participating in or attempting to participate in the education program, employment, or activity of the College at the time the formal complaint is filed.

The College shall reserve the right during the review of the report to impose the emergency removal of the respondent from the College's education program, employment, or activities should it be determined that the respondent poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of the report. The respondent will receive notice of the intent to impose emergency removal and will be afforded the right to appeal as outlined in correlated procedure associated with the report; PROC-1205: Sexual Discrimination and Misconduct.

The College will treat any report or complaint of a Title IX violation as alleged, and within five (5) business days an investigation will be initiated in accordance with PROC-1205: Sexual Discrimination and Sexual Misconduct which includes timelines, live hearing processes, release of notices, rights, and responsibilities. The Title IX Coordinator shall explain to complainant the types of reports and correlating procedures such as live hearings as well as sanctions, with the intent that the complainant will be able to make an educated decision as to whether they would like to file an

informal report or a formal report. This shall include complainant's right to report both or either internal at the College and with law enforcement authorities as well as the right to change or withdraw report at any time during the process. The Title IX coordinator must inform the complainant of the following information:

- You have the right to make a report to College officials, local law enforcement, and/or state police, or choose not to report; to report the incident to your institution; to be protected by the institution from retaliation for reporting an incident; and to receive assistance and resources from your institution. You have the right to withdraw your report at any time during the process.
- The College encourages you to speak to me, NPRC's Title IX Coordinator, and/or speak to one of the professionals available through non-academic support services, as they can help you understand your rights, available resources, and reporting options. Regional providers can also support you in provision of medical assistance.
- NPRC will not go to the police without your consent unless it is determined there is a duty to warn the public of a potential risk. This would be an extreme case.

The investigation will be completed by the close of business on the fifteenth (15th) business day after the receipt of the complaint, unless the timeframe must be extended for good cause as determined by the Title IX Coordinator. Title IX qualifying reports will be reported as per Clery Act applicable standards. Extensions to this timeline may be granted under extenuating circumstances, upon review by the Title IX Coordinator. The College will attempt to resolve complaints within 60 business days of the initial report. Extenuating circumstances may arise that require the extension of times, including extension beyond sixty (60) days. Extenuating circumstances may include the complexity and scope of the allegations, the number of witnesses involved, the availability of the parties or witnesses or other unforeseen circumstances. If the process exceeds these times, the College will notify the complainant and respondent of the reason(s) for the delay and the expected adjustment in time frames. Timelines set forth herein may also be extended upon mutual agreement of the parties.

If the complainant wishes to communicate only an informal complaint, the Title IX Coordinator will document the conversation and follow up with the necessary parties informally and determine if any further steps need to be taken by the College. If the complainant chooses to move forward with a Formal Report of the violation of NPRC-1205: Sexual Discrimination and Sexual Misconduct, they will submit the online Concern/Complaint form and select "Sexual Discrimination and Sexual Misconduct Complaint." If the complainant chooses to move forward with an informal report or to withdraw the report, information submitted through the online Concern/Complaint form will be labeled as an informal report. Prompt reporting is encouraged because facts often become more difficult to establish as time passes.

Upon receipt of a formal complaint, the College must provide the following information to the parties who are known through school-assigned email accounts:

- Notice of the resolution process outlined in this procedure.
- Notice of the allegations potentially constituting sexual harassment including sufficient details known at the time and with sufficient time to prepare a response before any initial interview and the date and location of the alleged incident, if known.
- A written statement that violations of NPRC-1205: Sexual Discrimination and Sexual Misconduct are considered alleged until a preponderance of evidence is determined at the conclusion of the investigation process.

- Notice that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney and may inspect and review evidence.
- Notice that it is prohibited to knowingly make false statements or knowingly submit false information during the process.

The Title IX Coordinator may collect evidence of an alleged violation of NPRC-1205: Sexual Discrimination and Sexual Misconduct. This evidence may include, but is not limited to, eyewitness accounts, photos or videos, texts, emails, Facebook posts, or chats. The complainant should be advised to preserve any evidence they believe may aid in the investigation. The College will not collect or review forensic evidence as part of the investigation process. The complainant should be advised that, if they choose to pursue criminal charges with law enforcement agencies, any forensic evidence collected could be helpful in the investigation. General guidelines for preserving forensic evidence include:

- The complainant should be advised to avoid drinking, bathing, showering, brushing their teeth, using mouthwash, or combing their hair.
- The complainant should be advised not to change clothes. If they have already done so, they should be advised to place clothing and other items (sheets, blankets) in a brown paper bag because a plastic bag may destroy evidence.
- The complainant should be advised to visiting a hospital emergency department which has the capability to provide a Sexual Assaults Forensic Exam (SAFE or "rape kit") and medical care for victims of sexual assault and intimate partner violence is a possibility. The complainant should be advised that a Sexual Assault Nurse Examiner (SANE), a healthcare provider trained to provide comprehensive care for a victim, may be available to collect forensic evidence.

Due to the potential severe nature of discrimination and/or harassment issues, the complainant does not have to address the issue directly with the respondent and/or with the respondent's supervisor (if applicable), as the initial means of resolution. If, at any point, the complainant requests that their name or other identifiable information be held confidential with respect to the respondent or decides not to pursue action by the College, the College will make all reasonable attempts to respond to the complaint in a manner consistent with the complainant's request. However, this may limit the College's ability to investigate and respond to the conduct. Recognizing that the College has a legal obligation to review all reports, the College will weigh the complainant's request against such factors as the seriousness of the alleged conduct, whether there have been other complaints of a similar nature against the same respondent, the College's commitment to provide a reasonably safe and non-discriminatory environment, and the rights of the Respondent to receive notice and relevant information before disciplinary action is taken. If the College determines that it is necessary to proceed with the complaint procedure or implement other appropriate remedies, the complainant will be notified of the College's chosen course of action by the Title IX Coordinator.

The process for resolution of allegations is determined by the level of action requested by the complainant per applicable procedure. Action for resolution or to determine if this policy has been violated may include offering supportive measures because the complainant does not want to proceed formally, an informal resolution process, and/or a formal complaint process to include an investigation and hearing.

When investigating a Title IX violation, the complainant or the respondent may allege that the Title IX coordinator or designated investigator has a substantial conflict of interest that might impair their ability to conduct a fair and impartial investigation of the allegations. In that event, details supporting the alleged conflict of interest must be submitted, in writing, to the Vice President of

Academic and Student Affairs within five (5) days of receiving notice of the identity of Title IX coordinator or designated investigator. A determination will be made regarding the existence of a conflict of interest, and, if such a conflict is found to exist, an alternative investigator will be appointed as expeditiously as possible. If a request is made, and an alternate investigator must be appointed, the timeline outlined for the investigation in this procedure shall be suspended pending the determination and/or appointment. During the investigation, the Title IX Coordinator or designated investigator will allow the parties to present witnesses and other evidence. The investigation will continue whether the complaint is also being investigated by another agency or law enforcement unless it impedes law enforcement investigation. If the investigation is suspended during an investigation by law enforcement, the College will implement interim steps to protect the complainant's safety. If, during an investigation, the Title IX Coordinator or designated investigator determines it is necessary to investigate allegations about the complainant or respondent that are not included in the notice provided, the College must provide notice of the additional allegations to the parties whose identities are known.

If the investigation determines that a violation of NPRC-1205: Sexual Discrimination and Sexual Misconduct has occurred, the College may impose appropriate and reasonable sanctions on the respondent which may be in addition to other actions taken or imposed by external authorities. The sanctions will be determined and communicated simultaneously to the complainant and respondent in writing no later than the close of business on the sixtieth (60th) day following the filing of the complaint. The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested. Sanctions imposed will be determined by the Vice President of Finance and Administration as related to NPRC administrators, staff, employees, vendors, contractors, visitors, volunteers; by the Vice President of Academic and Student Affairs (VPASA) as related to faculty; or the Director of Student Services as related to students. Disciplinary actions may include, but are not limited to, verbal or written warning(s), required counseling, probation, suspension, expulsion, organizational penalties, restriction of access to facilities or services, required training or education, or termination as outlined in NPRC-3237: Suspension and Expulsion for students and NPRC-2120: Corrective Action for employees.

Dismissal of a formal complaint may occur at any time during the resolution process; however, such a dismissal does not preclude action required if the behavior is determined to be a violation of a separate college policy. Dismissal of a formal complaint may occur if it is determined that the reported alleged actions are not in violation of this policy, misconduct did not occur during an educational program or activity of the College, the respondent is not a member of the College community or encompassed in this policy's scope, the conduct did not occur against a person in the United States, or at the time of reporting, the complainant is not covered by the scope of this policy. A dismissal does not preclude action required if the behavior is determined to violate a separate College policy.

The outcome and sanctions of an investigation can become part of the educational record or the employment record of a respondent. This information will not be further released or disclosed except to the extent required or authorized by applicable law. The College may release publicly the name, nature of the violation, and the sanction for any respondent who is found in violation of a College policy that constitutes a "crime of violence," including arson, burglary, robbery, criminal homicide, sex offenses, assault, destruction/damage/ vandalism of property and kidnapping/abduction.

Appeals to decisions made throughout a resolution process associated with this policy related to students may be made in writing through school-assigned email explaining the complaint, the decision, and the complainant's justification for requesting an appeal to the Vice President of Academic and Student Affairs (VPASA) and related to employees to the Vice President of Finance and Administration, within five business days of receiving the resolution process results. Decisions regarding appeals will be communicated in writing within ten business days and are final.

Appeals can be made under the following circumstances:

- A procedural error or omission occurred that significantly impacted the outcome of the hearing. The written appeal shall identify each instance of said substantive procedural error.
- Presentation of new, unknown, or unavailable evidence that was not previously considered and could impact the original finding or sanction. The written appeal shall specify the reason(s) why this information was not available or not provided to the Investigator during the investigation, including the reason why the information could not have been provided on a timely basis.
- The imposed sanctions fall outside the range of sanctions designated for the offense. The written appeal shall specify the sanctions and the evidence that supports the assertion that they fall outside the range of sanctions designated for the offense.

No disciplinary or other action based upon the original complaint findings shall be taken against the respondent during the appeals process, although temporary, interim measures may remain in place. Either the complainant or respondent may request a formal hearing as part of the appeals process. If the request is granted, complainant and respondent will be simultaneously notified of the hearing and the schedule.

The formal hearing will be conducted by a panel selected by the VPASA for an appeal related to students and by the President for an appeal related to NPRC administrators, staff, employees, vendors, contractors, visitors, or volunteers. The panel will consist of one faculty member, one administrator at the assistant director level or higher, and one staff member at large. Both complainant and respondent will have the opportunity to review all evidence and reports prior to the hearing, to have a support person/advisor present, and to present their version of the facts and circumstances surrounding the alleged violation of NPRC-1205: Sexual Discrimination and Sexual Misconduct. Based on the proceedings of the formal hearing, the panel will decide regarding the preponderance of evidence of the alleged violation of NPRC-1205: Sexual Discrimination and Sexual Misconduct. The panel's decision, upon completion of the formal hearing process, will be communicated to complainant and respondent through school assigned email accounts. The decision of the panel is final.

Involved College personnel will preserve the privacy of reports and complaints and will not share the identity of any complainant, respondent, or other individual associated with a report or complaint, except as permitted by NPRC-9040: Educational Rights and Privacy, to adhere to this policy or conduct the processes established by associated procedures, or as required by law. All records related to reports, supportive measures, actions taken, resolution processes, sanctions, and appeals will be maintained for seven years and in accordance with state and federal laws.

Individuals have the right to file a complaint with the United States Department of Education Office for Civil Rights (OCR) regarding an alleged violation of federal law related to this policy. Instructions on how to file a complaint can be accessed at

<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Upon completion of the process outlined in this procedure, Vice President of Academic and Student Affairs (VPASA), the Director of Student Services, the Vice President of Finance and Administration or the President, as applicable, will record the outcome by completing FORM 1205: Sexual Discrimination and Sexual Misconduct Incident Tracking.

Policy link - https://regionalcollegepa.org/wp-content/uploads/2024/12/NPRC-1205-SexualDiscriminationandSexualMisconduct-2022-03-11-final_SOF.pdf

Other related policies may include:

- NPRC-1210: Nondiscrimination and Equal Opportunities
 - https://regionalcollegepa.org/wp-content/uploads/2024/12/NPRC-1210-NondiscriminationandEqualOpportunities-2024-08-09-final_SOF.pdf
- NPRC-3235: Behavioral Code of Conduct for Students,
 - https://regionalcollegepa.org/wp-content/uploads/2024/12/NPRC-3235-BehavioralCodefoConductforStudents2022-06-28-final_SOF.pdf
- NPRC-9260: Student Complaint,
 - <https://regionalcollegepa.org/report-concern-complaint/>
 - https://regionalcollegepa.org/wp-content/uploads/2024/12/NPRC-9260-StudentGrievanceAndComplaint-2022-05-13-final_SOF.pdf
- NPRC-9005: Clery Act Compliance,
 - https://regionalcollegepa.org/wp-content/uploads/2024/11/NPRC-9005-CleryActCompliance-2019-04-12-final_Sig-on-file.pdf

Additional information regarding related procedures is available to students and the public within the College Catalog on the website and to employees within the Employee Handbook.

Statement of Jurisdiction and Authority of Administration

Policies and procedures regarding conduct and disciplinary action can be found in the College Catalog, on the NPRC website, and in the Student Handbook. These are applicable to all NPRC instructional locations and functions. NPRC reserves the right to take any necessary and/or appropriate steps to protect the safety and well-being of the College community. While NPRC's jurisdiction is limited to conduct occurring at an instructional location or other NPRC-sponsored activity, a student who represents a risk to the health or safety of the College community may be subject to the guidelines within the Behavioral Code of Conduct for Students. Jurisdiction may be extended when a student commits a prohibited act away from an NPRC instructional location that is against a fellow student, faculty, or employee of NPRC, or the College itself, when such an act is related to the student or accuser's status within the College.

The Director of Student Services or Director of Workforce Development, as applicable, is designated by NPRC as the person responsible for implementing and enforcing the Behavioral Code of Conduct for Students.

Drug, Alcohol, and Substance Abuse Policies

Northern Pennsylvania Regional College (NPRC) is committed to maintaining a safe, healthy, and supportive environment for all students, employees, and community members. All NPRC facilities and properties are designated as drug- and alcohol-free environments. Students and employees who have concerns related to substance or alcohol use are encouraged to seek confidential

assistance. Support is available through the Higher Ed Employee Assistance Program (EAP) at 1-800-252-4555, or through other resources designated by the College. The Higher Ed EAP also offers a variety of helpful tools—including webinars and educational materials to support both students and employees.

The College prohibits the manufacture, use, possession, or distribution of illegal drugs, controlled substances and/or alcoholic beverages except as expressly permitted by law or outlined by this policy. An exception to this is the legal use of alcohol on College premises or during official College activities when it is limited to special occasions specifically and expressly approved by the President of the College.

Each employee and student are responsible for seeking assistance from internal or external resources before drug and alcohol problems lead to disciplinary action. Once a violation occurs, subsequent use of resources should not be assumed to lessen disciplinary action. Employees and students at the College must comply with the laws of the Commonwealth of Pennsylvania and the federal government regarding the possession and consumption of controlled substances. Any violation of these laws or regulations on or off College facilities may be grounds for College disciplinary sanctions.

As applicable to NPRC educational programs, a student convicted of a drug-related offense must notify the College within 72 hours of arrest or conviction. Such students will report a conviction to the Director of Enrollment and Student Services or Director of Workforce Development, as applicable to specific NPRC educational programs and based upon whether the student involved is an academic or workforce development student. Students are expected to review all requirements for self-reporting within course syllabi, College catalog, or applicable program handbooks.

The College requires current and prospective employees to provide written notice within seventy-two (72) hours after a subsequent arrest or conviction for an offense designated as a felony under the act of April 14, 1972 (P.L. 233, No. 64), known as “The Controlled Substance, Drug, Device and Cosmetic Act.” Employees will report a conviction to the Director of Human Resources via email, hand-delivered written notice, or through submission of the Arrest/Conviction Report and Certification Form (PDE-6004) as referenced in this policy

Prior to submitting a written notice; current and prospective employees and students should review [“The Controlled Substance, Drug, Device and Cosmetic Act”](#) for a complete listing of applicable offenses.

Any student(s) who violates this policy may be subject to disciplinary action as outlined in NPRC-3235: Behavioral Code of Conduct for Students and PROC-3235: Behavioral Code of Conduct for Students, the policy and process, respectively, for the Behavioral Code of Conduct for Students (https://regionalcollegepa.org/wp-content/uploads/2024/12/NPRC-3235-BehavioralCodefoConductforStudents2022-06-28-final_SOF.pdf)

Information specified by H.R.3614 (The Drug-Free Schools and Communities Act Of 1989) will be provided to students in alignment with NPRC-8120: Consumer Information and Disclosures.

These policies can be found on the Hellbender Hub or the link provided below:

- NPRC-1040: Drug and Alcohol - Employees may access this policy via the Hellbender Hub.
- NPRC-2035: Drug, Alcohol, and Substance Abuse for Employees (Policy Revision October 2024) Employees may access this policy via the Hellbender Hub.
- NPRC-9140: Drug, Alcohol, and Substance Abuse for Students

- <https://regionalcollegepa.org/wp-content/uploads/2025/07/NPRC-9140-DrugandAlcohol-2025-03-14-final.pdf>

Resources

NPRC Resources

- NPRC Administration Center – Warren: 814-230-9010
- NPRC Education and Training Center – Erie: 814-230-9010
- Higher Education EAP - ESI Employee Assistance – for all NPRC Students and Employees
 - Counseling Assistance: 1-800-252-4555
 - Online: theeap.com, login with NPRC email – rrcnpa.org

Community Resources

- United Way 211 Helpline: Call 211 or go online to <https://northeast.pa211.org/>
 - 211 is a vital service, millions across North America use for free and confidential crisis and emergency counseling, disaster assistance, food, health care, stable housing, employment services, veteran services, and childcare.
 - Specialists at 211 listen, identify problems, and connect people to community resources that improve their lives.
 - 211 meets real needs in real time, addressing top concerns like housing, utilities, health, and food. Specialists tackle root causes, ensuring comprehensive support.
 - United Way's 211 enhances community health, education, and financial stability, making the social services network more efficient and impactful
- National Domestic Violence Hotline: 1-800-799-SAFE (7233)
- Domestic Violence Help – A Safe Place in Warren, PA: 814-726-1271
- Pennsylvania Coalition Against Rape (PCAR): pcar.org
- National Sexual Assault Hotline – RAINN: 1-800-656-4673, Online: rainn.org
- National Suicide Hotline: 988
- Alcoholics Anonymous Hotline: 1-800-839-1686
- Mental Health Crisis Hotline: 988
- Family Services of Northwestern Pennsylvania:
 - Erie County Office: 814-616-2521
 - Downtown Erie Office: 814-616-2561
 - Crawford County Office: 814-250-2118
- Cameron County Family Center: 814-486-4000
- Crawford County Human Services Department: 814-724-8380, 877-334-8793
- Elk County Children and Youth: 814-776-1553
- Forest Warren Human Service: 814-726-2100
- Directory of Elk County and Cameron County Service Providers - <https://capsea.org/wp-content/uploads/2024/01/Elk-and-Cameron-Counties-Family-Resource-Network-Directory-2023.pdf>
- Human Services – Warren/Forest County: 814-755-7995; 814-726-2100 – Primary
- McKean County Children and Youth Services:
 - Business Hours - 814-887-3350
 - After business hours, weekends, and holidays – 814-887-4911
- Potter County Human Services: 814-544-7315
- Tioga County Social Services Department; 607-687-8300

- Venango County Human Services Department: 814-432-9100
- Family Service of Warren County: 814-723-1330
- Energy Assistance Hotline: 1-866-857-7095
- Cameron County Housing Rehabilitation (HOME) Program: 814-486-3439
- Local Housing Authorities:
 - City of Erie: 814-452-2452
 - Crawford County: 608-784-1381
 - Elk County: 814-965-2532
 - Erie County: 814-665-5161
 - Erie Heights: 814-864-4511
 - Franklin: 814-432-3416
 - McKean County: 814-887-5563
 - McKean County-Kane: 814-837-7393
 - Meadville (US Housing): 814-336-3177
 - Oil City: 814-676-5764
 - Potter County: 814-274-7031
 - Tioga Bradford Housing Authority: 570-368-2151
 - Titusville: 814-827-7676
 - Venango County: 814-676-5764
 - Warren County: 814-723-2312

Annual Disclosure of Crime Statistics - Crimes Reported to NPRC

The following charts list crimes reported to NPRC, occurring at Campus and Non-Campus instructional and workforce development locations, in calendar years 2023, 2022, and 2021. The statistics are for NPRC's one Campus location, all Non-Campus Instructional Locations, and Workforce Development Locations as previously identified.

CRIME CLASSIFICATION	YEAR	CAMPUS	NON-CAMPUS	PUBLIC PROPERTY
Murder/Non-negligent manslaughter	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Manslaughter by Negligence	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Forcible Fondling	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Incest	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Statutory Rape	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Robbery	2023	0	0	0

	2022	0	0	0
	2021	0	0	0
Aggravated Assault	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Burglary	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Motor Vehicle Theft	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Arson	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
VIOLENCE AGAINST WOMEN ACT (VAWA) CRIMES	YEAR	CAMPUS	NON-CAMPUS	PUBLIC PROPERTY
Domestic Violence	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Dating Violence	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Stalking	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
ARRESTS	YEAR	CAMPUS	NON-CAMPUS	PUBLIC PROPERTY
Arrests: Alcohol Law Violations	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Arrests: Drug Abuse Violations	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Arrests: Weapons Violations	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
DISCIPLINARY REFERRALS	YEAR	CAMPUS	NON-CAMPUS	PUBLIC PROPERTY
Referrals: Liquor Law Violations	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Referrals: Drug Abuse Violations	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Referrals: Weapons Violations	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
UNFOUNDED CRIMES	YEAR	CAMPUS	NON-CAMPUS	PUBLIC PROPERTY
Unfounded Crimes	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
HATE CRIMES	YEAR	CAMPUS	NON-CAMPUS	PUBLIC PROPERTY

*Hate Crimes	2023	0	0	0
	2022	0	0	0
	2021	0	0	0
Statistical data reflect the calendar year from January 1 through December 31.				

Definitions of Clery Reportable Crimes Criminal Offenses

- Murder/Non-negligent Manslaughter: Defined as the willful killing of one human being by another.
- Manslaughter by Negligence: Defined as the killing of another person through gross negligence.
- Rape: The penetration, no matter how slight, of the vagina or anus with anybody part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- Forcible Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental 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: Defined as 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: Defined as an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied using a weapon or by means likely to produce death or great bodily harm.
- Burglary: Unlawful entry of a structure to commit a felony or a theft.
- Motor Vehicle Theft: Theft or attempted theft of a motor vehicle.
- Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property of another, etc.

Violence Against Women Act (VAWA) Offenses

- Domestic Violence: Includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family laws of the Commonwealth of Pennsylvania, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction. Pennsylvania does not have a specific statute for domestic violence; those incidents are categorized as simple or aggravated assaults or other applicable offenses.
- Dating Violence: The VAWA definition of dating violence is 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 based on the reporting party's statement and consider the length of the relationship, the type of relationship, and the frequency of interaction between the people involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of

domestic violence. Pennsylvania does not have a specific statute for dating violence; those incidents are categorized as simple or aggravated assaults or other applicable offenses.

- **Stalking:** The VAWA definition of stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for the person's safety of others, or (b) suffer substantial emotional distress. For the purposes of this definition, (a) course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property; (b) reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; and (c) substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.
 - In Pennsylvania, a person commits the crime of stalking when the person either:
 - Engages in a course of conduct or repeatedly commit acts toward another person, including following the person without proper authority, under circumstances which demonstrate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person; or
 - Engages in a course of conduct or repeatedly communicates to another person under circumstances which demonstrate or communicate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person.
- **Sexual Assault:** Under the Violence Against Women Act (VAWA), the definition of sexual assault is an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-based Reporting System User Manual from the FBI UCR program, 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." The VAWA definition of sexual assault includes rape, fondling, incest, and statutory rape. In Pennsylvania, except for rape and involuntary deviate sexual intercourse, a person commits the crime of sexual assault when that person engages in sexual intercourse with a complainant without the complainant's consent.

Arrests and Disciplinary Referrals

- **Liquor Laws:** The violation of state and/or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, or possession or use of alcoholic beverages.
- **Drug Abuse Violations:** The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use.
- **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.

Unfounded Crimes: A crime is considered unfounded for Clery Act purposes only if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

Hate Crimes: Includes all Clery reportable crimes that manifest evidence that the victim was intentionally selected because the perpetrator's bias against the victim was based on one of the

categories of prejudice listed above, plus the following crimes. Bias Categories include race, religion, sexual orientation, gender, gender identity, ethnicity, national origin and disability.

For Clery Act reporting purposes, hate crimes include the criminal offenses listed above, in addition to:

- Larceny/Theft: Includes pocket picking, purse snatching, shoplifting, theft from building, theft from motor vehicle, theft of motor vehicle parts or accessories, and all other larceny.
- Simple Assault: Unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- Intimidation: To unlawfully place another person in reasonable fear of bodily harm through threatening words and/or other conduct but without displaying a weapon or subjecting the victim to physical attack.
- Destruction/Damage/Vandalism to Property (except Arson): To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Appendix A – Drug and Alcohol Abuse Prevention Program

The Northern Pennsylvania Regional College has established a Drug and Alcohol Abuse Prevention Program in compliance with federal requirements and regulations related to the Drug- Free Schools and Communities Act of 1989 and the Drug-Free Workplace Act of 1988. The primary focus of the Program is as follows:

The College prohibits the manufacture, use, possession, or distribution of illegal drugs, controlled substances and/or alcoholic beverages except as expressly permitted by law. Any student who violates the regulation will be subject to disciplinary action as outlined in NPRC- 3235: Behavioral Code of Conduct for Students and PROC-3235: Behavioral Code of Conduct for Students. Based on the offense, sanctions may lead up to and include expulsion from one's status as a student at NPRC.

Students must also comply with the laws of the Commonwealth of Pennsylvania and the federal government regarding the possession and consumption of controlled substances. Any violation of these laws or regulations, on or off College facilities, will be grounds for College disciplinary sanctions. A student convicted of a drug-related offense must notify the College within five (5) days of conviction. Students will report a conviction to the Director of Student Services or Director of Workforce Development, as applicable based upon whether the student(s) involved are academic or workforce development students.

Information Distribution

Twice a year, the Registrar's Office will notify all academic students of the Drug and Alcohol Abuse Prevention Program in writing via email. A website link will be continually available with drug and alcohol information, resources, and applicable student policies.

On an ongoing basis, Workforce Development personnel will send a "welcome" email to each newly enrolled workforce development student. A link to the Drug and Alcohol Abuse Prevention Program information will be included along with other pertinent College information.

Information in the notifications, as specified by H.R.3614 (The Drug-Free Schools and Communities Act of 1989), will include the following:

- Standards of conduct that clearly prohibit the unlawful use of illicit drugs and alcohol by students on NPRC property, partner property, or at any College activity;
- A description of applicable legal sanctions under law for the unlawful possession or distribution of illicit drugs or alcohol;
- A description of health risks associated with the use and/or abuse of illicit drugs or the abuse of alcohol;
- A description of drug/alcohol counseling and resources available to students; and
- A clear statement that NPRC will impose disciplinary sanctions on students for violation of the Drug and Alcohol Policy (NPRC-1040)

Federal Trafficking Penalties for Schedules I, II, III, IV, and V (except Marijuana)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	<p>First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.</p> <p>Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.</p>	Cocaine 5 kilograms or more mixture	<p>First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.</p> <p>Second Offense: Not less than 20 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.</p> <p>2 or More Prior Offenses: Life imprisonment. Fine of not more</p>
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture		Fentanyl Analogue 100 grams or more mixture	
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture		Methamphetamine 50 grams or more pure or 500 grams or more mixture	

II	PCP 10-99 grams pure or 100-999 grams mixture	PCP 100 grams or more pure or 1 kilogram or more mixture	than \$20 million if an individual, \$75 million if not an individual.
Substance/Quantity		Penalty	
Any Amount Of Other Schedule I & II Substances		First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.	
Any Drug Product Containing Gamma Hydroxybutyric Acid		Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.	
Flunitrazepam (Schedule IV) 1 Gram			
Any Amount Of Other Schedule III Drugs		First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.	
Any Amount Of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam)		First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.	
Any Amount Of All Schedule V Drugs		First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.	

Federal Trafficking Penalties for Marijuana, Hashish and Hashish Oil, Schedule I Substances	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	First Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual. Second Offense: Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	First Offense: Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual. Second Offense: Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50million if other than an individual.
Marijuana 50 to 99 kilograms marijuana mixture, 50 to 99 marijuana plants Hashish More than 10 kilograms Hashish Oil More than 1 kilogram	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.

Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants Hashish 10 kilograms or less Hashish Oil 1 kilogram or less	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
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Reference: Federal Trafficking Guidelines - Department of Drug Enforcement Agency

NPRC Disciplinary Processes

Once a report of an alleged violation is received, the Director of Student Services is responsible for investigating and adjudicating alleged violations related to academic students. The Director of Workforce Development is responsible for investigating and adjudicating alleged violations related to workforce development students.

If a student is found to be in violation of NPRC-1040: Drug and Alcohol, student disciplinary action will follow PROC-3235: Behavioral Code of Conduct for Students. Disciplinary action may include recommendation for expulsion from the College as detailed in NPRC-3237: Suspension and Expulsion.

Drug and Alcohol Health Risks

Health Consequences of Drug Abuse

There are numerous harmful consequences of illicit drug use that amplify over time. Alcohol and drug addiction can cause infectious diseases, some of them chronic and lethal, such as:

- Liver disease – The liver is an integral part of the body's immune system. It removes toxins from things that go into the body, including alcohol and ingested drugs. Liver damage occurs when it gets overwhelmed by too many harmful substances. The problem is even worse when the liver has a viral infection like hepatitis C.
- Lung damage – Depressant drugs slow the respiratory system. Tobacco, a legal yet harmful drug, causes lung cancer. Smoking marijuana can cause chronic bronchitis.
- Heart attack – Depressant drugs also slow the heart. When people take two or more depressants in combination with alcohol, it can slow the heart to a stop. Prolonged substance abuse can cause heart disease. The conflicting effects of cocaine and heroin combinations (speedballs) can cause heart attacks.
- Brain damage – Addictive drugs cause dopamine release and trigger the brain's reward centers. Too much of this activity can cause cellular damage and inflammation in the central nervous system. When depressants slow breathing, it deprives the brain of oxygen.
- Neonatal abstinence syndrome (NAS) – Pregnant women who use drugs are liable to pass the addiction onto their children. NAS occurs when a newborn goes into withdrawal after birth. Symptoms may include tremors and seizures.
- Fetal alcohol spectrum disorders – This accounts for the long-lasting effects of prenatal drug exposure in children as they age. Symptoms may include impaired brain function, heart problems and physical deformities.

In many cases, substance use stems from a mental health disorder. Oftentimes, drugs provoke mental illness.

Alcohol

Drinking too much, on a single occasion or overtime, can take a serious toll on your health.

Here's how alcohol can affect your body:

- Brain – Alcohol interferes with the brain's communication pathways and can affect the way the brain looks and works. These disruptions can change mood and behavior and make it harder to think clearly and move with coordination.
- Heart – Drinking a lot over a long time or too much on a single occasion can damage the heart, causing problems including cardiomyopathy, arrhythmias, stroke, and high blood pressure.
- Liver – Heavy drinking takes a toll on the liver and can lead to a variety of problems and liver inflammations including steatosis, alcoholic hepatitis, fibrosis, and cirrhosis.
- Pancreas – Alcohol causes the pancreas to produce toxic substances that can eventually lead to pancreatitis, a dangerous inflammation and swelling of the blood vessels in the pancreas that prevents proper digestion.
- Cancer – According to the National Cancer Institute: "There is a strong scientific consensus that alcohol drinking can cause several types of cancer. In its Report on Carcinogens, the National Toxicology Program of the US Department of Health and Human Services lists consumption of alcoholic beverages as a known human carcinogen.
- Immune System – Drinking too much can weaken your immune system, making your body a much easier target for disease. Chronic drinkers are more liable to contract diseases like pneumonia and tuberculosis than people who do not drink too much. Drinking a lot on a single occasion slows your body's ability to ward off infections – even up to 24 hours after getting drunk.

Resources

- [Substance Abuse and Mental Health Services Administration \(SAMHSA\)](#) – Resource includes a Behavioral Health Treatment Services Locator, a confidential and anonymous source of information for persons seeking treatment facilities for substance use/addiction and/or mental health problems. The national helpline below is available 24/7 and can assist you with treatment referrals and information.
CALL: 1-800-662-HELP (4357)
- The National Suicide and Crisis Lifeline – 988 has been designated as the new three-digit dialing code that will route callers to the National Suicide Prevention Lifeline – as of July 16, 2022. The Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved one.
CALL: 988
- Alcoholics Anonymous is a fellowship of people who come together to solve their drinking problem. There is no cost, age, or education requirement to participate. To find Alcoholics Anonymous near you, go to <https://www.aa.org>, or click on this link: [Alcoholics Anonymous](#), to search by State, Town, or Zip Code.
- Higher Ed EAP (HED-EAP) Benefits – NPRC partners with ESI-EAP to provide students, employees, and their family members with resources including counseling benefits, coaching, online training,

self-help resources, wellness benefits, and lifestyle benefits.

Students can access HED-EAP information through the D2L Portal under the heading of "Life Stuff.", or

ONLINE: go to <https://www.theeap.com>, click on member login, create your login using your NPRC email address.

Appendix B – Preventing Sexual Violence

A Guide to Understanding Risk and Taking Action

Empowering individuals and the College community with knowledge, compassion, and practical strategies.

This information is intended for educational purposes and should not be considered legal advice. For guidance on legal matters, consult a qualified attorney or trusted legal resource.

Understanding Sexual Violence: What It Means and Why It Matters

Everyone deserves clarity, compassion, and access to information when it comes to sexual violence. Whether you're seeking support, standing by a loved one, or simply trying to learn more, gaining knowledge is a powerful step toward healing and change.

What Is Sexual Violence?

Sexual violence refers to a wide range of behaviors that violate a person's bodily autonomy, dignity, and sense of safety. While not a legal term, it encompasses acts that are harmful, non-consensual, and often traumatic. These experiences can lead to immediate and long-term effects—physically, emotionally, and psychologically. Survivors may face challenges that ripple throughout their relationships, mental health, and daily life.

Sexual Violence: Understanding the Reality and Supporting Survivors

Sexual violence is far more widespread than many people realize—and it's often more complex than what's portrayed in media. Whether you're seeking clarity for yourself or trying to support someone else, understanding the facts is an important step. Above all, remember: the responsibility for sexual violence always lies with the perpetrator, never the survivor.

What Is Sexual Assault?

Sexual assault refers to any sexual act or behavior that occurs without clear, informed, and voluntary consent. It can affect anyone, regardless of age, gender, or background—and often involves someone the survivor knows personally.

Examples of sexual assault include:

- Attempting to commit rape
- Unwanted touching or groping

- Forcing someone to perform sexual acts
- Penetration without consent (commonly defined as rape)
- Using threats, guilt, or manipulation to pressure someone into sex
- Engaging in sexual activity with someone who cannot legally or mentally consent due to age, intoxication, disability, or unconsciousness

Sexual assault is rooted in power and control—not attraction. It can involve physical force, but emotional coercion and psychological pressure are equally serious and harmful.

Defining Rape

Rape is a specific form of sexual assault involving non-consensual penetration. Legally, it includes any penetration—vaginal, anal, or oral—by a body part or object, without the person's consent.

This can include:

- Forced vaginal or anal sex
- Oral sex without consent
- Penetration with fingers or objects
- Sexual acts committed while the person is incapacitated

Laws defining rape vary by state. To understand how your state addresses these crimes, consult your local legal resources or official databases.

What Does “Force” Really Mean?

Force isn't limited to physical violence. It can also involve:

- Threats or intimidation
- Emotional manipulation
- Abuse of authority or trust
- Exploiting someone's inability to give consent

Consent must be freely given, clearly communicated, and ongoing. Past interactions or relationships do not imply future consent.

Who Commits Sexual Assault?

In most cases, the perpetrator is someone the survivor knows—such as a friend, partner, relative, or acquaintance. This type of violence is often referred to as acquaintance or intimate partner sexual assault.

Breakdown of known perpetrators:

- ~60% are known to the survivor
- ~28% are casual or familiar acquaintances
- ~21% are current or former partners
- ~13% are family members
- ~31% are strangers or unknown individuals

The term “date rape” is often used but can be misleading. It may downplay the seriousness of the crime or suggest romantic involvement where none existed.

Stranger Assaults

Though less common, assaults by strangers still occur and can take various forms:

- Sudden attacks in public spaces
- Manipulative encounters where trust is built before the assault
- Home invasions involving forced entry and assault

Steps Toward Healing

Recovering from sexual violence is a personal journey—and you don't have to face it alone. Here are some ways to begin:

- Reach out for support. Confidential help is available 24/7 through national hotlines and local services.
- Explore reporting options. Learn what to expect if you choose to report the crime.
- Seek professional help. Trauma-informed therapists can guide you through recovery and healing.

It's Never the Survivor's Fault

Survivors may question themselves—wondering if they did something wrong or could have prevented the assault. The truth is: nothing you say, wear, feel, or do ever makes you responsible for someone else's harmful actions.

You deserve support, respect, and healing. You are not alone.

Strategies to Reduce Risk and Increase Safety

Sexual violence can affect anyone, regardless of age, background, or identity. While no strategy can guarantee complete protection, we can take meaningful steps to reduce risk and promote safety—for ourselves and for others.

According to RAINN (Rape, Abuse, & Incest National Network), "Staying safer means recognizing the reality that sexual violence can affect anyone – but together, we can fight back by taking action to reduce risk and increase safety for everyone." Education plays a central role in this effort, helping individuals and communities recognize danger, set boundaries, and intervene when needed.

Knowledge Is a Powerful Tool

The more we understand, the better equipped we are to prevent harm and support those affected. Awareness-based education helps people build the skills and confidence needed to protect themselves and others.

What Awareness Education Can Do:

- **Spot Red Flags Early**
Learning to identify manipulative behavior, coercion, and boundary violations can help stop abuse before it escalates.
- **Strengthen Boundaries**
Open conversations about consent and comfort levels help normalize respectful relationships and reduce misunderstandings.
- **Teach Prevention Skills**
From online safety tips to real-world strategies, education offers practical tools for reducing exposure to risk and building support systems.
- **Encourage Bystander Action**
When people know how to safely intervene or seek help, they're more likely to act—and that action can prevent harm in the moment.

- **Challenge Harmful Beliefs**

Education helps dismantle myths, reject victim-blaming, and shift cultural attitudes toward empathy, accountability, and justice.

Safer Strategies in Action

Here are key steps anyone can take to promote safety and reduce risk:

- Recognize potentially dangerous situations
- Set and maintain personal boundaries
- Intervene safely when witnessing harmful behavior
- Seek help and support when something feels wrong

Together, we can build a culture of awareness, respect, and care—where everyone feels empowered to protect themselves and uplift others.

Understanding and Reducing the Risk of Sexual Violence

Sexual violence is a complex issue influenced by various factors. While not all risks can be eliminated, increasing awareness and taking proactive steps can help protect individuals and communities.

What Is Sexual Violence?

Sexual violence affects people across all walks of life. It can happen to anyone, and those who commit these acts are found in every community. That's why it's essential for all of us to care, speak up, and take steps to protect one another.

The term "sexual violence" refers to any non-consensual sexual act or behavior. It includes a wide range of harmful actions, such as:

- Rape and sexual assault
- Sexual harassment
- Sexual abuse
- Unwanted touching or contact
- Exploitation and trafficking
- Indecent exposure
- Sharing explicit images without consent (including AI-generated content)
- Coercive or threatening sexual behavior

What Are Risk Factors?

Risk factors are conditions or characteristics that heighten the likelihood of harm. Just as wearing a helmet can reduce injury during a bike accident, understanding and addressing risk factors can help prevent sexual violence.

- Some risks are within our control (e.g., choosing safe environments).
- Others, like age or socioeconomic status, may not be.

Recognizing these factors allows us to take informed steps toward safety and prevention.

Who Faces Greater Risk?

Researchers analyze data to identify patterns in victimization. For example, younger individuals, especially children and young adults, are statistically more vulnerable. This doesn't mean youth causes violence, but it highlights the need for targeted protection.

Important Note: Risk factors do not guarantee that someone will experience sexual violence. They simply indicate increased vulnerability.

Common Risk Factors

Here are conditions that may increase someone's likelihood of being targeted:

Category	Examples
Age	Children and adults under 34
Health	Chronic illness, disabilities, cognitive impairments
Mental Health	Conditions like depression, anxiety, or post-traumatic stress disorder
Economic Hardship	Unemployment, homelessness, food insecurity
Social Isolation	Lack of community or support systems
Past Trauma	History of abuse, neglect, or violence
Education	Lack of comprehensive sex education
Cultural Norms	Exposure to rigid gender roles or permissive views on aggression
Substance Use	Alcohol or drug use (voluntary or involuntary)
Institutional Gaps	Systems that fail to respond effectively to abuse
Legal Protections	Weak or poorly enforced laws
Power Imbalances	Unequal relationships or authority dynamics
Race & Identity	Belonging to marginalized racial or gender groups

Additional Risk Factors for Children

Children may be especially vulnerable under certain circumstances:

- Inadequate supervision

- Parental substance misuse
- Parental mental health challenges
- Living with non-biological guardians (e.g., stepfathers)
- Exposure to sexualized environments at a young age

12 Ways to Build Safer Communities

Even when risks are beyond individual control, collective action can make a difference. Here are practical steps to foster safety and support:

1. **Educate Yourself & Others** - Share accurate information about sexual violence and prevention.
2. **Support Survivors** - Listen with empathy, believe their experiences, and connect them to professional help.
3. **Advocate for Vulnerable Groups** - Promote resources tailored to communities facing higher risks.
4. **Acknowledge the Scope** - Understand that anyone can be affected and all survivors deserve support.
5. **Engage Men as Allies** - Encourage respectful behavior and challenge harmful norms.
6. **Push for Policy Reform** - Support laws and programs that strengthen protections and education.
7. **Promote Open Dialogue** - Create safe spaces for conversations about consent, boundaries, and respect.
8. **Champion Trauma-Informed Practices** - Ensure institutions respond with sensitivity and care.
9. **Hold Perpetrators Accountable** - Avoid shielding abusers and support justice processes.
10. **Challenge Harmful Attitudes** - Speak out against stereotypes and victim-blaming language.
11. **Intervene Safely** - Use bystander strategies to prevent or disrupt harmful behavior.
12. **Volunteer & Donate** - Support organizations working to end sexual violence and assist survivors.

Sexual Violence in the U.S.: Key Statistics & Insights

Sexual violence affects people of all genders, ages, and backgrounds. Understanding the scope and impact of these experiences is essential for prevention, support, and advocacy.

Prevalence Among Women

- 1 in 5 women in the U.S. have experienced either completed or attempted rape during their lifetime.
- 81% of women report experiencing some form of sexual harassment or assault.
- 1 in 3 female survivors of rape or attempted rape first experienced it between ages 11 and 17.
- Among undergraduate women at major universities, nearly 1 in 4 report experiencing sexual assault or misconduct.

Prevalence Among Men

- 24.8% of men have experienced contact sexual violence at some point in their lives.
- 43% of men report experiencing sexual harassment or assault.
- 1 in 4 male survivors of rape or attempted rape first experienced it between ages 11 and 17.
- Over half of male survivor's report being assaulted by someone they knew:
 - 52.4% by an acquaintance
 - 15.2% by a stranger

National Data Highlights

- Each year, hundreds of thousands of individuals aged 12 and older in the U.S. experience rape or sexual assault. Recent estimates place that number at over 420,000 annually.
- According to federal crime data from 2023, there were approximately 22.5 incidents of violent victimization per 1,000 persons age 12 or older. It's important to note that this statistic includes a broad range of violent offenses, not just sexual violence.
- False reporting of sexual assault is rare, estimated between 2% and 10%.
- Around 29% of non-Hispanic Black women have been raped during their lifetime.
- Approximately 1 in 3 Hispanic women report experiencing unwanted sexual contact.
- Over 84% of American Indian and Alaska Native women have faced violence at some point in their lives.
- Nearly 33% of adults with intellectual disabilities have been victims of sexual violence.

Relationship to Perpetrators

- Among female survivors:
 - 51.1% were assaulted by an intimate partner
 - 40.8% by an acquaintance

Economic Impact

- The estimated lifetime cost of rape per survivor is approximately \$122,461, including medical care, lost productivity, and other long-term consequences.

These statistics reflect real people and real harm and demonstrate the urgent need for education, prevention, and survivor support. Sexual violence is not just a personal issue—it's a societal one. By raising awareness, educating ourselves and others, we can challenge stigma, support survivors, advocate for change, and help build a future where everyone feels safe and valued.

Understanding Consent: Building Respectful and Safe Relationships

Whether you're beginning a new relationship or deepening an existing one, understanding and practicing consent is essential. It lays the foundation for trust, mutual respect, and emotional safety.

What Does Consent Mean?

Consent is a shared agreement between individuals to engage in intimate or sexual activity. It must be:

- Freely given
- Clearly communicated
- Free from pressure, threats, or manipulation

Everyone involved must be in a position to give consent. That means they are:

- Legally old enough
- Mentally present and sober
- Not being coerced or intimidated

Consent is not a one-time event—it's a continuous dialogue. Saying "yes" once doesn't mean "yes" forever, and agreeing to one activity doesn't imply agreement to others.

Important: If someone is unconscious, underage, intoxicated, or manipulated into saying yes, they cannot legally or ethically give consent.

How Consent Works in Everyday Life

Consent is about active communication—not assumptions. It involves checking in, listening, and making sure everyone feels safe and empowered to speak up.

Ways to practice consent include:

- Asking questions like "Is this, okay?" before moving forward
- Paying attention to verbal and nonverbal cues
- Respecting any form of refusal, even if it's subtle
- Rechecking consent as things progress

Consent can be withdrawn at any time. If someone freezes, pulls away, or goes silent, those are signs to stop and check in.

What Is Enthusiastic Consent?

Enthusiastic consent goes beyond a simple "yes." It's about mutual excitement and clear participation. It looks like:

- Verbal affirmations such as "I want this" or "This feels good"
- Comfortable body language—smiling, nodding, relaxed engagement
- Ongoing check-ins like "Are you still okay with this?"
- Reassurance that stopping is always an option

Physical responses like arousal or orgasm are involuntary and do not imply consent. If someone experiences these during an unwanted encounter, it does not mean the experience was consensual. Survivors are never to blame.

What Consent Is Not

Recognizing what doesn't count as consent is just as important. These are signs that consent is missing:

- Ignoring a refusal or hesitation
- Assuming consent based on appearance, flirting, or past behavior
- Using guilt, fear, or pressure to get a "yes"
- Proceeding when someone is too impaired to make informed decisions
- Interpreting silence or lack of resistance as agreement

Consent must be clear, enthusiastic, and freely given—every time.

Why Consent Matters

Consent fosters emotional safety and strengthens relationships. It shows respect for personal boundaries and affirms that everyone has control over their own body and choices.

Talking about boundaries might feel awkward at first, but it's one of the most meaningful conversations you can have. Open communication is not only responsible, but also attractive, mature, and essential.

If You Didn't or Couldn't Consent

If something happened to you without your consent, it was not your fault. Whether you were pressured, unable to respond, or manipulated—your experience matters, and your feelings are valid.

How Bystanders Can Help Prevent Sexual Violence

Step In, Speak Up

Sexual violence affects countless individuals across the globe—but each of us has the ability to help reduce harm. One powerful way to make a difference is through bystander intervention: recognizing risky situations and taking action to interrupt or prevent abuse.

You don't need to be a superhero to make an impact. Even small gestures can change the course of someone's experience and help keep them safe.

Important Note: The responsibility for sexual violence always lies with the perpetrator. However, communities can play a vital role in fostering safer environments through awareness and action.

What Is a Bystander?

A bystander is someone who observes a situation but isn't directly involved. A bystander may:

- Witness inappropriate behavior or harassment
- Notice someone who appears uncomfortable or vulnerable
- Pick up on signs that something harmful may be about to happen

Because many incidents involve someone the victim knows, bystanders are often in a unique position to intervene before things escalate.

Low-Risk Ways to Step In

It's natural to feel unsure about getting involved. People may hesitate because they:

- Don't want to draw attention
- Assume someone else will step in
- Worry about social backlash
- Fear for their own safety

These concerns are valid. You should never put yourself in danger—but there are safe, effective ways to help.

Here's a simple framework to guide your response to sexual violence:

DARE - Distract, Ask, Reach Out, Extend Support

Distract - Create a diversion to interrupt the situation and give the person at risk a chance to exit safely.

Examples:

- Casually change the subject or suggest moving to a different location
- Spill a drink or drop something to break the tension
- Invite the person to join you or a group activity

Even subtle distractions can shift the dynamic and prevent harm.

Ask - If someone seems uncomfortable, check in with them directly. A simple question can make a big difference.

Try saying:

- "Are you okay?"
- "Do you want to get out of here?"
- "Would you like me to stay with you?"

When possible, speak privately with the at-risk person, to avoid escalating further danger. Your concern can help someone feel seen and supported.

Reach Out - You don't have to act alone. Get help from others nearby.

Options include:

- Asking a friend to assist
- Alerting staff, security, or authority figures
- Calling emergency services if the situation feels dangerous

Extend Support - Helping doesn't stop when the moment passes. After an incident, your continued support can be incredibly meaningful.

Ways to help:

- Stay with the person or help them get home safely
- Listen without judgment
- Share resources:
 - The National Sexual Assault Hotline:
 - CALL: 800.656.HOPE (4673)
 - ONLINE CHAT: hotline.rainn.org
 - [A Safe Place](https://asafeplacewarren.org) (asafeplacewarren.org)
 - CALL: 1-800-338-3460
 - EMAIL: asafeplace@westpa.net
 - Higher Education EAP - ESI Employee Assistance – for all NPRC Students and Employees
 - Counseling Assistance: 1-800-252-4555
 - Online: theeap.com, login with NPRC email – rrcnpa.org

Bystander intervention is about showing up for others when it matters most. By staying aware, acting with care, and supporting those in need, we can all contribute to a culture of safety and respect.

Supporting a Survivor: How to Respond with Compassion and Care

When someone you care about shares that they've experienced sexual abuse or assault, it can be deeply emotional and overwhelming. You may feel unsure of what to say or how to help—but your presence, empathy, and willingness to listen can be a powerful part of their healing journey. There's no perfect script for these moments. What matters most is showing up with kindness, respect, and a commitment to support.

Responding with T.A.L.K.

Survivors often struggle with whether to disclose their experience. Many fear being judged, dismissed, or blamed. Your response can either reinforce those fears—or help begin the process of healing.

Use the T.A.L.K. approach to guide your response:

Thank Them for Sharing - Recognize the courage it takes to speak up. A simple "Thank you for telling me" can go a long way.

Ask What They Need - Let them lead the conversation. Ask: "What would be helpful for you right now?"

Listen Without Judgment - Avoid asking "why" or probing for details. Instead, offer affirming statements like:

- "I'm so sorry this happened."
- "I believe you."
- "It's not your fault."

Keep Showing Up - Healing isn't linear. Continue checking in, offering support, and reminding them they're not alone – even months or years later.

Supportive Things to Say

Here are phrases that can help a survivor feel heard and validated:

- "I believe you."
- "You didn't do anything to deserve this."
- "You're not alone—I'm here for you."
- "Thank you for trusting me with this."
- "If you'd like to talk to a doctor or the police, I'll go with you."

What to Avoid Saying

Even well-meaning comments can cause harm. Avoid:

- "Are you sure that's what happened?"
- "Why didn't you tell someone sooner?"
- "What were you wearing?"
- "But they seemed like a good person."
- "It happened a long time ago—why are you still upset?"

Also, try not to center your own emotions during the conversation. If you need support, seek it from someone other than the survivor.

Long-Term Support

Being there for someone doesn't end after one conversation. Here's how to continue offering care:

- Send occasional check-ins like "Just thinking of you."
- Invite them to do low-pressure activities—let them choose what feels comfortable.
- Respect their pace. Healing takes time and may come in waves.
- Avoid pushing them to "move on." Let them process in their own way.

Sharing Resources

You don't have to have all the answers. If they're open to it, share information about support services.

- The National Sexual Assault Hotline:
 - CALL: 800.656.HOPE (4673)
 - ONLINE CHAT: hotline.rainn.org
- [A Safe Place](https://asafeplacewarren.org) (asafeplacewarren.org)
 - CALL: 1-800-338-3460
 - EMAIL: asafeplace@westpa.net
- Higher Education EAP - ESI Employee Assistance – for all NPRC Students and Employees

- Counseling Assistance: 1-800-252-4555
- Online: theeap.com, login with NPRC email – rrcnpa.org

Trained specialists can connect survivors to medical, legal, and emotional support in their area.

Caring for Yourself

Supporting someone through trauma can be emotionally taxing. It's okay to feel overwhelmed. Take care of your own mental health by:

- Talking to a counselor or trusted friend
- Journaling, exercising, or engaging in creative outlets
- Setting boundaries to avoid burnout
- Practicing mindfulness or meditation

Self-care helps you continue to show up in meaningful ways.

Your Support Matters

When someone confides in you about surviving sexual violence, they're placing their trust in you. You don't need perfect words, just a compassionate heart and a willingness to listen. By responding with empathy and respect, you're helping them take a brave step forward.

Understanding Sex Offender Registries

Being familiar with the people who live and work in your neighborhood can help you make informed decisions about personal and family safety. Awareness of your surroundings also allows you to recognize concerning behavior and take steps to protect others.

What Is a Sex Offender Registry?

Sex offender registries are public databases that list individuals convicted of specific sexual offenses. These records typically include:

- Name and physical description
- Residential address
- Details about the conviction

The [National Sex Offender Public Website \(NSOPW\)](https://nsopw.gov) (nsopw.gov) provides a centralized search tool that allows anyone to search sex offender registries for all U.S. States, U.S. Territories and Tribal areas.

[The PA Megan's Law – Offender Search](https://meganslaw.psp.pa.gov) (meganslaw.psp.pa.gov) provides a centralized search tool that allows anyone to search sex offender registries in Pennsylvania by County, Municipality, City, Zip Code, Mile Radius, Name, Non-Compliant Offenders, Sexually Violent Predator/Sexually Violent Delinquent Child and Transient Offenders.

Who Is Required to Register?

Every state mandates that individuals convicted of qualifying sex crimes must register. Those convicted of more serious offenses often remain on the registry longer and must update their information more frequently.

How to Use Registry Information to Protect Your Family

If you learn that someone on the registry lives nearby, here are steps you can take to help keep your family safe:

Start the conversation - Talk with your kids about interacting with strangers, teach children to be cautious around unfamiliar individuals and to speak up if something feels wrong.

Offer age-appropriate explanations - Use simple language to explain why certain people should be avoided. For example: "We don't know this person, so it's best to stay close to family."

Define safe behavior - Give clear instructions like: "If someone you don't know offers you something, say no and come find me."

Understand local laws - Many states have restrictions on where registered offenders can live or spend time, especially near schools or daycare centers. Check your state's registry site for details.

Inform caregivers - Make sure babysitters, relatives, and other guardians know who should not be around your children.

Report suspicious activity - If you notice concerning behavior, contact local authorities or the individual's supervising officer.

Federal Oversight & Legal Standards

The Sex Offender Registration and Notification Act (SORNA) set national guidelines for how states manage registration and public notification. This law was enacted under the Adam Walsh Child Protection and Safety Act of 2006 and encourages consistency across jurisdictions, while allowing states to add their own rules.

Consequences for Failing to Register

Not registering as required is a federal crime. Unfortunately, enforcement gaps mean some individuals fail to comply. If someone who hasn't registered commits another violent federal offense, they may face up to 30 additional years in prison.

Tech-Facilitated Sexual Abuse: Understanding the Harm and Taking Action

From manipulated videos to threats over private images, technology is increasingly being used to exploit and harm individuals. Whether it's called deepfakes, sextortion, or non-consensual image sharing, these acts are abusive, unethical, and should be treated as criminal offenses across all jurisdictions.

What Is Tech-Facilitated Sexual Abuse?

This form of abuse involves using digital tools—such as social media, messaging apps, or artificial intelligence—to carry out sexually exploitative behavior. It includes any act that violates someone's bodily autonomy or consent through technology.

Important Distinction: This is not adult content or consensual pornography. It is a form of sexual violence, and in many cases, it violates the law.

Consent in the Digital Age

Consent is what separates intimacy from exploitation. If someone hasn't freely and clearly agreed to participate, then it's not consensual.

Consent cannot be given by someone who is:

- Under the legal age

- Impaired by substances or unconscious
- Being threatened or manipulated
- In a situation with unequal power dynamics

Even if someone once shared content willingly, that does not give others the right to reuse, alter, or distribute it. Consent can be revoked at any time.

Common Forms of Digital Sexual Abuse

Technology-facilitated abuse can take many forms. While not all are currently illegal, each one causes real harm:

- Impersonation (Catfishing): Pretending to be someone else online to gain trust or access intimate content
- Child Exploitation Material (CSAM): Any depiction of minors in sexual situations, including AI-generated images, is illegal and must be reported immediately
- Online Harassment & Stalking: Repeated threats, tracking, or intimidation through digital platforms
- Manipulated Media (Deepfakes): AI-generated content that falsely places someone in explicit or compromising scenarios
- Unauthorized Access (Hacking): Breaking into devices or accounts to steal private data or images
- Image-Based Abuse (IBSA): Sharing or creating explicit content without the subject's permission
- Non-Consensual Intimate Imagery (NCII): Distributing private sexual content without consent
- Retaliatory Sharing (Revenge Porn): Posting intimate material to shame, blackmail, or punish someone
- Coercive Threats (Sextortion): Using threats to force someone into sharing more content, money, or favors

The Emotional Toll

The damage from tech-enabled sexual abuse doesn't stop when the content is posted. Every view, share, or download can retraumatize the survivor. These abuses leave lasting digital traces that can follow someone for years.

Survivors may experience:

- Difficulty trusting others
- Anxiety, depression, or post-traumatic stress
- Isolation or withdrawal from social life
- Disruption in work or education
- Harassment from strangers online

Protecting Children from Digital Exploitation

Young people are increasingly targeted through digital platforms. One of the most serious offenses is the creation or distribution of child sexual abuse material (CSAM).

Note: The term "child pornography" is misleading. Minors cannot legally consent to sexual content. CSAM is a crime that perpetuates abuse and exploitation.

What You Can Do

While no one can guarantee complete safety online, there are steps you can take:

- Stay informed and cautious about what you share and who you interact with
- Reach out for help—confidential support is available 24/7 through national hotlines

- Report abuse to law enforcement or platforms, especially in cases involving minors (CyberTipline is a key resource)

You Deserve Respect—Online and Offline

If you've experienced tech-facilitated sexual abuse, know this: it's not your fault. You didn't cause it, and you're not alone. You have the right to safety, dignity, and support. Together, we can push for stronger protections, hold perpetrators accountable, and create a digital world built on respect and consent.

Smart Social Media Use: A Guide to Staying Safe Online

Social media connects us—but it also comes with risks. By understanding how to protect your privacy, respond to harassment, and manage your digital footprint, you can create a safer online experience for yourself and others.

Why Online Safety Matters

Once something is posted online, it can be copied, shared, or misused—even if you delete it. That's why it's important to think critically about what you share and how you engage.

Studies show that most online harassment happens on social platforms. Being proactive can help reduce your exposure to tech-enabled abuse, including stalking, doxing, and sexual harassment.

10 Tips for Safer Social Media Use

Here are practical strategies to help you stay secure and confident online:

1. Report Harmful Behavior - If you experience or witness harassment, threats, or inappropriate content, report it directly to the platform. For illegal content involving minors, contact the CyberTipline immediately.

Need support? The National Sexual Assault Hotline is available 24/7:

CALL: 800.656.HOPE (4673) | MESSAGE: hotline.RAINN.org | TEXT: HOPE to 64673

2. **Think Before You Post** - Even private posts can be screenshotted or shared. Ask yourself: "Would this cause harm if it became public?" If the answer is yes, reconsider posting.
3. **Customize Your Privacy Settings** - Review and adjust your privacy settings regularly. Limit who can see your posts, profile, and personal details.
4. **Turn Off Location Sharing** - Avoid sharing your real-time location. If you want to tag a place, wait until you've left. This helps prevent stalking and unwanted attention.
5. **Use Secure Internet Connections** - Avoid logging into sensitive accounts on public Wi-Fi. Use a trusted VPN or stick to private networks when accessing personal information.
6. **Set Boundaries & Respect Others** - Discuss social media boundaries with friends and family. Don't tag or post about others without their consent—and honor requests to remove content.
7. **Stay Alert to Suspicious Messages** - Be cautious with unexpected messages or links, even from people you know. If something feels off, verify through another communication method.
8. **Strengthen Your Passwords** - Use unique, complex passwords for each account. Update them regularly and store them securely using a password manager.
9. **Keep Up with Platform Changes** - Social media platforms update their policies often. Check your settings every few months to stay protected.
10. **Know Where to Get Help** - Most platforms offer tools to block, filter, or report harmful content. Popular platforms with safety features include Facebook, Instagram, LinkedIn, Pinterest, Truth Social, X (formerly Twitter), Bluesky, Discord, Snapchat, Spotify, Tumblr, and Venmo.

Online safety is a shared responsibility. By staying informed and looking out for one another, we can create digital spaces that are respectful, secure, and empowering.

Rideshare Safety: A Shared Commitment

Whether you're behind the wheel or riding in the back seat, safety in rideshare settings depends on mutual respect, awareness, and quick action when something feels wrong. Drivers and passengers alike play a role in creating safer travel experiences.

Safety Tips for Drivers

- **Set Expectations Early** - Maintain a professional tone and let passengers know what kind of behavior is appropriate. You deserve a respectful and secure work environment.
- **Verify Before Pickup** - Confirm the rider's name and destination before they enter your vehicle. Use any available app features to match photos or trip details.
- **Listen to Your Instincts** - If something feels off, prioritize your well-being. You're allowed to cancel or end a trip if you feel unsafe.
- **Stay in Touch** - Share your live location with a trusted friend or family member. Most rideshare apps offer built-in tools to help you do this.
- **Have Emergency Numbers Ready** - Keep your phone accessible and save key contacts, like local emergency services, for quick dialing.
- **Step In Safely** - If you witness a passenger being harassed during pickup or drop-off, calmly offer help or suggest contacting authorities.

- **Report Issues Quickly** - If someone behaves aggressively or inappropriately, notify the rideshare company and local law enforcement as soon as possible.

Safety Tips for Passengers

- **Double-Check Driver Info** - Before getting in, confirm the car's make, license plate, and driver's name or photo to ensure it matches your app.
- **Choose Safe Waiting Spots** - Wait for your ride in well-lit, busy areas whenever possible.
- **Share Your Trip** - Use app features to send your route and estimated arrival time to someone you trust.
- **Communicate Boundaries Clearly** - Speak up about your comfort levels and expectations. You have the right to a respectful and safe ride.
- **Follow Your Instincts** - If you feel uncomfortable, ask to end the ride in a safe location and request a new one.
- **Stay Aware** - Avoid excessive alcohol or drug use that could impair your judgment. If you're not sober, consider traveling with someone who is.
- **Speak Up About Misconduct** - If you experience or witness harassment or assault, report it immediately to both the rideshare platform and local authorities.

By staying alert and looking out for one another, rideshare experiences can be safer for everyone.

References:

- National Sexual Violence Resource Center (NSVC) – <https://nsvrc.org>
- Rape, Abuse, and Incest National Network (RAINN) – <https://rainn.org>
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