

CAMPUS SECURITY

JRMC Security Personnel

JRMC Security Statistics

JRMC Crime Prevention Strategies

JRMC POLICIES

Sexual Violence Grievance Policy

Sexual Violence Policy

Resources for Sexual Assault

Security Program- HR Policy

Security Management Policy

Security Incidents, Reporting and Investigation

JRMC SECURITY PERSONNEL

Amanda West, Safety Compliance Officer, Security Manager - 870-541-7809 or 870-332-0182

Ronnie Gant, Security Coordinator - 870-541-7107

JRMC SECURITY STATISTICS

Below is a governmental link that details JRMC's campus crime and security statistics for the last three years:

<http://ope.ed.gov/security/GetOneInstitutionData.aspx>

Clery Annual Campus Crime and Security Report JRMC School of Nursing, Pine Bluff, Arkansas 71603

JRMC CRIME PREVENTION STRATEGIES

Effective crime prevention and security in the JRMC community and beyond is a community's responsibility. We all impact our environment and should continually work together to maintain an environment of limited opportunity for criminal activity. We all contribute to a safer environment by practicing some common-sense prevention skills. These skills help us provide a higher level of security for both persons and property on JRMC campuses. Let's work together to ensure that we continue to provide the safest environment for our patients, visitors and staff.

By definition, Crime Prevention is being aware that a crime can occur. Anticipating its form, location, time and victim and taking action to reduce the chances of its happening.

Below are three elements the criminal must possess for a crime to occur:

Ability

Desire

Opportunity

If we eliminate just one of the elements, no crime will take place. We have no control over the first two elements Ability and Desire. We can however, as a community have control of, if not eliminate completely the third element Opportunity.

PARKING LOTS

--Never leave valuables in plain view, even if your car is locked. Put them in the trunk. Keep them out of sight.

--Create a buddy system for walking to parking lots or public transportation or use the security escort security service to walk with you to your car. Dial 870-541-7107 and request an officer to escort you to and from your vehicle.

--If you notice any strangers hanging around the parking lots, notify security.

OFFICE THEFT AND OTHER CRIMES

--Never leave your keys or ID badge lying around

Report any and all suspicious activity

Assure that all visitors providing a service are properly identified.

--If you are responsible for office keys, don't leave them on your desk or in the top drawer where they could easily be taken and copied. Keep them with you or hide them in a secure place.

--Make sure personal items (purses, wallets, etc.) are kept in locked cabinets or lockers. Leaving purses under desks or wallets in coats, sweaters or jackets is not sufficient.

--Be aware of your surroundings, greet and offer assistance to persons who seem out of place or lost in your work area. If these persons make you uncomfortable in any way, please contact Security immediately.

--If you work in a sensitive area, do not allow persons to "piggy back" your entry into these areas. If someone does that you do not recognize, offer assistance to them (or ask them whom they are visiting and if you can help them find those persons). If their answers are not sufficient or if they make you uncomfortable in any way, contact Security.

Jeanne Clery Annual Campus Crime Statistics and Security Report

JRMC SCHOOL OF NURSING
PINE BLUFF, ARKANSAS 71603

2018

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Institutional Security Policies and Crime Statistics

On behalf of Jefferson Regional Medical Center School of Nursing (JRMCSO), its students, faculty, staff and administration, we are pleased to welcome you to our campus community. JRMCSO has always been committed to providing a safe and secure campus. The **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act**, the **Violence Against Women Act** and the **Higher Education Act**, as amended by the **Higher Education Opportunity Act** require colleges and universities across the United States to disclose information about crime on and around their campuses. Institutions are required to publish an annual report disclosing campus security policies and three years of selected crime statistics.

Annual Security Report Availability

JRMCSO's annual security report is now available. This report is required by federal law and contains policy statements and crime statistics for the school. The policy statements address the school's policies, procedures and programs concerning safety and security, for example, policies for responding to emergency situations and sexual offenses. Three years' worth of statistics is included for certain types of crimes that were reported to or have occurred on campus, in or on off-campus buildings or property owned or controlled by the school and on public property within or immediately adjacent to the campus. JRMCSO does not have any student housing facilities. This report is available online at www.jrnc.org/schoolofnursing/index.html. You may also request a paper copy from the JRMCSO campus.

Preparation for Disclosure of Crime Statistics

The Safety Compliance Officer, in conjunction with JRMCSO Director Security compiles and publishes the annual security report by October 1st of each year. Campus crime, arrest and referral statistics include those reported to JRMC Security, designated campus officials (including but not limited to Directors, Coordinators, Course Leaders, advisors to students/student organizations), and local law enforcement agencies. These statistics may also include crimes that have occurred in private residences or businesses and is not required by law.

JRMCSO's full text of the annual report can be located on our web site at www.jrnc.org/schoolofnursing/index.html. This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus and non-campus sites. Each year, a notification is made to all enrolled students, faculty and staff using our Evolve software that provides the website to access this report. Copies of the report may also be obtained at JRMCSO or by calling (870) 541-7858. All prospective employees may also obtain a copy from JRMCSO as well as the website.

How to Report Criminal Offenses

To report a crime:

Contact JRM Security at 870-541-7106 for non-emergencies only, dial 911 for emergencies only. Any suspicious activity or person seen in the parking lots or loitering around vehicles or inside buildings should be reported to JRM Security.

JRMC Campus Security Administrator	870-541-7106 or 7107
JRMC Campus Security Manager	870-541-7106 or 7107
JRMC Campus Security Team	870-541-7106 or 7107
JRMCSON Campus Director	870-541-7858
JRMCSON Campus Coordinators	870-541-7858
JRMCSON Student Advisor	870-541-7858
JRMCSON Class Leader	870-541-7858

Campus Security Authorities

The law defines a Campus Security Authority (CSA) as an individual(s) with significant responsibility for campus and student activities. For JRMCSO this includes Campus Security, Campus Director, Nursing Coordinators and faculty.

Limited Voluntary Confidential Reporting

The JRM Security encourages anyone who is the victim or witness to any crime to promptly report the incident to the local law enforcement. Because local law enforcement reports are public records under State law; JRM Security cannot hold reports of crime in confidence. Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can generally be made to other JRM campus security authorities as identified above.

Security and Access

During business hours, JRMCSO will be open to students, parents, employees, guests, and invitees. All exterior doors to JRMCSO are kept locked at all times. Employees and students gain access to the school via keypad access entry. Guests and invitees must ring a doorbell at the front door to gain access. The main office at the school has a monitor to view the individual at the door, and an intercom system to communicate with them, prior to a staff member to release the person access to the building. During non-business hours access to JRMCSO is restricted to employees only through the use of their security keypad access or by JRM Security.

Timely Warning, Notice and Access to Information

In the event that a situation arises, either on or off campus, that in the judgment of the JRMCCampus Security Manager or JRMCCSON Administration constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued. The warning will be issued through the JRMCCSON e-mail system to students, faculty, staff .

Depending on the particular circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, a notice may also be placed on the JRMCC web site at: www.jrmcc.org, providing the community with more immediate notification. The website is immediately accessible via computer by all faculty, staff and students. Anyone with information warranting a timely warning should report the circumstances to JRMCC Security, by phone (870-541-7106) or in person to any Security Officer on campus.

Emergency Notification

If the Campus Director or the JRMCCampus Security Administrator confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the JRMCC community, JRMCC Security and JRMCC Administration will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the JRMCC community or to the appropriate segment of the community if the threat is limited to a particular building or segment of the population. The Campus Director and JRMCCampus Security will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: JRMCCampus Security, local law enforcement, and/or the local fire and emergency medical services), compromise the efforts to assist a victim or to contain, respond, or otherwise mitigate the emergency. In the event of a serious incident that poses an immediate threat to members of the JRMCC community, JRMCC has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated in the event of an immediate threat to the JRMCC campus community. These methods of communication include network emails, websites and emergency text messages that can be sent to a phone. JRMCC will send subsequent updates during a critical incident using the same communication routes. In the event of a serious incident that would require the Emergency Preparedness Plan to be activated PBX would page all Directors and Managers. Also the Smart Notice system would be activated to alert additional Emergency Staff and a duplicate message to Directors and Managers.

Emergency Drills, Testing and Evacuation Procedures

The JRMCCSON Student Handbook identifies procedures used by the JRMCC Security Team to comprehensively address specified emergency conditions. The Security Team consists of identified personnel that are activated in the event of an emergency situation. The Security Team has delegated authority to provide direction to students, employees, visitors and any other individuals on JRMCCSON campus during emergency situations. JRMCC conducts emergency response exercises each year, such as table top exercises, field exercises, and tests of the emergency notification systems on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

Procedures for Testing Emergency Response and Evacuation Procedures

An evacuation drill is coordinated by JRMCSO each semester. Thus, the emergency response and evacuation procedures are tested at least twice each year. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting the facility for a short-term building evacuation. The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. At JRMCSO, evacuation drills are used as a way to educate and train occupants on issues specific to the building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. Fire alarm systems are tested annually and separately from these drills. Evacuation drills are monitored by the JRMCSO Security and local fire department to evaluate any safety issues and/or behavioral patterns. Any recommendations for improvements are also submitted to the Campus Director for consideration. Students receive information about evacuation and shelter-in-place procedures during orientation.

Campus Law Enforcement Authority

All JRMCSO employees have the authority to ask persons for identification and to determine whether individuals have lawful business at JRMCSO. JRMCSO Security officers have the authority to issue parking tickets, which are billed to financial accounts of students, faculty, and staff. JRMCSO Security officers do not possess arrest power. Criminal incidents are referred to the local police who have jurisdiction on the campus. The JRMCSO Security Office maintains a highly professional working relationship with the Pine Bluff Police Department, and the Arkansas State Police. All crime victims and witnesses are strongly encouraged to immediately report the crime to the JRMCSO Security Office at 870-541-7106 and the appropriate police agency. Prompt reporting will assure timely warning notices on-campus and timely disclosure of crime statistics. Meetings are held between the leaders of these agencies on both a formal and informal basis. The officers of JRMCSO and PBPD communicate regularly on the scene of incidents that occur in and around the campus area. The PBPD Police Investigators work closely with the staff of JRMCSO Security when incidents arise that require joint investigative efforts, resources, crime related reports and exchanges of information, as deemed necessary. Off-duty PBPD officers are also employed by JRMCSO to assist the Security Officers in the Emergency Department. There is no written memorandum of understanding (MOU) between PBPD and JRMCSO.

Encouragement of Accurate and Prompt Crime Reporting

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety related incidents to JRMCSO Security and local law enforcement in a timely manner. JRMCSO Security should be contacted when incidents, emergencies, or crimes occur at JRMCSO or in the hospital or other clinical sites. To report a crime or an emergency, call JRMCSO Security at 870-541-7106. To report a non-emergency security or public safety related matter, call JRMCSO Security at 870-541-7106. Dispatchers are available at these telephone numbers 24 hours a day to answer your call. In response to a call, JRMCSO Security will take the required action, dispatching an officer or asking the victim to report to JRMCSO Security Office to file an incident report. All JRMCSO security related incident reports are forwarded to the JRMCSO Administrative officials for review and potential action. JRMCSO Security will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to the JRMCSO Administrative officials. If assistance is required from the local law enforcement or a local fire department, JRMCSO Security will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including JRMCSO Security, will offer the victim a wide variety of services.

Confidential Crime Reporting

All reports will be investigated. JRMCSO does not have procedures for voluntary, confidential reporting of crime statistics. Violations of the law will be referred to law enforcement agencies and when appropriate, to the JRMC Administrative Officers for review. When a potentially dangerous threat to the JRMC community arises, timely reports or warnings will be issued through e-mail announcements, text messaging, in-class announcements or other appropriate means.

Criminal Activity Off Campus

JRMC Security members do not provide security for activities off-campus. However, JRMC Security and PBPD officers provide security for each graduation ceremony, which is held at a church. JRMC Security enjoys a close working relationship with local law enforcement agencies and works closely with them when violations of federal, state, or local laws surface. This cooperative team approach addresses situations as they arise as well as future concerns.

Security Awareness Programs for Students and Employees

During orientation each year, students are informed of services offered by JRMC security. Presentations outline ways to maintain personal safety and security. Students are told about crime on-campus and in surrounding neighborhoods. Similar information is presented to new employees. A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. When time is of the essence, information is released to the JRMC community through security alerts by e-mail and text messaging.

Crime Prevention Programs for Students and Employees

Crime prevention at JRMC is based upon the dual efforts of eliminating or minimizing criminal opportunities whenever possible and encouraging students and employees to be responsible for their own security and the security of others. JRMC Security or the Security representative presents safety policies and videos such as active shooter during new student orientation. Information on personal safety and theft prevention is provided annually. JRMC Security personnel are available to advise students, faculty, staff and visitors on actions they can take to provide for their personal safety and security. Some basic crime prevention steps include the following:

- Be sure to lock your doors and roll up windows
- Place all valuables in the trunk or out of site
- Have your keys out and ready
- Be cautious and aware of your surroundings
- Be sure to look into your vehicle as well as the vehicles around it before entering
- Park in a well-lit area and never in a dark or secluded spot
- Walk to and from your vehicles with others if possible
- Avoid parking next to large trucks or vans with sliding doors
- Once in your vehicle, lock the doors immediately
- Ask Security or staff members for an escort to your vehicle (call [870-541-7106](tel:870-541-7106)).

Alcoholic Beverages and Illegal Drug Possession

The possession, sale or the furnishing of alcohol on the JRMCSO campus is governed by JRMCSO policy and Arkansas state law. Laws regarding the possession, sale, consumption or furnishing of alcohol are controlled by the Arkansas Department of Alcohol and Beverage Control (ABC). The JRMCSO campus has been designated "Drug free". The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced and local law enforcement will be notified. Violators are subject to JRMCSO disciplinary action, criminal prosecution, fine and imprisonment. It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal. It is also a violation of JRMCSO policy for anyone to consume or possess alcohol in any public or private area of campus.

Substance Abuse Education

JRMCSO is designated as "Drug Free". It is the policy of JRMCSO to promote a safe, healthy and productive environment free from the influences of drugs and alcohol. JRMCSO students have the right to be educated in an environment that is free of drugs and alcohol, and to rely on the fact that other students are not impaired by substance abuse. JRMCSO is committed to strictly enforce its drug and alcohol policy and to comply with the requirements of the Drug-Free Workplace Act of 1988. It is the expectation of JRMCSO that all students obey applicable local, state and federal laws and to adhere to the behavioral standards regarding the use and abuse of alcohol and other drugs on Jefferson Regional Medical Center premises. It is imperative that a student be law abiding, alert and in full possession of reasoning capabilities. Consuming, being under the influence, selling or possessing alcohol or other reasoning and cognitive alteration substances at any school function, during a learning activity or while on school campus is absolutely forbidden, and is cause for immediate administrative action, up to and including dismissal.

All students currently enrolled in the JRMCSO program participate in a random drug screening program. Faculty or administration takes action to protect the public when student behaviors are reported or observed indicating probable cause of involvement with chemical substance use or abuse and may request students submit to a "for cause" drug screen. Students who are taking a current medically prescribed drug that can alter behavior, physical ability or mental function in such a way that their ability to safely perform his or her assigned tasks, must report the use of this drug to their Coordinator/Advisor or Class Leader who will determine whether any action should be taken. Students must keep all prescribed medication in the original container, which identifies the drug, dosage, date of prescription and prescribing physician. Students must notify their Coordinator/Advisor or Class Leader in writing within five days of any conviction of a criminal drug status. This requirement is set forth to comply with the federal Safe and Drug-Free Schools and Communities Act. Substance Abuse policies provide direction for school action when a student is suspected of being involved with chemical substance use or abuse such as alcohol, misuse of legal drugs, use of illegal drugs, selling, distributing and/or manufacturing illegal drugs and selling of prescription drugs or manufacture for personal use or sale of illegal substances. For more information on the Substance Abuse policy, please refer to the Student Handbook or Catalog. Students found in violation of the Substance Abuse policy at JRMCSO may be subject to local, state or federal laws and may face criminal charges punishable by fines and/or imprisonment.

Legal Sanctions under Federal Laws

Federal law provides criminal and civil penalties for unlawful possession or distribution of drugs and alcohol. Along with incarceration and/or fines, there are federal laws allowing the forfeiture of property used in possession or to facilitate possession of a controlled substance. This could include homes, vehicles, boats, aircrafts and other personal or real property. An individual becomes ineligible to receive federal benefits such as student loans and grants. For more details on the Federal laws related to alcohol and other drug violations, go to:

<http://www.justice.gov/dea/agency/penalties.pdf>

Applicable Arkansas Laws

1. No person under the age of 21 may legally consume or possess alcohol in Arkansas.
2. It is illegal to be so intoxicated in a public place that you are likely to endanger yourself or others or be unreasonably annoying to others. This is a class C misdemeanor, (with a class A as the most serious), and may result in fines and incarceration.
3. Driving a motor vehicle with .08% or more blood alcohol content is a Class A misdemeanor that, in addition to incarceration and fines, will result in a suspension of driving privileges from 120-180 days for the first offense. Driving with a license suspended for DWI may result in incarceration for ten days and a \$1,000 fine. Refusing the chemical test for blood alcohol content may result in a 180-day suspension of driving privileges for the first offense. In the event of an accident involving a fatality, a blood alcohol content of .08% or higher may result in a charge of manslaughter, even though the driver did not set out to intentionally harm anyone.
4. A person under the age of 21 operating a motor vehicle with .02% but less than .08% blood alcohol content commits the offense of Underage Driving Under the Influence. The penalties include suspension of driving privileges for up to 120 days for the first offense, fines up to \$500, public service work at the discretion of the court, and mandatory attendance at an alcohol and driving education program.
5. Arkansas statutes 5-27-501 through 503 are aimed at preventing persons under 21 from using altered identification to purchase alcohol. Manufacturing, altering, or distributing altered personal identification for this purpose is a Class C Felony punishable by up to ten years in prison. Possessing altered identification is a class B misdemeanor punishable by up to 90 days in jail and revocation of driving privileges for up to 12 months or age 18, whichever is shortest.
6. Possession of more than one ounce of marijuana or possessing it in a form to facilitate distribution is a felony offense. Possession of any usable amount of any other illegal narcotic is a felony. The penalties range from probation to life in prison.

Health Risks of Alcohol and Drug Abuse

Many Americans abuse alcohol and illegal drugs without thinking about the possible risk to their health and well-being.

Alcohol

Even small amounts of alcohol can affect your judgment and coordination. Moderate amounts also affect your ability to learn and remember information. High amounts can cause alcohol poisoning, resulting in death. Women who drink alcohol while pregnant may give birth to infants with birth defects and mental retardation.

Illegal Drugs

Drugs change your perception. They affect how your brain works, including your memory. They cause a variety of potentially serious or fatal physical conditions; the National Institute on Drug Abuse says these drugs have specific health risks:

Cocaine- Cocaine in any form can cause sudden death from cardiac arrest. Cocaine stimulates the central nervous system. That raises blood pressure, heart rate, breathing rate, and body temperature. Injecting cocaine with shared needles can lead to HIV infection and hepatitis.

Marijuana- Marijuana increases heart rate, affects memory and comprehension, and makes it more difficult to perform tasks requiring concentration and coordination, such as driving a car. The drug also affects motivation, which has an impact on school and work.

Prescription drug abuse- About 9 million Americans use prescription drugs for non-medical purposes. Commonly abused medications include OxyContin, Ritalin, Adderall, Vicodin, and Percocet. These drugs can cause very high blood pressure, irregular heart rate, and high body temperature.

Methamphetamine- This drug can increase heart rate, raise blood pressure, and decrease appetite. This can lead to severe weight loss. High doses can cause tremors, delusions, paranoia, and death.

Anabolic steroids- Steroid users can suffer side effects ranging from acne to liver cancer. In males, use can cause withered testicles, sterility, and impotence. In females, irreversible masculine traits can develop. Psychological effects in both sexes include aggressive behavior and depression. Some side effects, such as heart attack and stroke, may occur years after use.

Sexual Violence Policies and Procedures

JRMCSO strictly prohibits all forms of sex discrimination including sexual misconduct, abuse, assault and exploitation. The institution is committed to establishing a safe, learning environment and is committed to addressing all forms of sexual misconduct to achieve this goal.

CRIME DEFINITIONS

For the purpose of the following section, **consent** is defined as the affirmative, unambiguous, and voluntary agreement to engage in a specific sexual activity during a sexual encounter. Consent cannot be given by an individual who is asleep; or is mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason; or is under duress, threat, coercion, or force; or inferred under circumstances in which consent is not clear, including but not limited to the absence of “no” or “stop” or the existence of a prior or current relationship or sexual activity.

Sexual Assault:

An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting Program guidelines.

Sex Offense:

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. This includes:

1. Rape and attempted rape.
2. 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.
3. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
4. Sexual intercourse with a person who is under the statutory age of consent (16 in Arkansas).

Domestic Violence:

A felony or misdemeanor crime of violence committed:

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

Dating Violence:

Defined as violence committed by a person:

1. Who is or has been in a social relationship of a romantic or intimate nature with the victim.
2. And where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - a. The length of the relationship,
 - b. The type of the relationship, and
 - c. The frequency of interaction between the persons involved in the relationship.

Stalking:

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

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

Hate Crime is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias against a race, religion, disability, sexual orientation, or ethnicity/national origin.

Race is a preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Hispanic, African-American, Caucasian, etc.).

Religion is a preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jewish, Protestants, atheists, etc.).

Sexual orientation is a preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gay, lesbian, heterosexuals).

Gender is a preformed negative opinion or attitude toward a group of persons because those persons are male or female. Gender bias is also a Clergy Act-specific term, not found in the FBI's Hate Crime Data Collection Guidelines.

Gender identity refers to "one's sense of oneself as male, female or transgender" (American Psychological Association, 2006). When one's gender identity and biological sex are not congruent, the individual may identify as transsexual or as another transgender category.

Disability--The ADA defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activity. This includes people who have a record of such impairment, even if they do not currently have a disability.

Ethnicity/national origin is a preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs and traditions (e.g., Indian, Hispanics, Arabian, American Indian etc.).

CRIME REPORTING

A crime may be reported by a victim, a perpetrator, a witness, or another interested party with knowledge of the crime. An individual who wishes to receive help reporting a crime may contact the JRM Security Team. If you are a victim of a sexual assault, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. JRM Security strongly advocates that a victim of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation. An assault should be reported directly to a JRM Security officer and/or to JRM Administration. Filing a police report with a JRM Security officer will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from officers. Filing a police report will:

- Ensure that a victim of sexual assault is made aware of the necessary medical treatment and tests.
- Provide the opportunity for collection of evidence helpful in prosecution which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal examination).
- Assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

When a sexual assault victim contacts JRM Security, local law enforcement will be notified as well. The first responders, in conjunction with JRM Security, will guide the victim through the available options and support the victim in his or her decision. JRM personnel will assist students in notifying authorities if the student requests the assistance of these personnel. Counseling and support services outside of JRM may be obtained through the trained personnel. Regardless of whether the victim chooses to report the crime to security or local law enforcement, JRM will consider, at the victim's request, changing the victim's academic situation, if reasonable.

JRM takes the safety of our students and employees very seriously. Any violation of rules or policies will be addressed separately from the sexual violence allegation. The use of alcohol or drugs never make the victim at fault for sexual violence.

Emergency Services Contact Information:

JRMC Security Officer (available 24 hours a day)

☐ 870-541-7106 or 7107

Jefferson County 911 Service

☐ Dial 911

Pine Bluff Police Headquarters (available 24 hours a day)

☐ 870-247-1483

Jefferson County Sheriff

☐ 870-541-5351

JRMC School of Nursing Security

☐ Security Officer 870-541-7106 or 7107

Individuals should report a sexual assault to the JRMCSO Director, AHEC Counseling Services or JRMC Manager of Security. Once this report is made, the JRMCSO Director is responsible for initiating and coordinating the school's investigation and response. A campus judicial hearing will be held if a charge slip is filed, the alleged victim agrees to participate in a hearing, and there is sufficient evidence present to support a hearing. In all cases of sexual assault, the accuser and the accused are entitled to the same opportunities to have an advocate and witnesses present during campus disciplinary proceedings. Additionally, both the accuser and the accused will be informed of the outcome of any campus disciplinary proceeding. **NOTE:** As necessary, the school reserves the right to initiate a complaint, to serve as the complainant and to initiate conduct proceedings without a formal complaint by the victim of misconduct. The school will not tolerate intentional false reporting of incidents. It is a violation of the Student Code of Conduct to make an intentionally false report of any policy violation, and it may also violate state statutes and civil defamation laws. All incidents of sexual misconduct or retaliation should be reported. The JRMCSO Director shall provide for the adequate, reliable, and impartial investigation of all complaints.

Jefferson Regional Medical Center

1600 West 40th Avenue

Pine Bluff, AR 71603

870-541-7100

Additional JRMC Resources

Registration Office - 870-541-7991

Chaplain - 870-541-7167

Information Desk - 870-541-7101

Social Services - 870-541-7180

Volunteers - 870-541-8698

Urgent Care Clinic 870-541-8660

Campus Security Authorities

The law defines a Campus Security Authority (CSA) as an individual(s) with significant responsibility for campus and student activities. For JRMCSO this includes Campus Security, Campus Director, Nursing Coordinators and faculty.

CONFIDENTIALITY OF REPORTING

All reports will be investigated. JRMCSO does not have procedures for voluntary, confidential reporting of crime statistics. Violations of the law will be referred to law enforcement agencies and when appropriate, to the JRMCSO Administration, for review. When a potentially dangerous threat to the JRMC community arises, timely reports or warnings will be issued through e-mail announcements, text messaging, in-class announcements, or other appropriate means. Complainants of sexual violence may contact any campus security authority for appropriate assistance or to report incidents. Absolute confidentiality of reports made to campus security authorities cannot be promised. However, campus security authorities shall not disclose personally identifiable information about a complainant of sexual violence without the complainant's consent except as may be required or permitted by law. There may be instances when JRMC determines the need to act regardless of whether the parties have reached a personal resolution, or if the complainant requests that no action be taken. In such instances, JRMC will investigate and take appropriate action, taking care to protect the identity of the complainant and any other reporter in accordance with this procedure.

INVESTIGATION AND DISCIPLINARY PROCEDURES

JRMC investigation and disciplinary procedures concerning allegations of sexual violence against employees or students shall:

1. Include a prompt, fair, and impartial investigation and resolution.
2. Include prompt notification of hearings to both parties.
3. Provide the accuser and the accused with the same opportunities to have a third party present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by a college employee of their choice.
4. Be conducted by officials who at a minimum receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Any decision made by JRMCSO Security, would be based on a preponderance of the evidence. Possible corrective actions could range from accommodations to suspension or dismissal. Both the accuser and the accused will be simultaneously notified of the results of the investigation, any assigned corrective actions, and the JRMCSO procedure for appeals. If the accuser or the accused disagrees with the findings or decision, he/she may request in writing to continue the Formal Grievance. For more information on the Sexual Violence Grievance process, please see the Sexual Violence Grievance policy.

SEXUAL VIOLENCE PREVENTION AND EDUCATION

JRMCSO provides educational programs for training on sexual violence and bystander intervention. This campaign shall also be for ongoing prevention and awareness. This program includes primary prevention and awareness programs for all incoming students and new employees which shall include: **1)** the statement that the College prohibits domestic violence, dating violence, sexual assault, and stalking; **2)** the definitions of domestic violence, dating violence, sexual assault, and stalking as well as the definition of "consent" in reference to sexual activity; **3)** safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene in cases of a risk of domestic violence, dating violence, sexual assault, or stalking; **4)** information on risk reduction and how to recognize warning signs of abusive behavior and how to avoid potential attacks; and **5)** ongoing prevention and awareness campaigns for students and faculty on all of the items above.

SEXUAL VIOLENCE GRIEVANCE PROCEDURES

Community members, students, faculty, staff, and guests are encouraged to report all sexual violence crimes and public safety related incidents that occur on this campus to JRM Security and local law enforcement in a timely manner. JRM Security should be contacted when incidents, emergencies, or crimes occur at JRMCSO, at the hospital or other clinical sites. Any campus security authority, as defined in the Sexual Violence Policy, of JRMCSO shall refer allegations of conduct they reasonably believe may constitute a violation of the Sexual Violence Policy to the JRM Campus Security Manager. Mediation will not be used to resolve sexual assault complaints. Complaints to the college will be investigated immediately upon receipt. The investigation will be prompt, fair and impartial. Both parties will have an equal opportunity to provide witnesses and other information to the investigator who will weigh the reliability and credibility of the information obtained. All levels of the grievance process will be conducted by officials who, at a minimum, receive annual training on issues related to dating violence, domestic violence, sexual assault, and stalking. The officials will also have training on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. The evidentiary standard in determining the facts will be based upon a preponderance of evidence, i.e. a finding that is more likely than not that the alleged sexual harassment or violence occurred. Appropriate action to the nature and severity of any misconduct found will follow. Interim sanctions may be imposed such as a change to the academic situation, if requested, or if JRMCSO deems interim measures are necessary to secure personal safety or a viable academic environment for either party. Possible corrective actions for students can include administrative probation, suspension, or dismissal. Both the accuser and the accused will be advised in writing of the outcome of the process by the JRM Administrative Officers. The accuser or the accused may appeal a decision by either the informal or formal process. While the time to resolve a reported incident will vary from case to case, depending on the specific facts and circumstances, it is expected that in most cases complaints will be resolved within 60 days. If the process takes longer than 60 days, both the accuser and the accused will be notified in writing as to the delay.

A grievance must be initiated by the student directly affected. It is required that a student progress through each level of the grievance process in a timely manner. Once a decision is made at one level of the grievance procedure, the student will have three (3) business days to progress to the next level if the student so chooses. JRM Administration will also be responsible for timely decisions during a grievance procedure. A decision for level one through level three grievances will be made within five (5) business days. A decision for a level four grievance will be made within ten (10) business days. The accuser and/or the accused may elect to pursue a grievance process which consists of four progressive levels.

Level 1: Informal Grievance

The accuser meets with the appropriate representative from JRM Security to express the concern. The JRM Security representative will communicate with the accuser and may choose to call a meeting of all parties involved in an attempt to reach a resolution.

Level 2: Formal Grievance

If a resolution is not reached between the above two parties, the accuser may contact the JRM Security Manager and complete a formal grievance form, available through JRM Security Office. The JRM Security Manager will communicate with the accuser and may choose to call a meeting of all parties involved in an attempt to reach a resolution.

Level 3: Continued Formal Grievance

If the accuser chooses to appeal the decision of the JRM Security Manager, the accuser will request in writing to continue the grievance procedure to the JRM Administration. The Administration Officers will communicate with the accuser and may choose to call a meeting of all parties involved in an attempt to reach a resolution.

Level 4: Grievance Panel Hearing

If the accuser wishes to appeal the decision of the Administration, the accuser will request in writing to continue the grievance procedure. A JRMCA official will convene a grievance panel. The grievance panel will be composed of three personnel eligible to serve on a sexual harassment or assault grievance panel. The committee will gather appropriate information and may choose to conduct interviews with all involved parties. The committee will reach a majority decision which is final. Retaliation against any person who files a complaint, participates in an investigation, or opposes a discriminatory employment or educational practice or policy is prohibited. A person who believes retaliation has occurred should notify the Campus Director as soon as possible.

Disclosures to Alleged Victims of Crimes of Violence or Non-forcible Sex Offenses

JRMCA will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by JRMCA against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, JRMCA will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

Missing Students Policy

In accordance with the Higher Education Opportunity Act of 2008, JRMCA has a procedure to investigate when a student is reported missing. If any student or employee has reason to believe a student is missing, he/she should immediately report this information to the JRMCA Campus Director at 870-541-7858 or the Pine Bluff Police Department at 870-247-1483. Anyone who receives a missing student report should also contact JRMCA Campus Security at 870-541-7106. Law enforcement officials, including Campus Security will follow their own investigation procedures. Each student has the option to designate a confidential contact. This person will be contacted within 24 hours of the time that a student is considered missing. However, keeping your confidential contact up-to-date about your whereabouts will help the investigation considerably.

Sex Offender Registration

In accordance to the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, JRMCA is providing a link to the Arkansas State Police Sex Offender Registry. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student.

Registry information provided under this section shall be used for the purposes of the administration of criminal justice, screening of current or prospective employees, volunteers or otherwise for the protection of the public in general and children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited and willful violation shall be punishable as a Class 1 misdemeanor. The Arkansas Crime Information Center (ACIC) is responsible for maintaining this registry. Access the following link to obtain the ACIC website. <http://www.acic.org>

AVAILABLE RESOURCES

Crisis/Trauma

Jefferson Regional Medical Center

1600 West 40th Avenue
Pine Bluff, AR 71603
870-541-7100

The Crisis Center

1-888-274-7472

The Healing Place Ministries

870-535-0101

Domestic Violence/Sexual Abuse

The Casa House

870-535-0287

Adult Abuse and Neglect

1-800-482-8049

Arkansas VINE Program

1-800-510-0415

Child Abuse and Neglect

1-800-482-5964

Crisis Intervention

1-888-818-HOPE (4673)

National Suicide Prevention Lifeline

1-800-273-TALK (8255)

Statewide Sexual Violence Crisis/Safe Places

1-877-432-5368

Women and Children First

1-800-332-4443

Alcohol and Drug Abuse Helplines

The Crisis Center

1-888-274-7472

National Suicide Prevention Lifeline

1-800-273-TALK (8255)

Road Less Traveled

1-866-486-1812

The Bridgeway

1-800-245-0011

The Watershed

1-866-424-2165

CRIME STATISTICS

CRIMINAL OFFENSES - ON CAMPUS	TOTAL OCCURRENCES ON CAMPUS		
	2015	2016	2017
Murder/Non-negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	1
Arson	0	0	0

CRIMINAL OFFENSES -PUBLIC PROPERTY	TOTAL OCCURRENCES ON PUBLIC PROPERTY		
	2015	2016	2017
Murder/Non-negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0

TOTAL OCCURRENCES ON CAMPUS

VAWA OFFENSES - ON CAMPUS	2015	2016	2017
Domestic violence	0	0	0
Dating violence	0	0	0
Stalking			

TOTAL OCCURRENCES ON PUBLIC PROPERTY

VAWA OFFENSES – PUBLIC PROPERTY	2015	2016	2017
Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	0

TOTAL ARRESTS ON CAMPUS

ARRESTS – ON CAMPUS	2015	2016	2017
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

TOTAL ARRESTS ON PUBLIC PROPERTY

ARRESTS – PUBLIC PROPERTY	2015	2016	2017
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

	TOTAL REFERRED FOR DISCIPLINARY ACTION		
DISCIPLINARY ACTIONS – ON CAMPUS	2015	2016	2017
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0
	TOTAL REFERRED FOR DISCIPLINARY ACTION		
DISCIPLINARY ACTIONS – PUBLIC PROPERTY	2015	2016	2017
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0
	TOTAL UNFOUNDED CRIMES		
	2015	2016	2017
Total Unfounded Crimes	0	0	0

Revised: August 2018