

October 1st, 2024

ANNUAL SECURITY REPORT

BROWN BEAUTY BARBER SCHOOL

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About The Report

This report was created to educate students, prospective students, employees, and prospective employees about Brown Beauty Barber School's safety policies and procedures. Portions of this report are also provided in compliance with the Higher Education Opportunity Act known as the Jeanne Clery Act. The Jeanne Clery Act requires universities and colleges to annually disclose crime statistics and certain policies related to safety and security. It is intended to provide students and their families with accurate, complete, and timely information about safety on campus to aid in making informed decisions. Portions of this report are provided in compliance with the federal Drug-Free schools and Communities Act and the federal Student Right-To-Know and Campus Security Act. Finally, a portion of this report is provided in compliance with The Violence Against Women Reauthorization Act which amended the Jeanne Clery Act to afford additional rights to campus victims of sexual assault, domestic violence, dating violence, and stalking.

Report Preparation And Distribution

Multiple departments collaborate in order to obtain proper documentation and follow procedures outlined in this report. Brown Beauty Barber School's School Director, BURSAR are primarily charged with compiling and publishing the Annual Security Report (ASR), working with school and enforcement agencies to collect information. The process includes gathering crime statistics from internal and external agencies where appropriate. Our goal is to publish an accurate and complete report for distribution to current and prospective students and staff.

Each year, an email notification is made to all enrolled students that provides the Annual Security Report in an attached file. Faculty and Staff receive a similar notification. Copies of the report may also be obtained through Student Services. All prospective students will receive a copy of this report during orientation. Prospective employees will receive a copy of this report employee orientation.

Access To Campus Facilities

Brown Beauty Barber School adheres to the following precautions in order to ensure the safety of students, staff, and patrons:

No one should leave the building at night alone. After the clinic floor is closed, all doors shall be locked. No one will be permitted to remain in the building alone. All students are urged to put away personal property in their lockers, and staff should keep their valuables in a secure place. If a student is dismissed, graduates or fails to return from a leave of absence it is his/her responsibility to empty his/her locker. Failure to do so will result in the lock being cut and contents boxed and held for 10 days. All locker contents held after 10 days will be disposed of.

Emergency Response And Evacuation Procedures

The following procedure will be used to notify students and staff of a dangerous situation on the school campus; this includes the occurrence of Clery Act crimes. Instructors and staff members have received training on how to handle a pending emergency.

Timely Warning: The Director or person in charge will be responsible to send out a timely warning to the campus community by email or text regarding any health or safety situations. The instructors will ensure all students follow instructions. Any Instructor, Manager, or Director can initiate the alert. The Director or person in charge will notify the police who will notify the neighboring community of impending danger.

Thru our intercom system the following codes may be used to reflect the following:

Code 1: Evacuate the classroom immediately and exit thru the designated paths

Code 2: Dangerous situation outside the campus (such as a gas leak) and no one is allowed to leave the building

To Evacuate the Building (code 1) everyone evacuate the area immediately. Walk to the nearest exit. If you are with a client or if you have a client, take the client with you. Stay calm. Call the fire department, police or ambulance using 911. The person at the reception desk should find the nearest telephone and place the call immediately, but only after leaving the building if there is an immediate threat. Provide the following information: Your name Address: Brown Beauty Barber School | 1724 1st Avenue North Suite 120 | Bessemer | AL | 35020 Phone Number: 205.424.4247 Nature of the call: Fire, Police, First Aid, etc. You will be asked to stay on the line if at all possible. It is very important that you do this, as the 911 operator will need to get as much information as possible in order to provide the maximum help needed at the scene. Do not hang up unless told to do so by the 911 personnel.

Procedures For Students And Others To Report Criminal Actions Or Other Emergencies On Campus

We refer all campus law enforcement issues to local police or other authorities since the institution does not have any campus based security personnel. There is no written memorandum of understanding between Brown Beauty Barber School and local authorities. Brown Beauty Barber School encourages prompt reporting of criminal activity/actions as being in the best interest of all students/employees. Brown Beauty Barber School has designated the manager on duty as the contact person for any issues relating to campus security. We request that students report any criminal activity/ actions on campus to the individual designated. The designated individual will assist the student/employee in reporting the incident to the local police authorities. Please note that victims are not required to report information to school authorities or local police authorities. Anyone remaining alone in the building shall securely lock all doors. Only a school manager or, in his/her absence, another designated individual opens and locks the school.

Please note that Brown Beauty Barber School does not employ pastoral counselors or professional counselors. Brown Beauty Barber School does not have a procedure for voluntary, confidential reporting of crime statistics. Violations of the law will be referred to law enforcement agencies and when appropriate investigated by Brown Beauty Barber School. When a potentially dangerous threat to Brown Beauty Barber School arises, timely reports or warnings will be issued through email announcements, the posting of fliers, in-class announcements, or other appropriate means.

Criminal activity/actions may be reported to the following individuals:

- Lisa Brown, School Director & Owner, Lisa@brownbeautybarberschool.edu , 205.424.4247
- Chyna Brown, Bursar , Chyna@brownbeautybarberschool.edu , 205.424.4247

Campus Security Procedures And Practices – Informing The Student Body And Staff

Employees and students both receive information about campus security procedures, practices, and crime prevention during orientation. Orientation is held for all incoming students prior to their official start date. During orientation, students receive information in regards to crime on campus as well as how to request assistance and report crimes or security issues. Employees and students are encouraged to be responsible for their own security and the security of others. They receive general crime prevention information such as not leaving belongings unattended, how to guard against identity theft and sexual assault prevention and response.

Monitoring And Recording Off-Campus Student Activity or Facilities

Brown Beauty Barber School has no off-campus student organizations nor does it have fraternities or sororities. Brown Beauty Barber School will help local law enforcement with Brown Beauty Barber School student issues when requested, but we do not actively monitor off-campus, non-school sponsored activities or individuals' conduct off-campus.

Rules And Policies Regarding Possession, Use, And Sale Of Alcohol, Drugs, or Tobacco

Brown Beauty Barber School is a Drug Free Environment. The use of alcohol, mood-altering, non-prescription chemicals and the abuse of prescription chemicals in the Brown Beauty Barber School is not allowed. The unlawful manufacture, distribution, possession or use of a controlled substance is prohibited at Brown Beauty Barber School. The possession, use, and sale of illegal drugs can be enforced by both Federal and State Drug Laws. Violation of this policy is a severe offense for which the employee or student may be terminated on the first offense. If you have been prescribed a mood-altering chemical by a physician, please notify the Director immediately. Brown Beauty Barber School will not illegally discriminate on the basis of this information. Alabama has strong laws allowing vehicles used to transport illegal drugs to be seized and forfeited. Alcohol is an illegal drug for those under 21. Most drugs are illegal and a criminal conviction may bar a student from his or her chosen career path, or an employee from employment with Brown Beauty Barber School. The health-risks associated with use of illicit drugs and alcohol abuse can be serious and numerous. Excessive or chronic alcohol consumption can negatively affect your heart, liver, brain, just to name a few. Alcohol abuse can also be known to cause cancer.

All employees and students, as a condition of employment or enrollment, must agree to abide by the terms of this policy. In addition, all employees and students must notify Brown Beauty Barber School of any criminal drug statute conviction for a violation occurring on the campus no later than five (5) days after such conviction. Employees or students who appear to have a chemical dependency problem or any other problem that interferes with the performance of their assigned duties will be encouraged to pursue appropriate treatment. If treatment is refused or is not successful and performance is not acceptable, termination may occur. Seeking treatment, in and of itself, will not preclude disciplinary action for policy violations or performance issues which have occurred or continue to occur.

Drug And Alcohol Abuse Education Programs And Counseling

Any student or staff member who has personal concerns about the use or abuse of alcohol is urged to contact the resources below. Passive programming in regards to drug and alcohol abuse education is displayed prominently on student communication board and information is rotated frequently. Students may speak with the Brown Beauty Barber School Student Services department or School Director if they would like further assistance. The following resources are listed below:

- Alcoholics Anonymous 360-694-3870
- Cocaine Anonymous 503-256-1666
- Smart Recovery 866-951-5357
- Narcotics Anonymous 800-509-8918
- Helpline 866-789-1511
- Lines for Life 800-626-8137

Disclosures To Alleged Victims Of Crimes Of Violence Or Non-Forcible Sex Offenses

Brown Beauty Barber School will, upon request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any investigation conducted by Brown Beauty Barber School 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, Brown Beauty Barber School will provide the results of the investigation to the victim's next of kin, if so requested. Brown Beauty Barber School has developed educational presentations that include educational materials to new students on Assisting Students Who Disclose Abuse or an Assault.

Primary Prevention and Awareness Programs

The term primary prevention refers to programming, initiatives, and strategies intended to stop domestic violence, dating violence, sexual assault, or stalking before it occurs to prevent initial perpetration or victimization through the promotion of positive and healthy behaviors and beliefs. Efforts to change behavior and social norms, and promote healthy relationships, healthy sexuality and egalitarian gender roles, or efforts to understand risk factors and protective factors for bystander inaction and change social norms around bystander inaction are all examples of primary prevention.

Portions of this report are provided in compliance with the federal Drug-Free schools and Communities Act and the federal Student Right-To-Know and Campus Security Act. Finally, a portion of this report is provided in compliance with The Violence Against Women Reauthorization Act which amended the Jeanne Clery Act to afford additional rights to campus victims of sexual assault, domestic violence, dating violence, and stalking.

Programs to Prevent Domestic Violence, Dating, Sexual Assault, and Stalking

BBBS engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- Identifies domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act) as prohibited conduct;
- Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of Alabama;
- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- Provides information on risk reduction and Information regarding:
 - ❖ Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault, and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs” elsewhere in this document)
 - ❖ How the institution will protect the confidentiality of victims and other necessary parties (as described in Assistance for Victims: Rights and Options” elsewhere in this document);
 - ❖ Existing counseling, health, mental health, victim advocacy, legal assistance, student financial aid, and other services available for victims, both within the institution and in the community;

JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY AND CAMPUS CRIME STATISTICS ACT, AS AMENDED BY THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT OF 2013 (VAWA)

Brown Beauty Barber School prohibits the offenses of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act. As a result, BBBS issues this statement of policy to inform the School community of our programs on domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a school official.

ELEVANT DEFINITIONS (VAWA) INTIMATE PARTNER VIOLENCE: DATING VIOLENCE	
BBBS	Any act of violence or threatened act of violence against a person with whom the individual is or has been involved in a romantic or intimate relationship. This includes threats, assault, property damage, and violence or threat of violence to one's self or to the family members or pets of the romantic or intimate partner when used as a method of coercion, control, punishment, intimidation, or revenge. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.
FEDERAL	Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition— 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. 34 C.F.R. § 668.46(a)
ALABAMA	NA

INTIMATE PARTNER VIOLENCE: DOMESTIC VIOLENCE	
BBBS	See FEDERAL Definition.
FEDERAL	A felony or misdemeanor crime 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 who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or 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. 34 C.F.R. § 668.46(a)
ALABAMA	First Degree Domestic Violence- ALA. CODE § 13A-6-130(a) A person commits the crime of domestic violence in the first degree if the person commits the crime of assault in the first degree pursuant to Section 13A-6-20 or aggravated stalking pursuant to Section 13A-6-91, and the victim is a current or former spouse, parent, child, any person with whom the defendant has a child in common, a present or former household member, or a person who has or had a dating or engagement relationship with the defendant. Second Degree Domestic Violence - ALA. CODE § 13A-6-131(a) A person commits the crime of domestic violence in the second degree if the person commits the crime of assault in the second degree pursuant to Section 13A-6-21; the crime of intimidating a witness pursuant to Section 13A-10-123; the crime of stalking pursuant to Section 13A-6-90; the crime of burglary in the

	<p>second or third degree pursuant to Sections 13A-7-6 and 13A-7-7; or the crime of criminal mischief in the first degree pursuant to Section 13A-7-21 and the victim is a current or former spouse, parent, child, any person with whom the defendant has a child in common, a present or former household member, or a person who has or had a dating or engagement relationship with the defendant.</p> <p>Third Degree Domestic Violence - ALA. CODE § 13A-6-132(a) A person commits domestic violence in the third degree if the person commits the crime of assault in the third degree pursuant to Section 13A-6-22; the crime of menacing pursuant to Section 13A-6-23; the crime of reckless endangerment pursuant to Section 13A-6-24; the crime of criminal coercion pursuant to Section 13A-6-25; the crime of harassment pursuant to subsection (a) of Section 13A-11-8; the crime of criminal surveillance pursuant to Section 13A-11-32; the crime of harassing communications pursuant to subsection (b) of Section 13A-11-8; the crime of criminal trespass in the third degree pursuant to Section 13A-7-4; the crime of criminal mischief in the second or third degree pursuant to Sections 13A-7-22 and 13A-7-23; or the crime of arson in the third degree pursuant to Section 13A-7-43; and the victim is a current or former spouse, parent, child, any person with whom the defendant has a child in common, a present or former household member, or a person who has or had a dating or engagement relationship with the defendant.</p>
STALKING	
BBBS	<p>Course of conduct that may be considered stalking (see FEDERAL definition) includes, but is not limited to the Following; Lying in wait; Excess communication, of any type, including any attempts to intentionally and repeatedly make contact with a person over their stated objections for the purposes of harassing or alarming them; or Threats to the individual or threats to the individual's family, friends, or property.</p>
FEDERAL	<p>Stalking is: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to— Fear for the person's safety or the safety of others; or Suffer substantial emotional distress. For the purposes of this definition— Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. 34 C.F.R. § 668.46(a)</p>
ALABAMA	<p>First Degree Stalking- ALA. CODE § 13A-6-90(a) A person who intentionally and repeatedly follows or harasses another person and who makes a threat, either expressed or implied, with the intent to place that person in reasonable fear of death or serious bodily harm is guilty of the crime of stalking in the first degree.</p> <p>Second Degree Stalking - ALA. CODE § 13A-6-90.1(a) A person who, acting with an improper purpose, intentionally and repeatedly follows, harasses, telephones, or initiates communication, verbally, electronically, or otherwise, with another person, any member of the other person's immediate family, or any third party with whom the other person is acquainted, and causes material harm to the mental or emotional health of the other person, or causes such person to reasonably fear that his or her employment, business, or career is threatened, and the perpetrator was previously informed to cease that conduct is guilty of the crime of stalking in the second degree.</p>
SEXUAL ASSAULT OFFENSES – CONSENT, SEXUAL ASSAULT & SEXUAL EXPLOITATION, FONDLING, INCEST, RAPE & STATUTORY RAPE	
CONSENT	

BBBS	<p>Clear, voluntary permission, which cannot be inferred by the absence of verbal or physical resistance. A lack of consent results from forcible compulsion or incapacity to consent. Forcible compulsion is a physical force or a threat, whether expressed or implied, that places a person in fear of immediate serious physical injury or economic harm to him/herself or a third party.</p> <p>A person is deemed incapable of providing consent if, at the time of the act, the person: Is under the age of 16; Suffers from a mental impairment, whether temporary or permanent, which renders them incapable of appraising the nature of his or her conduct (e.g., age, disability, or temporary impairment due to drug or alcohol consumption); or Is physically helpless (e.g., unconscious), asleep, or in a state of shock.</p> <p>Consent can be withdrawn by either party at any point. Consent must be voluntarily given and may not be valid if a person is being subjected to actions or behaviors that elicit emotional or psychological pressure, intimidation, or fear. Consent to engage in one sexual activity, or past agreement to engage in a particular sexual activity, cannot be presumed to constitute consent to engage in a different sexual activity or to engage again in a sexual activity. For purposes of this Policy, the issue is whether the Respondent knew, or should have known, that the activity in question was not consensual.</p>
FEDERAL	<p>The affirmative, unambiguous, and voluntary agreement to engage in a specific sexual activity during a sexual encounter. Note: This is a suggested draft DOE definition of consent.</p>
ALABAMA	<p>Whether or not specifically stated, it is an element of every offense defined in this article, with the exception of subdivision (a)(3) of Section 13A-6-65, that the sexual act was committed without consent of the victim.</p> <p>Lack of consent results from: Forcible compulsion; or Incapacity to consent; or If the offense charged is sexual abuse, any circumstances, in addition to forcible compulsion or incapacity to consent, in which the victim does not expressly or impliedly acquiesce in the actor's conduct. A person is deemed incapable of consent if he is: Less than 16 years old; or Mentally defective; or Mentally incapacitated; or Physically helpless. ALA. CODE § 13A-6-70</p>
SEXUAL ASSAULT/SEXUAL CONTACT/SEXUAL EXPLOITATION	
BBBS	<p>Sexual Assault means any sexual act directed against another person, forcibly or against that person's will; or, if not forcibly, where the victim is incapable of giving consent. Sexual assault also includes, but is not limited to, non-consensual sexual intercourse or sexual contact, incest rape, including statutory rape, and sexual exploitation. Non-consensual sexual intercourse means any sexual intercourse whether anal, oral, or vaginal (or an attempt to commit the same) however slight, with any object, by a person upon another person, and, without that person's consent or by physical force. Intercourse is vaginal penetration by a penis, object, tongue, or finger; anal penetration by a penis, object, tongue, or finger; and oral copulation (mouth to genital contact or genital to mouth contact).</p> <p>Non-consensual sexual contact means any intentional sexual touching (or an attempt to commit the same), however slight, with any object, by a person upon another person, and, without consent or by physical force. Sexual touching is any intentional contact with the breasts, buttocks, groin, or genitals; or touching another with any of these body parts; or making another touch you or themselves with or on any of these body parts; or any intentional bodily contact in a sexual manner not involving these body parts.</p> <p>Sexual exploitation taking non-consensual or abusive sexual advantage of another for one's own advantage or benefit or to benefit a person other than the one being exploited. Examples of sexual exploitation include, but are not limited to: Exposing one's genitals in non-consensual circumstances or inducing someone to expose their genitals; Exceeding the boundaries of explicit consent, such as allowing friends to hide in a closet to be witness to one's consensual sexual activity; Engaging in voyeurism (Peeping Tom) or facilitating the voyeurism of others; Non-consensual video or audio recording of sexual activity; Prostituting another student; and/or Knowingly transmitting a sexually transmitted disease/infection or HIV to another student</p>

FEDERAL	Sexual Assault is an offense that meets the definition of rape, fondling, incest, or statutory rape (see FED definitions below) 34 C.F.R. § 668.46(a)
ALABAMA	<p>Alabama law includes definitions of the following in its sexual offenses category: rape, sodomy, sexual mis- conduct, sexual torture, sexual abuse, indecent exposure, enticing a child to enter vehicle, house, etc. for immoral purposes, sexual abuse of a child less than 12 years old. Refer to AL definitions below for those.</p> <p>First Degree Sexual Abuse – ALA. CODE § 13A-6-66 A person commits the crime of sexual abuse in the first degree if: He subjects another person to sexual contact by forcible compulsion; or He subjects another person to sexual contact who is incapable of consent by reason of being physically helpless or mentally incapacitated.</p> <p>Second Degree Sexual Abuse - ALA. CODE § 13A-6-67 A person commits the crime of sexual abuse in the second degree if: He subjects another person to sexual contact who is incapable of consent by reason of some factor other than being less than 16 years old; or He, being 19 years old or older, subjects another person to sexual contact who is less than 16 years old, but more than 12 years old.</p> <p>First Degree Sodomy – ALA. CODE § 13A-6-63 A person commits the crime of sodomy in the first degree if: He engages in deviate sexual intercourse with another person by forcible compulsion; or He engages in deviate sexual intercourse with a person who is incapable of consent by reason of being physically helpless or mentally incapacitated; or He, being 16 years old or older, engages in deviate sexual intercourse with a person who is less than 12 years old.</p> <p>Second Degree Sodomy – ALA. CODE § 13A-6-64 A person commits the crime of sodomy in the second degree if: He, being 16 years old or older, engages in deviate sexual intercourse with another person less than 16 and more than 12 years old. He engages in deviate sexual intercourse with a person who is incapable of consent by reason of being mentally defective.</p> <p>Sexual Torture – ALA. CODE § 13A-6-65.1 A person commits the crime of sexual torture: By penetrating the vagina or anus or mouth of another person with an inanimate object by forcible compulsion with the intent to sexually torture or to sexually abuse. By penetrating the vagina or anus or mouth of a person who is incapable of consent by reason of physical helplessness or mental incapacity with an inanimate object, with the intent to sexually torture or to sexually abuse. By penetrating the vagina or anus or mouth of a person who is less than 12 years old with an in- animate object, by a person who is 16 years old or older with the intent to sexually torture or to sexually abuse.</p> <p>Indecent Exposure - ALA. CODE § 13A-6-68 (a) A person commits the crime of indecent exposure if, with intent to arouse or gratify sexual desire of himself or of any person other than his spouse, he exposes his genitals under circumstances in which he knows his conduct is likely to cause affront or alarm in any public place or on the private premises of another or so near thereto as to be seen from such private premises.</p> <p>Enticing Child to Enter Vehicle, House, Etc. for Immoral Purposes – ALA. CODE § 13A-6-69 (a) It shall be unlawful for any person with lascivious intent to entice, allure, persuade, or invite, or attempt to entice, allure, persuade, or invite, any child under 16 years of age to enter any vehicle, room, house, office, or other place for the purpose of proposing to such child the performance of an act of sexu- al intercourse or an act which constitutes the offense of sodomy or for the purpose of proposing the fon- dling or feeling of the sexual or genital parts of such child or the breast of such child, or for the purpose of committing an aggravated assault on such child, or for the purpose of proposing that such child fondle or feel the sexual or genital parts of such person.</p>

	<p>Sexual Abuse of a Child Less than 12 Years Old – ALA. CODE § 13A-6-69.1 (a) A person commits the crime of sexual abuse of a child less than 12 years old if he or she, being 16 years old or older, subjects another person who is less than 12 years old to sexual contact. School employee engaging in a sex act or deviant sexual intercourse with a student under the age of 19 years. – ALA. CODE §13A-6-81</p> <p>A person commits the crime of a school employee engaging in a sex act or deviant sexual intercourse with a student under the age of 19 years if he or she is a school employee and engages in a sex act or deviant sexual intercourse with a student, regardless of whether the student is male or female. Consent is not a defense to a charge under this section. As used in this section, sex act means sexual intercourse with any penetration, however slight; emission is not required.</p> <p>As used in this section, deviant sexual intercourse means any act of sexual gratification between persons not married to each other involving the sex organs of one person and the mouth or anus of another. School Employee Having Sexual Contact With a Student Under the Age of 19 Years - ALA. CODE §13A-6-82</p> <p>A person commits the crime of a school employee having sexual contact with a student under the age of 19 years if he or she is a school employee and engaging in sexual contact with a student, regardless of whether the student is male or female. Consent is not a defense to a charge under this section. As used in this section, sexual contact means any touching of the sexual or other intimate parts of a student, done for the purpose of gratifying the sexual desire of either party. The term includes soliciting or harassing a student to perform a sex act.</p>
FONDLING	
BBBS	See FED definition
FEDERAL	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. 34 C.F.R. § 668.46 Appendix A
ALABAMA	NA
INCEST	
BBBS	See AL & FED definitions
FEDERAL	Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. 34 C.F.R. § 668.46 Appendix A
ALABAMA	A person commits incest if he marries or engages in sexual intercourse with a person he knows to be, either legitimately or illegitimately: His ancestor or descendant by blood or adoption; or His brother or sister of the whole or half-blood or by adoption; or His stepchild or stepparent, while the marriage creating the relationship exists; or His aunt, uncle, nephew or niece of the whole or half-blood. A person shall not be convicted of incest or of an attempt to commit incest upon the uncorroborated testimony of the person with whom the offense is alleged to have been committed. Ala. Code § 13A-13-3
RAPE	

BBBS	See FED and AL definitions below.
FEDERAL	The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. 34 C.F.R. § 668.46 Appendix A
ALABAMA	<p>First Degree Rape – ALA. CODE § 13A-6-61 A person commits the crime of rape in the first degree if: He or she engages in sexual intercourse with a member of the opposite sex by forcible compulsion; or He or she engages in sexual intercourse with a member of the opposite sex who is incapable of consent by reason of being physically helpless or mentally incapacitated; or He or she, being 16 years or older, engages in sexual intercourse with a member of the opposite sex who is less than 12 years old.</p> <p>Second Degree Rape– ALA. CODE § 13A-6-62 A person commits the crime of rape in the second degree if: Being 16 years old or older, he or she engages in sexual intercourse with a member of the opposite sex less than 16 and more than 12 years old; provided, however, the actor is at least two years older than the member of the opposite sex. He or she engages in sexual intercourse with a member of the opposite sex who is incapable of consent by reason of being mentally defective.</p>
STATUTORY RAPE	
BBBS	See FED and AL definitions
FEDERAL	Sexual intercourse with a person who is under the statutory age of consent. 34 C.F.R. § 668.46 Appendix A
ALABAMA	In Alabama, it is illegal for an adult (someone 18 or older) to have sex with a minor (someone younger than 16), even if the sex is consensual. See AL definition of consent.
HARASSMENT AND SEXUAL HARASSMENT	
BBBS	<p>SEXUAL HARASSMENT Sexual Harassment is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions outlined in (1) and/or (2), below, are present.</p> <p>Gender-Based Harassment includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions outlined in (1) and/or (2), below, are present.</p> <p>Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person’s employment, academic standing, or participation in any University programs and/or activities or is used as the basis for University decisions affecting the individual (often referred to as “quid pro quo” harassment); or</p> <p>Such conduct creates a hostile environment. A “hostile environment” exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the University’s education or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective. In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:</p> <p>The frequency, nature and severity of the conduct;</p>

	<p>Whether the conduct was physically threatening; The effect of the conduct on the Complainant's mental or emotional state; Whether the conduct was directed at more than one person; Whether the conduct arose in the context of other discriminatory conduct; Whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or University programs or activities; and Whether the conduct implicates concerns related to academic freedom or protected speech.</p> <p>A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. A single incident of Sexual Assault, for example, may be sufficiently severe to constitute a hostile environment. In contrast, the perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment</p>
FEDERAL	NA
ALABAMA	NA

Sex Offenses and Offenders

Sexual Misconduct And Assault Prevention And Response

BROWN BEAUTY BARBER SCHOOL is committed to maintaining and strengthening an environment in which students and staff may study and work in an atmosphere that is open, healthy, safe, and unhampered by discrimination. Consistent with this commitment and in keeping with federal and state law requirements, it is the policy of the BROWN BEAUTY BARBER SCHOOL that sexual assault, dating violence, domestic violence, and stalking will not be tolerated.

Sex Offense Education Programs And Counseling

Any student or staff member who has personal concerns sex offenses may seek out resources below. Students may speak with Brown Beauty Barber School Student Services or School Director if they would like further assistance. In 2017, we partnered with the YWCA Central Alabama as a resource and support in regards to Domestic Violence and Sexual Violence support and prevention. They may be contacted at 205.322.HURT (4878). The following resources are listed below. Informational materials in regards to sexual assault, dating violence, domestic violence, and stalking can also be obtained through the Student Services Office. Passive programming in regards to sexual offenses is displayed prominently on student communication board and information is rotated frequently. Staff members receive annual training on reporting responsibilities. In addition, please see Appendix B for information on Bystander Intervention and Risk Reduction, warning signs of abusive behavior, and how to avoid potential attacks.

If A Sex Offense Occurs

Brown Beauty Barber School has designated the manager on duty as the contact person for any issues relating to campus security. All staff members are considered to be “responsibility employees” and are required to report any information in regards to sexual assault, domestic violence, dating violence, or stalking. We request that students report any criminal activity/actions on campus to the individual designated. The designated individual will assist the student/employee in reporting the incident to the local police authorities.

Brown Beauty Barber School stresses the importance of preserving evidence as it may be necessary to the proof of criminal domestic violence, dating violence, sexual assault, or stalking, or in obtaining a protection order. Brown Beauty Barber School encourages prompt reporting of criminal activity/actions as being in the best interest of all students/ employees. Brown Beauty Barber School is dedicated to preserving the rights of victims and will observe all orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court. Any accommodations made based on these orders will remain confidential to the extent that maintaining such confidentiality does not impair the ability of Brown Beauty Barber School to provide the accommodations or protective measures.

Alabama Coalition Against Domestic Violence (ACADV) 1-800-650-6522

Alabama Coalition AGAINST Rape (ACAR) – 334-0123

Registered Sex Offenders

The Campus Sex Crimes Prevention Act (CSCPA) of 2000 is a federal law that provides for the tracking of convicted sex offenders enrolled at, or employed at, institutions of higher education. The CSCPA is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The federal law requires law enforcement agencies to provide schools with a list of registered sex offenders who have indicated that they are either enrolled, employed, or carrying on a vocation. The CSCPA further amends the Family Education 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. In addition, a list of all registered sex offenders in Alabama is available to all members of the community. To get information specifically regarding registered sex offenders, please reference the Alabama Law Enforcement Agency Community Information Center website at <https://app.alea.gov/community/wfsexoffendersearch.aspx>

Sex Offense Investigation Procedure

All reports resulting in investigations will be prompt, fair, and impartial from the initial investigation to the final result. Investigations will be conducted by an official who has received annual training on issues related to dating violence, domestic violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. The investigation process has been designed to provide the accuser(s) and accused with the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice.

In the instance of a report of dating violence, domestic violence, sexual assault, or stalking, if an investigation is deemed necessary, the student(s) may be placed on a two week leave of absence in order to fully investigate all matters in a fair and impartial matter. If more time is deemed necessary, the leave of absence will be extended. The student will not accrue any additional charges due to an investigational suspension. The student will be required to meet with a school representative to receive the results of the investigation. Investigations may result in the following:

Change of student schedule

1-5 Day Out of School Suspension served during initial two week leave of absence suspension Additional fees will not result during this suspension

1-5 Day Out of School Suspension served after leave of absence suspension Additional fees may result during this suspension

Expulsion

Student victims have the option to change their academic situations after an alleged sexual assault, if such changes are reasonably available. Living situations may not be altered by Brown Beauty Barber School as the school does not offer on-campus living.

Brown Beauty Barber School will simultaneously notify, in writing, both the accuser(s) and the accused of: Results of the proceedings that arise from an allegation of dating violence, domestic violence, sexual assault, or stalking. Results of investigations are final. The accuser and the accused are entitled to the same opportunities 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; and both the accuser and the accused shall be simultaneously informed, in writing of: the outcome of any institutional disciplinary proceeding that arises from an allegation of domestic violence, dating violence, sexual assault or stalking; the institutions procedures for the accused and the victim to appeal the results of the institutions disciplinary proceeding; of any change to the results that occurs prior to the time that such results become final; and when such results become final.

Brown Beauty Barber School, or an officer, employee, or agent of the institution may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities.

During the investigation procedure, the following questions may be asked and documented.

- What parties were involved?
- Describe the sequence of events (place, time, and date) How did you respond to the person who harassed you? Did anyone else see or hear what happened to you?
- Have you told anybody about your problem with the accused?
- Have any other students or employees mentioned to you that they have experienced a similar problem with the accused? Are there any documents or other evidence involved in the conduct?
- How does this conduct make you feel?

Brown Beauty Barber School will protect the confidentiality of victims to the extent permissible by law. Brown Beauty Barber School will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim, as defined in section 40002(aa)(20) of the Violence Against Women Act of 1994 (42 U.S.C 13925(a)(20)); and maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of Brown Beauty Barber School to provide the accommodations or protective measures.

Crime Statistics

Criminal Offenses - On Campus							
	2019	2020	2021	2022	2023	2024	2025
Murder/Non-Negligent Manslaughter	0	0	0	0	0		
Negligent Manslaughter	0	0	0	0	0		
Sex Offenses - Forcible	0	0	0	0	0		
Rape	0	0	0	0	0		
Fondling	0	0	0	0	0		
Sex Offenses - Non-Forcible	0	0	0	0	0		
Incest	0	0	0	0	0		
Statutory Rape	0	0	0	0	0		
Robbery	0	0	0	0	0		
Aggravated Assault	0	0	0	0	0		
Burglary	0	0	0	0	0		
Motor Vehicle Theft	0	0	0	0	0		
Arson	0	0	0	0	0		

Criminal Offenses - On Public Property							
	2019	2020	2021	2022	2023	2024	2025
Murder/Non-Negligent Manslaughter	0	0	0	0	0		
Negligent Manslaughter	0	0	0	0	0		
Sex Offenses - Forcible	0	0	0	0	0		
Rape	0	0	0	0	0		
Fondling	0	0	0	0	0		
Sex Offenses - Non-Forcible	0	0	0	0	0		
Incest	0	0	0	0	0		

Statutory Rape	0	0	0	0	0		
Robbery	0	0	0	0	0		
Aggravated Assault	0	0	0	0	0		
Burglary	0	0	0	0	0		
Motor Vehicle Theft	0	0	0	0	0		
Arson	0	0	0	0	0		

Hate Crimes - On Campus									
Category of Bias for Crimes Reported in 2023									
	2023 total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Sex Offenses - Non-Forcible	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0

Hate Crimes - On Campus

Category of Bias for Crimes Reported in 2022

	2022 total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Sex Offenses - Non-Forcible	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0

Sex Offenses - Non-Forcible	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0

Arrest-On Campus				
	2021	2022	2023	2024
Weapons: carrying, possessing, etc.	0	0	0	
Drug Abuse violations	0	0	0	
Liquor Law violations	0	0	0	

Arrest-On Public Property				
	2021	2022	2023	2024
Weapons: carrying, possessing, etc.	0	0	0	
Drug Abuse violations	0	0	0	
Liquor Law violations	0	0	0	

Disciplinary Actions-On Campus				
	2021	2022	2023	2024

Weapons: carrying, possessing, etc.	0	0	0	
Drug Abuse violations	0	0	0	
Liquor Law violations	0	0	0	

Disciplinary Actions- On Public Property				
	2021	2022	2023	2024
Weapons: carrying, possessing, etc.	0	0	0	
Drug Abuse violations	0	0	0	
Liquor Law violations	0	0	0	

Unfounded Crimes				
	2021	2022	2023	2024
Unfounded Crimes	0	0	0	

VAWA Offenses - On Campus				
	2021	2022	2023	2024
Domestic Violence	0	0	0	
Dating Violence	0	0	0	
Stalking	0	0	0	

VAWA Offenses - On Public Property				
	2021	2022	2023	2024
Domestic Violence	0	0	0	
Dating Violence	0	0	0	
Stalking	0	0	0	

Appendix A- Crime Definitions

These definitions conform to the requirements of the implementing regulations of the Clery Act (ref. 34 CFR 668.46 (c)(7)).

Murder and non-negligent manslaughter – the willful (non-negligent) killing of one human being by another.

Negligent manslaughter – the killing of another person through gross negligence.

Forcible Sex Offenses – The carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will, where the victim is incapable of giving consent because of his or her temporary or permanent mental or physical incapacity (or because of his or her youth).

Forcible Sodomy – Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will, where the victim is incapable of giving consent because his or her youth or because of his or her temporary or permanent mental or physical incapacity.

Sexual Assault with an object – The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly against the person's will, where the victim is incapable of giving consent because his or her youth or because of his or her temporary or permanent mental or physical incapacity.

Forcible Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or not forcibly against the person's will, where the victim is incapable of giving consent because his or her youth or because of his or her temporary or permanent mental or physical incapacity

Consent – Consent is a free and clearly given yes, not the absence of no and cannot be received when a person is incapacitated by alcohol or drugs.

Incapacity to Consent – A person is considered incapable of consenting to sexual act if the person is: under 18 years of age, mentally defective, mentally incapacitate, or physically helpless. A lack of verbal or physical resistance does not, by itself, constitute consent but may be considered by the trier of fact along with all other relevant evidence. [1971. C743 S105; 1999 c.949 S2; 2001 c104 S52]

[Note: The Violence Against Women Act specified the term, “sexual assault” to mean: An offense that meets the definition of rape, fondling, incest or statutory rape as used in the Uniform Crime Reporting System of the Federal Bureau of Investigation.]

Incest – Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape – Non-forcible sexual intercourse with a person who is under the statutory age of consent.

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

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

Aggravated Assault – an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by a means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used that could and probably would result in serious personal injury if the crime were successfully completed. Aggravated assaults includes poisoning.

Burglary – The unlawfully entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes: unlawfully entry with intent to commit a larceny or a felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned acts.

Motor Vehicle Theft – The 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.

Hate Crime – The Clery Act requires the separate reporting, by category of prejudice, of any crime reported in the classifications above and any other crime involving bodily injury that manifests evidence that the victim was intentionally selected because of the victim's actual or perceived race; gender; gender identity; religion; sexual orientation; ethnicity; national origin or disability.

Domestic Violence – Abuse between family or household members. Family or Household members includes spouses or former spouses; adults related by blood, marriage, or adoption; persons cohabitation or who have cohabitated; persons in past or present sexually intimate relationships; unmarried parents of a child.

Abuse – The occurrence of one or more of the following acts within domestic or dating relationship: attempting to cause or intentionally, knowingly or recklessly causing bodily injury; intentionally, knowingly, or recklessly placing another in fear of imminent bodily injury; causing another to engage in involuntary sexual relations by force or threat of force.

Dating Violence – A pattern of behavior in any relationship that is used to gain or maintain power and control over an intimate partner. Abuse can be physical, sexual, emotional, economic or psychological acts or threats of actions that influence another person. This includes any behaviors that frighten, intimidate, terrorize, manipulate, hurt, humiliate, blame or injure someone. Dating violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of the interaction between the persons involved in the relationship. For the purpose 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. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Stalking – the repetitive and/or menacing pursuit, following, harassment and/or interference with the peace and/or safety of a member of the community, or the safety of any of the immediate family members of the community. Stalking is unpredictable and dangerous. A person commits the crime of stalking if: the person knowingly alarms or coerces another person or a member of that person's immediate family or household by engaging in repeated and unwanted contact with the other person; it is objectively reasonable for a person in the victim's situation to have been alarmed or coerced by the contact; and the repeated and unwanted contact causes the victim reasonable apprehension regarding the person safety of the victim or a member of the victim's immediate family or household.

Liquor Law Violations – Violations of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintain unlawful drinking places; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned activities. (Drunkenness and driving under the influence are not included in this definition)

Drug Abuse Violations – Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine)

Weapon Law Violations – Violations of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: the manufacture, sale, or possession of deadly weapons; the carrying of deadly weapons, concealed or openly; the furnishing of deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned acts.

Unfounded Crimes – An institution may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situations where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this investigation and evidence, have made a formal determination that the crime report is false or caseless and therefore "unfounded". Only sworn or commissioned law enforcement personnel may "unfound" a crime report for purposes of reporting under this section. The recovery of stolen property, the low value of stolen property, the refusal of the victim to

cooperate with the prosecution, and the failure to make an arrest do not “unfound” a crime report

APPENDIX B- Bystander Intervention and Risk Reduction

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. There are many safe and positive options for bystanders that may be carried out by an individual to prevent harm or intervene where there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than such individual. Please read below for ways to intervene and additional resources that you may review.

Everyone has a role to play in preventing sexual assault. There are many different ways that you can step in or make a difference if you see someone at risk. This approach to preventing sexual assault is referred to as “bystander intervention.” Having this knowledge on hand can give you the confidence to step in when something isn’t right. Stepping in can make all the difference, but it should never put your own safety at risk.

A Good Friend Knows How to CARE

- Create a Distraction
- Ask Directly
- Refer to an Authority
Enlist Others

Create a distraction.

Do what you can to interrupt the situation. A distraction can give the person at risk a chance to get to a safe place. Cut off the conversation with a diversion like, “Let’s get pizza, I’m starving,” or “This party is lame. Let’s try somewhere else.” Bring out fresh food or drinks and offer them to everyone at the party, including the people you are concerned about. Start an activity that is draws other people in, like a game, a debate, or a dance party.

Ask directly.

Talk directly to the person who might be in trouble.
Ask questions like “Who did you come here with?” or “Would you like me to stay with you?”

Refer to an authority.

Sometimes the safest way to intervene is to refer to a neutral party with the authority to change the situation, like an RA or security guard.

Talk to a security guard, bartender, or another employee about your concerns. It’s in their best interest to ensure that their patrons are safe, and they will usually be willing to step in.

Don’t hesitate to call 911 if you are concerned for someone else’s safety.

Enlist others.

It can be intimidating to approach a situation alone. Enlist another person to support you. Ask someone come with you to approach the person at risk. When it comes to expressing concern, sometimes there is power in numbers. Ask someone to intervene in your place. For example, you could ask someone who knows the person at risk to escort them to the bathroom. Enlist the friend of the person you’re concerned about. “Your friend looks like they’ve had a lot to drink. Can you check on them?”

Your actions matter

Whether or not you were able to change the outcome, by stepping in you are helping to change the way people think about their role in preventing sexual assault. If you suspect that someone you know has been sexually assaulted, there are steps you can take to support that person. The following websites are of interest in regards to bystander intervention, warning signs of abusive behavior and how to avoid potential attacks:

Not Alone - <https://www.notalone.gov/students/The National>

Domestic Violence Hotline - <http://www.thehotline.org/>

National Sexual Violence Resource Center - <http://www.nsvrc.org/>

Rape, Abuse, Incest National Network - <https://rainn.org>