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2026 ANNUAL SECURITY REPORT

Containing information
for the 2026-27 academic
year and crime statistics for
calendar years 2023-25.

- Main/DeVos Campus
- Leslie E. Tassell MTEC Campus
- GRCC Lakeshore Campus

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INTRODUCTION

Grand Rapids Community College (GRCC), the oldest community college in Michigan, established in 1914, has experienced very few serious crimes, and we strive to provide a safe environment for all. GRCC wants all students and employees to take an active role in safety and security. An important part of that process is educating the community about potential hazards and available resources.

In 1990, Congress enacted the Crime Awareness and Campus Security Act, which amended the Higher Education Act of 1965. This act requires all post-secondary institutions participating in Title IV student financial aid programs to disclose campus crime statistics and security information. The 1998 amendments were renamed the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)* in memory of a student who was slain in her dorm room in 1986. In March 2013, President Obama signed the Violence Against Women Reauthorization Act (VAWA). VAWA amended the Clery Act to require institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault and stalking; and to include certain policies, procedures and programs pertaining to these incident categories in this report. In December 2024, President Biden signed the Stop Campus Hazing Act (SCHA) into law. The SCHA amended the Clery Act to require institutions to compile and publicly disclose hazing statistics, implement campus-wide hazing prevention programs and establish a newly required Campus Hazing Transparency Report.

While it is impossible to totally isolate ourselves from crime or other threats to our safety, we can take steps to protect ourselves and respond appropriately when faced with danger. We urge those on our campuses to be aware of their environment and to continually strive to maintain the highest level of safety within our community.

This 2026 Annual Security Report, created by the GRCC Police Department, is provided in compliance with the Jeanne Clery Campus Safety Act. The statements contained in this document are derived from the GRCC Clery Act Compliance Policy as well as other campus policies. Once the crime statistics are compiled and the report is complete, the Annual Security Report is placed on our website at grcc.edu/GRCCPolice. Printed copies can be obtained by contacting GRCC Police dispatch at (616) 234-4010 or stopping into our office, located at 25 Lyon St. NE, Grand Rapids. Each year, an email notification is made to all enrolled students and current employees about the availability of the report. Prospective students and employees are also notified of the availability of this report via the application process and the GRCC website.

This report covers crime statistics and policies for all the Grand Rapids Community College campuses including those in Kent County (Main/DeVos Campus, also known as downtown campus, Leslie E. Tassell MTEC Campus) as well as the GRCC Lakeshore Campus in Ottawa County. It should be noted GRCC does not have residential facilities at any campus location.

All policy statements contained in this report apply to all campuses unless otherwise indicated.

GRCC POLICE DEPARTMENT

The GRCC Police Department is a team of professionals with the primary responsibility for safety and security on our campus. All police officers are commissioned under state law through the Michigan Commission on Law Enforcement Standards and have full law enforcement authority and responsibility, in addition to enforcing GRCC policies. GRCC police officers are armed and have the authority to arrest and cite individuals who commit crimes on GRCC property.

GRCC Police Department is accredited by the Michigan Law Enforcement Accreditation Commission (MLEAC), a voluntary statewide organization that establishes best practices for Michigan public safety agencies. The accreditation consists of a comprehensive evaluation process that certifies the GRCC Police Department meets the highest standards of professionalism, efficiency and accountability in law enforcement. Being an accredited police department reflects GRCC's unwavering commitment to continuous improvement, ensuring the highest level of safety and service for the campus community.

GRCC Police is service oriented and tailored to meet the needs of a large urban-centered institution. GRCC police officers investigate all criminal incidents occurring on campus and are responsible for enforcing federal, state and local laws, as well as college policies. They patrol the streets around the campus as they travel between campus buildings, but their jurisdiction to exercise police authority is limited to property that GRCC owns or leases, as well as public property immediately adjacent to GRCC. They also monitor reports from neighboring jurisdictions and will collaborate with local law enforcement to investigate off campus incidents that may pose a threat to our campus community. As a general rule, GRCC Police Department Officers do not patrol the GRCC Lakeshore Campus; see "Reporting Procedures" for more detail. GRCC Police Department does provide Clery communications for the GRCC Lakeshore Campus.

GRCC contracts with DK Security to patrol and monitor the GRCC Lakeshore Campus. DK Security does not have arrest authority and is not armed. They act as an extra set of eyes and monitor GRCC property. They also report any crimes to the Ottawa County Sheriff's Office and the GRCC Police Department.

GRCC POLICE DEPARTMENT HOURS OF OPERATION

The GRCC Police Department is located at 25 Lyon St. NE, at the corner of Lyon Street and Bostwick Avenue, in the heart of the Main Campus. The GRCC Police Department is NOT open 24 hours. When the campuses are closed and GRCC Police are not on duty, local police agencies with jurisdictions over the locations are responsible for patrolling and responding to emergencies. The normal hours of operation for the GRCC Police Department are:

- Monday-Thursday: 6 a.m.-11:30 p.m.
- Friday: 6 a.m.-10 p.m.
- Saturday: 7 a.m.-5 p.m.
- Sunday: Closed

Summer and holiday hours vary, so please contact the GRCC Police Department at (616) 234-4010 to inquire. Many visitors and first-time students are unaware of the services GRCC Police provide. The following is a list of some of the services they provide:

- Emergency assistance in the case of injury or severe illness
- Protection of persons and property—officers on foot patrol, police bicycles and the use of fully marked police vehicles allow flexibility and mobility in patrolling the campus
- Motorist assists—open locked vehicles, jump start dead batteries
- Crime prevention and reporting
- Parking and traffic enforcement
- Safe-Walk escort service to your car, or from building to building
- Maintain the college's lost and found service
- Prepare Clery Communications
- Enforce state and federal law, local ordinances and GRCC policies
- SafeMeds disposal drop box

GRCC POLICE DEPARTMENT FEEDBACK

GRCC values the campus community's feedback and welcomes you to share your experiences with the GRCC Police Department. You may leave a compliment, complaint or file a complaint with the Public Safety Advisory Committee by visiting the grcc.edu/about-grcc/grcc-police/feedback web-page.

The GRCC Public Safety Advisory Committee is an oversight committee created under the Community College Act of 1966, amended in 1998, section 389.123 (3). The primary function of the committee is to consider grievances by persons against police officers or the police department arising out of acts or omissions of such officers or the department. The committee may prepare and make recommendations concerning such grievances, including recommendations for disciplinary measures against a police officer who was found responsible for misconduct in the office.

The committee encourages the complainant to first attempt resolution of any dissatisfaction you may have by working with the GRCC Police Department. If you are unable to satisfactorily resolve the matter, or if you do not wish to do so, you may submit your formal grievance by completing the on-line grievance form at grcc.edu/about-grcc/grcc-police/feedback.

MUTUAL ASSISTANCE AND NEIGHBORING JURISDICTIONS

The GRCC Police Department's ability to operate at this level enables it to provide a sensitive, measured approach to all situations requiring police service. GRCC police officers have a strong working relationship with and work closely with the Grand Rapids Police Department, Kent County Sheriff's Office, Ottawa County Sheriff's Office, Michigan State Police, the Federal Bureau of Investigation and other law enforcement agencies.

GRCC Police Department has written memorandums of understanding, regarding the investigation of alleged criminal offenses, who have jurisdiction over one or more campus locations: City of Grand Rapids, City of Grandville, City of Lowell, City of Wyoming, Ottawa County Sheriff's Office and the Michigan State Police. GRCC Police Department does not have a written agreement with the Kent County Sheriff's Office. GRCC Police employees communicate and exchange information with all these agencies on investigations of concern to the GRCC community. GRCC Police participates in monthly meetings with the Kent County Chiefs of Police Association and maintains memberships with the Michigan Association of Chiefs of Police, as well as the Michigan Association of Campus Law Enforcement Administrators and International Association of Campus Law Enforcement Administrators. The GRCC Police Department maintains a Law Enforcement Information Network (LEIN) and a National Law Enforcement Telecommunications Network (NLETS) terminal. Through the use of these systems, police personnel can access database information on criminal histories, nationwide police records, driver and vehicle information, as well as receive important broadcasts on issues such as stolen vehicles, Amber Alerts, wanted persons, severe weather warnings, etc. The GRCC Police Department's use of this system is audited by the Michigan State Police.

Reports received from outside police agencies regarding GRCC students being involved in criminal behavior or violations of the GRCC Student Code of Conduct may be forwarded to the Director of Student Life and Leadership, Director of Equal Opportunity Compliance & Title IX Coordinator or the Dean of Students for internal investigation. College sanctions range from a verbal reprimand to permanent expulsion.

WHERE TO REPORT A CRIME

Reports of crimes and other emergencies on or near GRCC's Main/DeVos campus can be made, during the GRCC Police Department hours of operation, in person at the GRCC Police Department or by telephone. The college also participates with the Silent Observer program, providing a safe and anonymous option to report crimes. The Silent Observer tip line is available 24 hours a day, seven days a week, at (616) 774-2345. You may also submit a tip on-line at silentobserver.org or through your cell phone via the Silent Observer app. GRCC Lakeshore Campus can report crimes and or other emergencies on or near GRCC Lakeshore Campus to the Ottawa County Sheriff's Office either in person or by phone. Ottawa County is a 24-hour, 7 days a week department.

The GRCC Police Department can be reached by telephone in the following ways:

- Dial 4010 from any college phone for non-emergencies
- Dial 4911 from any college phone for emergencies
- Dial (616) 234-4010 from any cell or other non-college phone for non-emergencies
- Dial (616) 234-4911 from any cell or other non-college phone for emergencies
- Use of the one-touch GRCC Police button on any classroom or desk phone
- Use any emergency call box on campus, as described below

The Ottawa County Sheriff's Office can be reached by telephone in the following ways:

- Dial 911 from any GRCC Lakeshore Campus phone or cell phone for emergencies
- Dial (800) 249-0911 from any college phone or cell phone for non-emergencies

There are seven (7) yellow "Code Blue" emergency pedestals located throughout the Main/DeVos Campus. When activated by pushing the call button, the "Code Blue" pedestals will ring directly into the GRCC Police Department Dispatch office during regular hours of operation and to the Grand Rapids Police Department after the GRCC Police Department is closed. GRCC also maintains emergency call boxes throughout campus. A listing of call box locations can be found at the following web page: grcc.edu/about-grcc/grcc-police/resources/emergency-call-box-code-blue-emergency-pedestal. All campus elevators have interactive speaker-phones that can be used in an emergency. When the GRCC Police Department is closed, in-progress crimes and emergencies can be reported directly to the appropriate jurisdiction by calling 911.

Neither the GRCC Lakeshore Campus nor the Leslie E. Tassell MTEC have any "Code Blue" emergency pedestals or emergency call boxes. In case of an emergency at the GRCC Lakeshore Campus call 911 directly. For emergencies at the Leslie E. Tassell MTEC, call 4911 from any college phone or (616) 234-4911 from any external line.

REPORTING PROCEDURES

GRCC Police Department does everything in its power to fulfill its service-oriented goals. To be successful, the assistance of everyone is needed. Students, employees and visitors are strongly encouraged to accurately and promptly contact the GRCC Police Department at (616) 234-4010 to report criminal activity, including when the victim elects to, or is unable to make such a report, as well as suspicious behavior or other emergencies at the following locations: on campus, on public property running through and immediately adjacent to the campus, in other property that is owned or controlled by GRCC, or near our campuses. Campus Security Authorities are required to report crimes witnessed or disclosed to them to the GRCC Police Department. Members of the community are helpful when they immediately report crimes or emergencies to the GRCC Police Department and/or the persons listed below. This is necessary for the purpose of making timely communications to the campus community, and when deemed necessary, for inclusion in the annual statistical disclosures. As an alternative to GRCC Police Department, members of the community may report crimes to the Dean of Students, or designee, at (616) 234-3673, or the Executive Director of Human Resources and Talent Development, or designee, at (616) 234-3972. Victims of sexual discrimination or sexual violence may also report the incident directly to the Title IX Coordinator, by calling (616) 234-4999. Grand Rapids Community College encourages accurate and prompt reporting of all crimes to the GRCC Police Department and other appropriate police agencies, even when the victim of a crime elects not to or is unable to make such a report.

GRCC dispatchers are available to take calls for service during GRCC Police Department operating hours. Once the details are provided to the dispatcher, an officer or officers will be dispatched to the incident location. All victims and witnesses will be interviewed, and any available evidence will be collected. The incident will be documented in an official police report and a complete investigation conducted. This documentation and investigation will allow the GRCC Police Department to identify potential problem areas, provide resources and assistance to victims, refer the accused individual through the student disciplinary system, and, if necessary, prosecute the individual in the appropriate court of law. If the victim does not wish to pursue criminal charges, the information will be used only for accurate crime statistics reporting and the issuance of timely communications to the campus community, if necessary. No victim will be forced to participate in a criminal investigation. Victims will be provided with information related to the resources available to them both on campus and in the community.

GRCC does allow victims and/or witnesses of crimes to report incidents on a voluntary, confidential basis (this option is explained in more detail later in this report) for inclusion in the annual disclosure of crime statistics. GRCC also employs licensed professional counselors who are not required to disclose information provided to them in the course of counseling, as protected by Michigan State Law. Campus “Pastoral Counselors” and “Professional Counselors,” when acting as such, are not considered to be a campus security authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of policy, the professional counselors are encouraged, if and when it is deemed appropriate, to inform the persons they are counseling of procedures to report crimes on a voluntary confidential basis for inclusion in the annual crime statistics. It should be noted that the Program Director of the Center for Counseling and Well-Being is considered to be a Campus Security Authority. However, it should be noted, the Program Director for the Center for Counseling and Well-Being serves as a Campus Security Authority when acting in an administrative capacity. Information disclosed solely within the scope of confidential counseling responsibilities is not subject to CSA reporting requirements.

Clery definitions of both “Pastoral and Professional Counselors” are below:

- **Pastoral Counselor**
An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.
- **Professional Counselor**
An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community, and who is functioning within the scope of his or her license or certification.

While on any of the Kent County campuses, if a crime, suspicious person or incident, or other emergency situation occurs, contact the GRCC Police Department at (616) 234-4911. If a crime or other emergency needs to be reported at the GRCC Lakeshore Campus in Ottawa County, please dial 911 for an emergency and (800) 249-0911 for non-emergencies. (After the incident has been reported to 911, GRCC Police Dispatch should still be contacted for proper documentation.) Timely reporting of criminal behavior aids the GRCC Police Department in the effort to prevent future crimes from occurring, as well as providing information used to issue Timely Warnings and Emergency Notifications to our campus community. Awareness and input are essential to campus crime prevention.

If an incident occurs off-campus, and GRCC Police Department is notified, the GRCC Police Department will assist in contacting the appropriate law enforcement agency for reporting purposes. The GRCC Police Department prepares written reports of all criminal activity as well as written reports for motor vehicle crashes. Printable copies of incident reports may be obtained by contacting the GRCC Police Department, 25 Lyon St. NE, or (616) 234-4010. Before receiving a copy of a report, the requester must complete a Freedom of Information Act (FOIA) form, provided upon request at the GRCC Police Department or by following the process outlined on the Freedom of Information Act webpage. Release of names of persons associated with police reports is governed by the Michigan Freedom of Information Act and the Family Education Rights Privacy Act; thus, some information may be redacted if deemed appropriate.

MONITORING AND RECORDING OF CRIMINAL ACTIVITY AT NONCAMPUS LOCATIONS

GRCC does not have residential housing or officially recognized student organizations that own or control housing facilities or other property outside of the GRCC core campus.

The GRCC Police Department attempts to monitor the law enforcement agencies adjacent to our campuses, Middle/Early College and Regional sites. Should the college become aware of activity that may impact it, the incident may be investigated by GRCC Police Department.

VOLUNTARY CONFIDENTIAL REPORTING

If a victim of a crime does not want to pursue action within the college system or the criminal justice system, the victim may still want to consider making a confidential report. With the victim's permission, the Police Chief or designee of the GRCC Police Department can complete a report with the details of the incident without revealing the victim's identity. The purpose of a confidential report is to comply with the victim's wish to keep the matter confidential, while taking steps to ensure the future safety of themselves and others. With such information, the college can keep an accurate record of the number and type of incidents involving students, employees and visitors; determine where there may be a pattern of crime with regard to a particular location, method or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Even though the victim's identity can be withheld from a police report, all police reports are considered public records under Michigan state law. GRCC PD is not able to withhold release of incident reports. If requested, the incident report may have to be released. Victims may wish to report the incident to another Campus Security Authority such as: Title IX Coordinator or Deputy Coordinators, GRCC Licensed Professional Counselors, Coaching Staff or Student Organization Advisor. The Campus Security Authority may withhold the name and many details of the incident, yet provide enough information for the incident to be included in the annual crime statistics.

DAILY CRIME LOG

The purpose of the Daily Crime Log is to record criminal incidents and alleged criminal incidents that are reported to the GRCC Police Department. The Daily Crime Log contains information on the date the crime was reported as well as date and time the crime actually occurred. It also contains the nature of the crime, general locations of the crime, the disposition of the complaint and the incident number.

The Daily Crime Log is updated by the GRCC Police Department within two (2) business days of receiving a report of a crime. The Daily Crime Log may be viewed by visiting, during open hours, the GRCC Police Department on the Main/DeVos Campus, the front office of the GRCC Lakeshore Campus in Holland and the front office of the Leslie E. Tassell MTEC on Godfrey. The Daily Crime Log is available electronically on the GRCC Police Department website: grcc.edu/about-grcc/grcc-police/clery/crime-log.

Note: GRCC completes one crime log for all GRCC campuses.



CRIME STATISTICS

PREPARATION OF THE ANNUAL CRIME STATISTICS

The information below provides context for the crime statistics reported as part of our compliance with the Clery Act. The Annual Security Report includes crime statistics reported directly to GRCC Police Department and statistics obtained from the following sources: Grand Rapids Police Department, Kent County Sheriff's Office, Michigan State Police, Ottawa County Sheriff's Office, Wyoming Department of Public Safety, Kentwood Police and any additional national and international police agencies for locations our students travel to for academic or school-related functions. It should be noted that although GRCC Police Department requests crime information, in writing, from outside jurisdictions, not all police agencies respond. We have included all the relevant information we received in this report.

A written request for statistical information is made at least on an annual basis to all Campus Security Authorities. Basic unidentifiable incident information is requested and provided to the GRCC Police Department by the employees at the GRCC Center for Counseling and Well-Being, even though they are not required under state law to provide information for the compliance document. Our Title IX Coordinator also provides statistics to GRCC Police about cases reported directly to that office when the victim(s) chooses to not report the incident to the police.

GRCC's Annual Security Report includes statistics from the previous three years and contains crime data in three separate categories of geography: on-campus; noncampus (buildings or property leased or controlled by GRCC); and on public property within or immediately adjacent to and accessible from, the on-campus locations. campus geography is explained in more detail in the next section. It should be noted that GRCC has no residential facilities.

The Clery Act requires campuses to include five general categories of crime statistics:

- Criminal Offenses: Criminal homicide, including murder and non-negligent manslaughter, manslaughter by negligence; sexual assault including: rape, fondling, incest and statutory rape; robbery; aggravated assault; burglary; motor vehicle theft; and arson.
- Hate Crimes: Any of the above-mentioned offenses, and any incidents of larceny or theft, simple assault, intimidation, or destruction/damage/vandalism of property that were motivated by bias.
- VAWA Offenses: Any incidents of domestic violence, dating violence and stalking. (Note: Sexual assault is also a VAWA offense, but it is included in the Criminal Offense category for Clery Act reporting purposes).
- Arrests and Referrals for Disciplinary Action: For weapon violations (carrying, possessing, flourishing, etc.), drug abuse violations and liquor law violations. The term "referred for disciplinary action" in this section means: the referral of any person to any official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.
- Hazing.

The crime statistics have been compiled in accordance with the Jeanne Clery Campus Safety Act, its implementing regulations and applicable federal and state laws. Crime classifications are based on the definitions set forth in Appendix A to 34 CFR § 668.46.

Grand Rapids Community College annually reports these statistics to the U.S. Department of Education. The statistics submitted by the college are publicly available on the Department of Education's Campus Safety and Security website at <https://ope.ed.gov/campusafety>.

The crime tables show the number of reported incidents in each classification for the preceding three calendar years, broken down under the geography headings, for each campus. If there is a "N/A" indicator, that means we did not own, lease or control the property indicated for that year. All GRCC noncampus locations are covered under the Main/DeVos Campus table.

Campuses are required to report the number of "Unfounded" police reports. In this report, the incidents of Hate Crimes and Unfounded reports are indicated under the respective campus chart in paragraph form.

Once compiled, the Annual Security Report is written and placed on our website: grcc.edu/GRCCPolice. Printed copies can be obtained by stopping into the GRCC Police Department office, located at 25 Lyon St. NE, Grand Rapids. Each year, an email notification is made to all enrolled students, faculty and staff about the availability of the report. Prospective students and employees are notified via the on-line application process and the GRCC website.

DEFINITIONS OF GEOGRAPHY

ON-CAMPUS

Any building or property owned or controlled by an institution within the same reasonable contiguous geographic area and used by the institution in direct support of, or in a manner related to the institution's educational purposes, including residence halls (GRCC does not have residence halls); and any building or property that is within or reasonably contiguous to the identified area of this definition that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

In an effort to help further define an "on-campus" location, the following information is used: The location provides classes in an organized program of study, and has at least one person on-site acting in an administrative capacity. GRCC has on-campus locations in both Kent and Ottawa counties. In communication and publications from GRCC, these campuses are often grouped into either the Kent County Campus or Ottawa County Lakeshore Campus. The breakdown is:

Kent County:

- Main/DeVos Campus
- Leslie E. Tassell MTEC Campus

Ottawa County Lakeshore:

- GRCC Lakeshore Campus

NONCAMPUS BUILDING OR PROPERTY

Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to the institution's educational purposes is frequently used by students, and is not in the same reasonably contiguous geographic area of the institution. All noncampus crimes are reported under the Main/DeVos Campus crime statistics chart. Although many locations are included in this category, the following is a sample of what is included:

- Regional Sites at area high schools, such as: Rockford and Caledonia.
- Middle College sites at area high schools, such as Cedar Springs, East Kentwood, Kenowa Hills, Kent ISD, Launch U, Ottawa Hills, Wyoming, etc.
- Hotels used by athletics teams and student organizations when they travel for more than one night or use the same location every year.
- Locations used by athletic teams for games or practices, as well as for academic courses taught in off-site locations, such as Belknap Park Ball Field.

PUBLIC PROPERTY

All public property, including: thoroughfares, streets, sidewalks and parking facilities that are within the campus or immediately adjacent to and accessible from the campus. The GRCC crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries, or property that is separated from GRCC property by a barrier such as fence. Public Property refers to property owned by a government entity such as a city or state government. The crimes occurring in parking structures owned by GRCC are included in the on-campus crime statistics.

CRIME DEFINITIONS (FEDERAL/CLERY DEFINITIONS)

These are the federally required Clery Act and Violence Against Women Act (VAWA) definitions used to classify and count offenses for this Annual Security Report's statistics. Where jurisdiction-specific definitions are required, GRCC defers to Michigan criminal statutes [see appendix: Michigan Criminal Law Definitions]. Listed in alphabetical order, not Clery hierarchy order.

Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

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.

Burglary

The unlawful entry of a structure to commit a felony or a theft.

Dating Violence

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.

- 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.

Destruction/Damage/Vandalism of Property

To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Disciplinary Referrals (Referred for Disciplinary Action)

The referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

Domestic Violence

A felony or misdemeanor crime of violence committed by any of the following individuals:

1. A current or former spouse or intimate partner of the victim; or
2. A person with whom the victim has a child in common; or
3. A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; or
4. A person similarly situated to a spouse of the victim under the domestic or family laws of the jurisdiction in which the crime of violence occurred; or
5. 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.

Drug Abuse (Law) Violations

Violations of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically 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, heroine and codeine), marijuana; synthetic narcotics (Demerol and Methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Hate Crimes

A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. The following eight categories are reported: Race, Religion, Sexual Orientation, Gender, Gender Identity, Ethnicity, National Origin or Disability. A hate crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender's bias. Crimes that are classified under this definition include all listed Clery Reportable Crimes plus: larceny/theft, simple assault, intimidation, destruction, vandalism and/or damage. Weapon, drug law and liquor law violations are not included in hate crime data.

Hazing

Consistent with the Stop Campus Hazing Act (SCHA), and Michigan Law, GRCC defines the term "hazing" to mean:

1. Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:
 - a. Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
 - b. Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or organization (such as physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - i. Whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body or similar activity;
 - ii. Causing, coercing or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics or similar activity;
 - iii. Causing, coercing, or otherwise inducing another person to perform sexual acts;
 - iv. Any activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug or other substance;
 - v. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - vi. Any activity against another person that includes a criminal violation of local, state, tribal or federal law; and
 - vii. Any activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing in violation of local, State, Tribal or Federal law.
2. Hazing also involves any other activity, not addressed by (1) of this definition, that is expected of someone joining or participating in a student organization that humiliates, degrades, abuses or endangers them, regardless of a person's willingness to participate.
3. For purposes of the college's Clery Act Compliance policy, the phrase Student organization means, "An organization (such as a club, society, association, varsity or junior athletic team, club sports team, fraternity, sorority, band, student government), recognized or not, of two or more enrolled students at GRCC".

Intimidation

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct but without displaying a weapon or subjecting the victim to actual physical attack.

Larceny/Theft

The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another. The constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

Liquor Law Violations

The violation of state or local laws or ordinances prohibiting: the manufacture, sale, purchase, transportation, possession of alcoholic beverages; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor; using a vehicle for illegal transportation of liquor; open alcohol in a motor vehicle; consumption of alcohol in public; and other related offenses. Driving under the influence of alcohol is not included in this definition.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. Classified as motor vehicle theft, are all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joy riding.

Murder and Non-Negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence

The killing of another person through gross negligence.

Robbery

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

Sexual Assault (Sex Offenses)

Sexual assault means an offense that meets the definition of rape, fondling, incest or statutory rape as used in the federal regulation, 34 CFR § 668.46, Appendix A. A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving 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 of another person without consent of the victim. This offense includes the rape of both males and females.
- Fondling: The touching of the private 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 or her age or because of his or her temporary or permanent mental incapacity.
- Incest: Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape: A non-forcible sexual intercourse with a person who is under the statutory age of consent (which is 16 in the State of Michigan).

Simple Assault

An unlawful physical attack by one person upon another where neither the offender displays a weapon nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.

Stalking

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.

- 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 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.

Weapon Law Violations

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

STOP CAMPUS HAZING ACT

HAZING PREVENTION AND ACCOUNTABILITY

GRCC is committed to fostering a safe and respectful environment for all students, faculty and staff. In accordance with the federal Stop Campus Hazing Act (<https://www.congress.gov/118/bills/hr5646/BILLS-118hr5646enr.xml>) and Michigan law, MCL 750.411t (<https://www.legislature.mi.gov/Laws/MCL?objectName=mcl-750-411t>), hazing in any form is strictly prohibited. This includes but is not limited to any action or situation that recklessly or intentionally endangers the mental, emotional, or physical health or safety of an individual for the purpose of initiation, admission, affiliation, or continued membership in any student organization or group. GRCC has adopted the definition included under the Crime Definitions (grcc.edu/about-grcc/grcc-police/clery/clery-reportable-crime-definitions) section of this report.

As of January 1, 2025, in accordance with federal law, GRCC started requesting and collecting crime statistics for hazing incidents which occur on Clery geography. Those hazing incidents have been documented and reported in this report.

HOW TO REPORT HAZING

Students, faculty and staff must immediately report hazing incidents involving a GRCC student to a Conduct Administrator in the Center for Student Life and Leadership utilizing the forms available on the Center's hazing webpage (grcc.edu/students-resources/student-life-leadership/student-conduct/grcc-hazing-act-compliance).

All other hazing incidents must be reported to GRCC's Director of Equal Opportunity Compliance & Title IX Coordinator, or designee, by calling (616) 234-2353 or emailing institutionalequity@grcc.edu.

Reports may also be made to the GRCC Police Department by calling (616) 234-4010. Any incident involving an in-progress crime or emergency should be reported immediately by calling (616) 234-4911 (or 4911 from any campus) or 911.

PROCESS TO INVESTIGATE HAZING REPORTS

GRCC will promptly investigate all reported allegations of hazing through the applicable college process. The process utilized to investigate alleged hazing incidents will be determined based upon the nature of the allegations and the individuals allegedly involved (e.g., Student Conduct, Human Resources, etc.). As applicable, investigations will be conducted in cooperation with law enforcement.

Individuals who report hazing in good faith will be protected from retaliation under GRCC's anti-retaliation policy (GRCC Policy 6.2).

STUDENT INVESTIGATIONS

Any person who becomes aware of potential violations of the Student Code of Conduct by a GRCC student must report those violations to the Student Conduct Administrator or designee.

A Student Conduct Administrator handles matters that require investigation and/or disciplinary action at Grand Rapids Community College. When a student has been charged with a possible violation of the Student Code of Conduct, the student will be notified of the allegations in writing. If the charges involve discrimination, harassment and/or retaliation in violation of any GRCC Policy, the student will also be provided with the relevant policy and/or policy documents. In such cases, the grievance, investigation and complaint resolution procedures contained in the relevant policy and/or policy documents will apply to the extent that they conflict with the process set forth in the Student Code of Conduct.

Following notification, the assigned Student Conduct Administrator will meet with the respondent. Meetings shall not be open to the public, but the student may have a support person present during this meeting. If there is more than one accused student in the case, it is within the discretion of the Student Conduct Administrator or designee to conduct the meeting(s) either separately or jointly. These meetings may not be video or audio recorded due to the possible involvement of other parties or sensitive information being discussed without approved accommodations through the Office of Disability Support Services.

Preponderance of the evidence is defined as whether it is more likely than not that the respondent violated the Student Code of Conduct and is the standard used to determine code violations.

If a student and/or organization is found responsible for a violation of the Student Code of Conduct, the Student Conduct Administrator shall determine the sanction(s) to be imposed. The student and/or organization will receive the determination and sanction(s) imposed, if any, in writing. Complainants of violent crimes and/or sexual misconduct will receive a determination of findings and sanctions related to the complainant.

Pending action on the charges, the status of a student will not be altered, nor will their right to be present on the campus and to attend classes be suspended on an interim basis, except for reasons relating to the safety and/or well-being of the GRCC community.

STAFF AND FACULTY INVESTIGATIONS

When the respondent is an employee, the Director of Equal Opportunity Compliance and Title IX Coordinator, or designee, reviews the report and coordinates with Human Resources or other appropriate college officials to determine the applicable investigative process. When the reported conduct may also constitute discrimination, harassment, sex discrimination or retaliation, the matter may proceed under Policy 6.2 (the Title IX, Non-Discrimination and Anti-Harassment Policy) and Procedure B (the Nondiscrimination Resolution Process). Other employee hazing allegations may be addressed through Human Resources or another applicable college policy or procedure.

When Procedure B applies, the investigation is generally initiated within ten business days after the college receives a complaint or becomes aware of information that may constitute a violation of Policy 6.2. The employee receives written notice of the allegations. The investigator interviews the involved parties and witnesses, gathers relevant information and records, and applies the preponderance-of-the-evidence standard. Meetings are not open to the public. An employee may have a support person or representative present, consistent with collective bargaining agreements and college procedures.

At the conclusion of the investigation, the college issues a written finding regarding whether a policy violation occurred in accordance with the applicable process. If a violation is found, Human Resources determines corrective or disciplinary action consistent with college procedures, applicable employee handbooks, and any applicable collective bargaining agreement. The parties receive the notice of outcome in writing.

When Procedure B applies, an appeal may be filed within the timelines and on the grounds described in Procedure B. Appeals involving an employee respondent are reviewed by the Executive Director of Human Resources or designee. Any appeal or review rights under another employee process are governed by the applicable policy, procedure, employee handbook or collective bargaining agreement.

While a case is pending, an employee's work status ordinarily does not change. The college may place an employee on administrative leave or take other appropriate interim action when safety or operational needs require it, consistent with college policy.

SANCTIONS AND DISCIPLINARY ACTIONS

Individuals or organizations found responsible for hazing will be subject to disciplinary action including but not limited to:

- Verbal Reprimand
- Suspension, expulsion or termination of employment from the institution;
- Removal of recognition for student organizations;
- Revocation of campus privileges; and/or
- Referral for criminal prosecution under state and federal laws, which imposes criminal penalties for hazing-related offenses.

INFORMATION REGARDING APPLICABLE LOCAL, STATE AND TRIBAL LAWS ON HAZING

In addition to the college's Hazing policy, members of the campus community should be aware of applicable jurisdictional laws pertaining to Hazing.

Tribal and Local Laws

There are no applicable tribal or local ordinances relating to Hazing in the college's jurisdiction.

Michigan Law

Hazing is a criminal offense in the State of Michigan. Michigan law, MCL 750.411t (<https://www.legislature.mi.gov/Laws/MCL?objectName=mcl-750-411t>), hazing (also known as Garret's Law), is defined as an intentional, knowing, or reckless act by a person acting alone or with others that is directed against an individual and that endangers the physical health or safety of that individual, and is done for the purpose of pledging, being initiated into, affiliating with, participating in or maintaining membership in any student organization.

Key provisions include:

- Misdemeanor Hazing: If the hazing results in physical injury, it is a misdemeanor punishable by up to 93 days in jail, a fine of up to \$1,000, or both.
- Felony Hazing: If the hazing results in serious impairment of a bodily function, the offense is a felony punishable by up to 5 years in prison, a fine of up to \$2,500 or both. If it results in death, it is punishable by up to 15 years in prison, a fine of up to \$10,000 or both.

Consent of the victim is not a defense to a hazing charge under Michigan Law.

Michigan Law does not apply to an activity that is normal and customary in an athletic program, physical education, military training or similar program sanctioned by GRCC.

HAZING EDUCATION, PREVENTION AND AWARENESS PROGRAMS

GRCC will provide research-informed prevention and awareness programming related to hazing; campus-wide in scope, and designed to reach students, faculty and staff. The programming will include:

- GRCC's definition of hazing, including a clear statement that GRCC prohibits hazing;
- The definition of Student Organization, as it applies to the GRCC Clery Act Compliance Policy;
- How to report incidents of hazing, the investigation process and jurisdictional laws relating to hazing.
- Information on applicable local, state, federal and Tribal laws regarding hazing; and
- Primary prevention strategies on how to stop hazing before it occurs, skill building for bystander intervention, information about ethical leadership, and building group cohesion without hazing.

These programs are part of the college's comprehensive strategy to prevent incidents of Hazing before they occur. These programs also raise awareness about GRCC's Campus Hazing Transparency Report, which summarizes findings concerning student organizations, established or recognized by GRCC, that have been found responsible for violating the GRCC's Hazing policy.

Specifically, the college provides Hazing prevention and awareness programs to students by offering in-person workshops and information sharing through campus awareness tabling and printed materials. Information is also available on the college's webpage and within the student social platform, Raider Connect.

Additionally, the college provides hazing prevention and awareness programs for staff and faculty through in-person and online employee professional development training. Training covers the college Hazing Policy and definitions, reporting options and responsibilities, how investigations proceed for students (Student Code of Conduct) and employees (Policy 6.2 and Procedure B), prevention strategies and risk reduction, warning signs and bystander intervention, protections against retaliation, and campus and community resources. Materials are refreshed annually, and reminders are shared through employee news and department communications.

For more information on GRCC's hazing prevention efforts visit grcc.edu/Hazing.

ANNUAL DATA DISCLOSURE AND CAMPUS HAZING TRANSPARENCY REPORT

In compliance with the Stop Campus Hazing Act, on July 1, 2025, GRCC started collecting hazing incident information for the Campus Hazing Transparency Report (CHTR). The CHTR will summarize findings concerning any student organization established or recognized by the college that have been found responsible for violating GRCC's standard of conduct relating to hazing, as defined by the college. The

CHTR will be updated biannually to include new findings of organizational responsibility following a final determination that a student organization has violated the college's Hazing policy. As of December 23, 2025, the CHTR is publicly available and published on the GRCC's Center for Student Life and Leadership webpage, grcc.edu/students-resources/student-life-leadership/student-conduct/grcc-hazing-act-compliance. If there are no findings found, the CHTR will reflect as such.

Each entry published to the Transparency Report will include the following information:

- the student organization;
- a general description of the violation that resulted in a finding of responsibility;
- whether the violation involved the abuse or illegal use of alcohol or drugs;
- the findings of the institution (i.e., the rationale for finding the organization responsible for hazing);
- any sanctions imposed on the student organization; and
- the dates on which—
 - The incident was alleged to have occurred,
 - The investigation into the incident was initiated,
 - The investigation ended with a finding that a hazing violation occurred, and
 - The student organization was provided notice that the incident resulted in a hazing violation.

In addition to the Transparency Report, GRCC also publishes additional information on the webpage, including:

- A statement notifying the public of the availability of hazing statistics that are published in the Annual Security Report;
- Information about the institution's policies relating to hazing; and
- Information on applicable local, State and Tribal laws regarding hazing.

The Campus Hazing Transparency Report (CHTR) applies only to student organizations recognized or established by GRCC. In contrast, the Annual Security Report (ASR) includes Clery-reportable crimes involving both recognized and unrecognized student organizations. Therefore, the statistics contained in the two reports may differ. Personally identifiable information will not be included in the CHTR.



HAZING AWARENESS PREVENTION AND PROGRAMMING

The college offered the following hazing prevention and awareness programs for students in 2025.

Students

Date	Program	Who Delivered	Location	Target Audience	Description/Topic
9/4/2025	Involvement Week Workshop: Student Organizations 2025-26	Student Life	Student Life Office	Students and Student Organization Advisors	Covered hazing definition and reporting. Reviewed the student code of conduct, timelines for reporting and action and annual transparency report. Responsibilities of students, involved parties and witnesses. Discussed federal compliance responsibility of GRCC.

The college offered the following hazing prevention and awareness programs for employees in 2025.

Employees

Date	Program	Who Delivered	Location	Target Audience	Description/Topic
3/5/2025	Annual Compliance Training	Human Resources	Canvas - Online	Employees	Compliance training to help employees understand the new hazing reporting requirements under Clery
9/4/2025	Involvement Week Workshop: Student Organizations 2025-26	Student Life	Student Life Office	Students (open to all) and Advisors	Covered hazing definition and reporting. Reviewed the student code of conduct, timelines for reporting and action and annual transparency report. Responsibilities of students, involved parties, and witnesses. Discussed federal compliance responsibility of GRCC.



CRIME STATISTICS

In accordance with the Clery Act, Grand Rapids Community College (GRCC) publishes annual crime statistics by crime category, location and calendar year to promote campus safety, transparency and awareness. These statistics include offenses reported to GRCC Police, Campus Security Authorities (CSAs) and outside law enforcement agencies.

MAIN/DEVOS CAMPUS

Main/DeVos Campus Criminal Offenses Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Murder/Non-negligent Manslaughter	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Manslaughter by Negligence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Rape	2023	0	0	0
	2024	1	0	0
	2025	0	0	0
Fondling	2023	0	0	0
	2024	1	0	0
	2025	0	0	0
Incest	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Statutory Rape	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Robbery	2023	0	0	0
	2024	0	0	0
	2025	0	0	1
Aggravated Assault	2023	1	0	0
	2024	1	0	0
	2025	0	0	1
Burglary	2023	1	2	0
	2024	0	0	0
	2025	3	1	0
Motor Vehicle Theft	2023	1	1	0
	2024	0	0	0
	2025	0	1	0
Arson	2023	0	0	0
	2024	0	0	0
	2025	0	0	0

Hate Crime: There were no reported hate crimes on Main/DeVos Campus in 2023, 2024 and 2025.

Unfounded Incidents: There were no unfounded reports on the Main/DeVos campus in 2023, 2024 or 2025.

GRCC requested 2025 crime statistics from local law enforcement agencies with jurisdiction over its noncampus locations. Some agencies did not respond or provide data in a format that could be used for Clery Act reporting. As a result, statistics from those agencies may not be reflected in this report.

Main/DeVos Campus VAWA Offenses Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Domestic Violence	2023	1	0	0
	2024	0	0	1
	2025	0	0	0
Dating Violence	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Stalking	2023	3	0	0
	2024	5	0	0
	2025	5	0	0

Main/DeVos Campus Arrests and Disciplinary Referrals Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Arrests: Weapons (Carrying, Possessing, etc.)	2023	1	0	0
	2024	0	0	0
	2025	0	0	0
Disciplinary Referrals (Weapons: Carrying, Possessing, etc.)	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arrests: Drug Abuse/Law Violations	2023	0	0	0
	2024	0	0	0
	2025	1	0	0
Disciplinary Referrals: Drug Abuse/Law Violations	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Arrests: Liquor Law Violations	2023	0	0	0
	2024	0	0	0
	2025	0	0	0
Disciplinary Referrals: Liquor Law Violations	2023	0	0	0
	2024	0	0	0
	2025	1	0	0

Main/DeVos Campus Hazing Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Hazing	2023	NA	NA	NA
	2024	NA	NA	NA
	2025	0	0	0

LESLIE E. TASSELL MTEC CAMPUS

Leslie E. Tassell MTEC Campus Criminal Offenses Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Murder/Non-negligent Manslaughter	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Manslaughter by Negligence	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Rape	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Fondling	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Incest	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Statutory Rape	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Robbery	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Aggravated Assault	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Burglary	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Motor Vehicle Theft	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Arson	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0

Hate Crime: There were no reported hate crimes on the Leslie E. Tassell MTEC Campus in 2023, 2024 or 2025.

Unfounded Incidents: There were no unfounded reports on the Leslie E. Tassell MTEC Campus in 2023, 2024 or 2025.

GRCC requested 2025 crime statistics from local law enforcement agencies with jurisdiction over its noncampus locations. Some agencies did not respond or provide data in a format that could be used for Clery Act reporting. As a result, statistics from those agencies may not be reflected in this report.

Leslie E. Tassell MTEC Campus VAWA Offenses Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Domestic Violence	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Dating Violence	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Stalking	2023	0	NA	0
	2024	1	NA	0
	2025	0	NA	0

Leslie E. Tassell MTEC Campus Arrests and Disciplinary Referrals Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Arrests: Weapons (Carrying, Possessing, etc.)	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Disciplinary Referrals (Weapons: Carrying, Possessing, etc.)	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Arrests: Drug Abuse/Law Violations	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Disciplinary Referrals: Drug Abuse/Law Violations	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Arrests: Liquor Law Violations	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Disciplinary Referrals: Liquor Law Violations	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0

Leslie E. Tassell MTEC Campus Hazing Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Hazing	2023	NA	NA	NA
	2024	NA	NA	NA
	2025	0	NA	0

GRCC LAKESHORE CAMPUS

GRCC Lakeshore Campus Criminal Offenses Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Murder/Non-negligent Manslaughter	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Manslaughter by Negligence	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Rape	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Fondling	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Incest	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Statutory Rape	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Robbery	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Aggravated Assault	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Burglary	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Motor Vehicle Theft	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Arson	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0

Hate Crime: There were no reported hate crimes on the GRCC Lakeshore Campus in 2023, 2024 or 2025.

Unfounded Incidents: There were no unfounded reports on the GRCC Lakeshore Campus in 2023, 2024 or 2025.

GRCC requested 2025 crime statistics from local law enforcement agencies with jurisdiction over its noncampus locations. Some agencies did not respond or provide data in a format that could be used for Clery Act reporting. As a result, statistics from those agencies may not be reflected in this report.

GRCC Lakeshore Campus VAWA Offenses Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Domestic Violence	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Dating Violence	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Stalking	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0

GRCC Lakeshore Campus Arrests and Disciplinary Referrals Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Arrests: Weapons (Carrying, Possessing, etc.)	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Disciplinary Referrals (Weapons: Carrying, Possessing, etc.)	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Arrests: Drug Abuse/Law Violations	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Disciplinary Referrals: Drug Abuse/Law Violations	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Arrests: Liquor Law Violations	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0
Disciplinary Referrals: Liquor Law Violations	2023	0	NA	0
	2024	0	NA	0
	2025	0	NA	0

GRCC Lakeshore Campus Hazing Reporting Table

Offense	Year	Geographic Locations		
		On-Campus Property	Noncampus Property	Public Property
Hazing	2023	NA	NA	NA
	2024	NA	NA	NA
	2025	0	NA	0

EMERGENCY COMMUNICATIONS

GRCC ALERTS AND THE RAVE ALERT SYSTEM

Grand Rapids Community College (GRCC) is committed to providing a safe and secure learning and working environment for students, employees, and visitors. When conditions arise that may affect the health, safety, or security of the campus community, GRCC communicates important information through GRCC Alerts.

GRCC Alerts provide timely information about emergencies, significant safety concerns, campus closures, critical service disruptions, and other situations that require immediate awareness or action. Depending on the nature of the incident, communications may be issued as Emergency Notifications, Timely Warnings, Public Safety Advisories or other campus communications as required by law or college policy.

GRCC has partnered with Rave Mobile Safety to offer the Rave Alert Mass Notification System (Rave Alert), which is capable of sending text message, voice call, and email messages either simultaneously or individually. Active students and employees are automatically enrolled each semester using contact information from the GRCC Online Center (PeopleSoft) portal, which is updated every twenty-four (24) hours. Students and employees are responsible for maintaining accurate contact information in the Online Center. Students and employees may customize certain notification preferences; however, official GRCC email accounts remain a required communication method for college notifications.

Parents, family members, visitors and other community members may subscribe to receive GRCC Alerts. For more information, including how to sign up, visit the GRCC Rave Alert Mass Notification webpage, grcc.edu/about-grcc/grcc-police/resources/rave-alert.

GRCC Police, in coordination with appropriate college officials, determine when a GRCC Alert is necessary based on the circumstances of an incident, the potential impact to the campus community, and applicable legal requirements. The college also maintains relationships with local law enforcement and emergency response agencies, which are requested to promptly notify GRCC Police of crimes or dangerous situations that may require a GRCC Alert.

Emergency Notifications

Emergency Notifications are a type of GRCC Alert issued when there is a confirmed significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees or visitors.

GRCC has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, the following situations are examples which may warrant an Emergency Notification after confirmation: armed/hostile intruder; bomb/explosives (threat); communicable disease outbreak; severe weather; terrorist incident; civil unrest; natural disaster; hazardous materials incident and structural fire.

Individuals can report emergencies occurring at GRCC by calling (616) 234-4911 or 4911 from any college campus phone, or call 911.

In the event of an emergency, GRCC will provide immediate notification to the appropriate segment(s) of the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees or visitors. If an emergency affects our on-campus locations, GRCC Police Officers, in conjunction with other college administrators, local first responders, the Health Department and/or the National Weather Service, will be responsible for confirming the significance, danger level and immediate threat to the safety and security of the college community. In the event of an emergency affecting a separate campus, the local police jurisdiction or on-scene administrative staff will be responsible for confirming the threat or danger level and notifying GRCC Police Department, at which time the notification procedures will be followed.

Upon confirmation of the threat or danger GRCC 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 professional judgment of the responsible authorities (GRCC Police Chief

or designee, local police responders, etc.), compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

The methods for sending the notification may include all or some of the following:

- Email, Text messages and posting on the GRCC website, simultaneously or individually, via the Rave Alert System;
- Emergency phone alert system (EPAS);
- Digital signs located throughout college buildings;
- Posted notices in buildings;
- Fire alarm activation;
- Contacting local television news outlets
- Social media; and
- Face-to-face communication

The Chief of Police and the Executive Director of Marketing & Communications, or their available designees are responsible for preparing and sending Emergency Notifications and determining whether a notification should be distributed to the entire campus or only to the affected area. Notifications may include instructions and direct students, employees and visitors to a safe location. Depending on the nature of the emergency, notifications may be sent to specific segments of the campus (e.g., a gas leak in one building, may result in a notification limited to that one building). The entire campus will be notified when there is a potential that a large segment of the college community will be affected by a situation, or when a situation threatens campus operations as a whole.

Tornado warning notifications will be automatically sent to the entire campus through Rave when the National Weather Service issues a tornado warning for Kent and Ottawa Counties. The “All Clear” notification will be sent manually by the Executive Director of Marketing & Communications or designee.

Each emergency situation will be continually assessed with additional messages going out as necessary. Follow up messaging will be distributed using the same methods as the original Emergency Notification, except the use of a fire alarm. In the event of an on-going emergency situation, the campus community and public may be directed to a single communication method (i.e., website, social media, etc.) for incident updates.

Due to the multiple types of notification systems, several sources will be used to distribute the information. Depending on the situation, the police dispatcher or designee could initiate the EPAS system, while other designated persons send messages via the Rave Alert system. In extenuating circumstances, a full screen takeover may be initiated using Alertus profiles in the Rave Alert System. When necessary, GRCC will notify area news media to assist in notifying the larger community of any threat to the safety of those in the surrounding area. The larger community can also access emergency information via the GRCC homepage and/or social media.

If there is an immediate threat to the health or safety of students, employees and visitors occurring on campus, an institution must follow its Emergency Notification procedures. An institution that follows its Emergency Notification procedures is not required to issue a Timely Warning based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed.

GRCC Police Department process for the Main/DeVos and Tassell M-TEC Campuses:

- The dispatcher will receive the call.
- Police officer(s) will respond to the reported incident.
- Police officer(s) will evaluate the incident to determine danger and threat level.
- The highest ranking on duty police employee will be notified.
- If appropriate, the Emergency Notification process will be initiated.
- Instructions as to where to go, what to do, etc. will be provided.
- If appropriate, the Emergency Management Team will be convened.
- Regular updates and notifications will be sent in the same and/or additional methods as the original Emergency Notification.

GRCC Lakeshore Campus:

- The local jurisdiction dispatcher will receive the call.
- Local police officer(s) will respond to the reported incident.
- Local police officer(s) will evaluate the incident to determine danger and threat level.
- Once GRCC is notified, either by the local jurisdiction or other GRCC employees, the highest-ranking police employee will be notified.
- If appropriate, the Emergency Notification process will be initiated.
- Instructions as to where to go, what to do, etc. will be provided.
- If appropriate, the Emergency Management Team will be convened.
- Regular updates and notifications will be sent in the same and/or additional methods as the original Emergency Notification.

Timely Warnings

Timely Warnings are a type of GRCC Alert issued when a Clery-reportable crime occurring within GRCC's Clery geography is determined to represent a serious or continuing threat to students, employees and visitors.

Timely Warnings will be distributed as soon as pertinent information is available to students, employees and visitors in a manner that is timely, withholds the names of victims as confidential, and will aid in the prevention of similar occurrences. In the event a crime is reported, within GRCC's Clery geography (see definitions in geography section) that, in the judgment of the GRCC Chief of Police (or designee) and in consultation with responsible authorities when time permits, represents a serious or continuing threat to students, employees, or visitors a campus wide "Timely Warning" notice will be issued. Incidents are considered on a case-by-case basis in light of all the known facts surrounding the crime, including: the nature of the crime, continuing danger to the community, and the possible risk of compromising law enforcement efforts. Timely Warnings are not limited to violent crime.

Timely Warnings are typically issued for the following crime classifications, as defined in Appendix A to Subpart D of Part 668 of the implementing Clery Act regulations:

- Murder/Non-Negligent Manslaughter.
- Aggravated Assault (incidents involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger GRCC community).
- Robbery involving force or violence (incidents including pickpocketing and purse snatching will typically not result in the issuance of a Timely Warning notice, but will be assessed on a case-by-case basis).
- A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another.
- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known by the victim, or designee). In incidents involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a "timely" warning notice to the community. All incidents of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning notice.
- Major incidents of Arson.
- Hazing incidents that remain a threat to the campus community.
- Other Clery crimes as determined necessary by the GRCC Chief of Police or designee.

See the "Crime Definitions" section of this report for definitions of these classifications.

The decision to issue a Timely Warning is made by the GRCC Chief of Police or designee. Once the decision is made to issue a Timely Warning, the message will be drafted by the Police Chief or designee and sent to the Executive Director of Marketing & Communications or designee for distribution to the campus community.

GRCC uses multiple resources to collect information that may necessitate a Timely Warning. Information obtained directly at the GRCC Police Department, or while monitoring local police radio transmissions, as well as police incident reports sent to GRCC by neighboring jurisdictions, provide the information we need to determine if there is a threat to our campus community requiring a Timely Warning. The GRCC representatives in the following roles will be the primary contacts for criminal or safety related concerns at the corresponding sites:

- Dean of Lakeshore Campus - GRCC Lakeshore Campus
- Dean of Strategic Outreach - Regional Sites
- Director of High School Partnerships - Early Middle College and Concurrent Enrollment
- Dean of the School of Workforce Training - Leslie E. Tassel MTEC

The dean or director then notifies GRCC Police for the issuance of a Timely Warning. The primary method of communicating a Timely Warning will be through the Rave Alert System utilizing text messaging, followed by email for complete details. In an effort to notify visitors to our campus, the Timely Warning will be posted on internal digital signs, and/or posted under “recent alerts” on the GRCC Police webpage. In extenuating circumstances other possible methods of communication may include any of the following: home or mobile phone calls (Rave Alert), a banner on the GRCC website homepage, Emergency Phone Alert System (EPAS), face to face communication, the use of social media and use of local news media.

Information exclusively reported to a pastoral or licensed professional counselor is exempt from Timely Warnings. Therefore, GRCC is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Public Safety Advisories

Public Safety Advisories are a type of GRCC Alert used to communicate safety-related information that may impact the campus community but does not meet the criteria for a Timely Warning or Emergency Notification. GRCC may elect to issue a Public Safety Advisory to students and employees, when serious or significant crimes occur outside of our Clery reportable geography, for the non-Clery reportable crimes on campus, or in other situations that may impact our campus community. The decision to issue a Public Safety Advisory is made by the GRCC Police Chief or designee. The advisory will be issued to students, employees and anyone who is opted in for email messaging via standard email by the Marketing & Communications department, or designee. In an effort to notify visitors to our campus, the Public Safety Advisory will be posted under “recent alerts” on the GRCC Police webpage.



EMERGENCY RESPONSE AND EVACUATION PROCEDURES

GRCC maintains an Emergency Response Plan that outlines responsibilities of campus departments during emergencies. This plan outlines incident priorities, campus organization and specific responsibilities of particular departments or positions. The current emergency response plan can be found by visiting the GRCC Police Department website, under resources. Specific college departments are responsible for developing emergency response and business continuity plans for their areas and staff. The Emergency Management Team provides resources and guidance for the development of these plans.

In conjunction with other local first responders, GRCC conducts a test of the Emergency Response Procedures throughout the academic year. Tests, which consist of exercises and drills, are designed to evaluate specific segments of our emergency response plan. Exercises and drills may be announced or unannounced, and may involve the entire campus, or focus on smaller areas. Each test is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced.

The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all of the requirements of the Higher Education Opportunity Act.

EMERGENCY EVACUATION PROCEDURES

The emergency evacuation procedures are tested once a year. Students and employees learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The GRCC Police Department does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, GRCC Police Department staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

Also, an emergency procedure reference document and evacuation route map are posted in all classrooms and meeting spaces in college owned buildings. These documents should be reviewed at the beginning of each semester by students and employees.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At GRCC evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

FIRE RESPONSE AND EVACUATION

Prior to the start of the academic school year, GRCC is required to train all its instructional staff on fire and emergency evacuation procedures in order to comply with the Michigan Fire Code. As required, documentation is then sent to the State Fire Marshal. If the audible and visible fire alarms are activated, everyone must evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify GRCC Police at (616) 234-4911 or dial 911. Never assume the alarm is false. To assist students in evacuating classrooms and directing them to safety, faculty are asked to take a few minutes during the first day or two of classes to identify and review the following:

- The Fire Response Procedures, Emergency Procedures document and evacuation maps that are located in each classroom.
- The location of exits and students' responsibilities in case of emergencies.
- Exits and "Areas of Rescue Assistance" that are near classrooms.
- Students who can assist those in need in getting to the "Areas of Rescue Assistance" on floors that do not directly exit to the outside.

During an emergency or when the emergency alarm is activated:

- Remain calm.
- DO NOT USE THE ELEVATORS, use the stairs.
- After checking the door frame for heat, close windows and doors upon leaving the room.
- Assist the physically impaired. If they're unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform GRCC Police or the responding Fire Department of the individual's location.
- Exit and take your class across the street from the building and wait until the "ALL CLEAR" is given by GRCC police officers. DO NOT STAND ON PEDESTRIAN WALKWAYS OR BLOCK EXITS.
- Make sure all personnel are out of the building.
- Do not re-enter the building.
- Report missing or injured students or employees immediately to GRCC Police, either in person at 25 Lyon St. NE or by phone at (616) 234-4911.

TORNADO EMERGENCY PROCEDURES

In the event of severe weather, Grand Rapids Community College's primary goal is to minimize physical injury and ensure the safety of all students, employees, and visitors.

Weather Definitions

- **Tornado Watch:** Weather conditions are favorable for the development of severe thunderstorms capable of producing tornadoes. A tornado watch implies that a severe thunderstorm watch is also in effect.
- **Tornado Warning:** A tornado is imminent or has been detected. This warning is issued by national weather forecasting agencies when a tornado or funnel cloud has been sighted by the public, storm chasers, emergency management, law enforcement or when weather radar indicates tornado formation.

Immediate Action and General Shelter Guidelines

When a tornado warning is issued or community warning sirens are activated, individuals should immediately seek shelter.

- **Go to the Lowest Level:** Move from higher floors to the lowest level of the building whenever possible.
- **Seek Interior Spaces:** Take shelter in small, interior, windowless rooms such as restrooms, inner offices or enclosed interior corridors.
- **Areas to Avoid:** Stay away from windows, exterior walls, parking ramps, catwalks, glass pedestrian walkways, auditoriums and arenas.
- **Individuals with Mobility Impairments:** Do not use elevators as power could be disrupted. Immediately report to the nearest safe interior area away from exterior walls and glass, such as an interior restroom or corridor.

Building-specific tornado shelter locations and emergency procedures are posted throughout campus near classroom entry/exit doors and available on the GRCC Police website under resources.

Campus Notifications and Response Protocol

- **Community Sirens:** The Kent County and Ottawa County community warning sirens are activated upon the issuance of a tornado warning by the National Weather Service. When classes or campus activities are occurring, GRCC will respond immediately when regional sirens sound, regardless of conflicting information reported through news or social media sources.
- **Emergency Notifications:** The GRCC Police Department monitors the National Weather Service. GRCC will utilize its Emergency Notification Procedure to broadcast tornado warnings to the campus community.
- **Campus Closure Policy:** Given that GRCC is a commuter campus with no residential facilities, the college does not send severe weather messaging to staff and students when the campus is closed.

Faculty and Staff Responsibilities

During a tornado warning, faculty and staff present in classrooms or public meeting spaces should:

1. Inform students of the tornado warning immediately.
2. Turn off classroom lights, take the class roster and close classroom doors.
3. Direct students to the nearest safe interior lower-level shelter area consistent with the guidance above.

Post-Incident and Injury Reporting

Following the official "All Clear" notification, college employees should assess their immediate areas and report any injuries or safety hazards.

To report injuries or other emergency concerns contact the GRCC Police Department immediately.

- **In-Person:** 25 Lyon St. NE
- **Phone:** (616) 234-4911

SHELTER-IN-PLACE

What it Means to "Shelter-in-Place"

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to "shelter-in-place" means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic "Shelter-in-Place" Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belongings and follow the evacuation procedures for your building (close your door, proceed to the nearest exit and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest college building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to "Shelter-in-Place"

A shelter-in-place notification may come from several sources: GRCC Police Department, other college employees, local police department or other authorities utilizing the college's emergency communications tools.

How to "Shelter-in-Place"

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be:
 - An interior room;
 - Above ground level; and
 - Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.
3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters and fans.
5. Close vents to ventilation systems as you are able. (College staff will turn off the ventilation as quickly as possible.)
6. Make a list of the people with you and ask someone (hall staff, faculty or other staff) to call the list into GRCC Police so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on a radio or TV and listen for further instructions.
8. Make yourself comfortable.

The Kent County community warning sirens are tested at noon on the first Friday of each month from April through October. Ottawa County emergency sirens are tested on the first Friday of each month at noon from March through November. These tests will not necessitate evacuation.

DRUG FREE SCHOOLS AND COMMUNITIES ACT

DRUG AND ALCOHOL POLICY

I. Policy Section:

6.0 Human Resources

II. Policy Subsection:

6.24 Drug and Alcohol Policy

III. Policy Statement

Grand Rapids Community College is committed to the elimination of drug and/or alcohol abuse in the workplace and in all learning environments. Grand Rapids Community College prohibits the unlawful possession, use, and sale of alcoholic beverages and illegal drugs on campus. GRCC Police are responsible for enforcement of all City, State, and Federal laws relating to drug and alcohol possession, use, sale or distribution.

In compliance with the Drug-Free Workplace Act (41 U.S.C. 701) and the Drug Free Schools and Communities Act (20 U.S.C. 1145g), the lawful or unlawful manufacture, distribution, dispensation, possession, use or sale of a controlled substance, marijuana in any form or alcohol on property owned or controlled by the college or as part of any college-sponsored program off-campus is strictly prohibited, unless specifically permitted for work-related social, educational purposes, or non-work time on campus at our Fountain Hill Brewery and Heritage Restaurant. Violation of this policy constitutes grounds for disciplinary action up to and including termination of employment. For students, disciplinary consequences are set forth in the Student Code of Conduct.

IV. Reason for Policy

Drug and alcohol use or abuse may pose a threat to the health and safety of Grand Rapids Community College students, staff and community members, and to the security of our equipment and facilities. The risks associated with the use or abuse of drugs or alcohol are numerous. These include physical and mental impairment, as well as effects on professional and personal lives. Use or abuse of drugs, including marijuana in any form, or alcohol can negatively impact job or academic performance and attendance and can jeopardize continued employment or status as a student or volunteer. This policy is designed to maintain a drug-free work and learning environment and to comply with the requirements of local, state and federal laws.

V. Entities Affected by this Policy

Persons covered by this policy include employees, students, applicants for employment, persons engaged on the premises of the college as independent contractors, volunteers, vendors and persons participating in or attending college-sponsored programs.

VI. Who Should Read This Policy

All Employees
Applicants for employment
Board of Trustee members
Students
Volunteers
Guests

VII. Related Documents

Drug-Free Workplace Act
Drug Free Schools and Communities Act
Drug and Alcohol Abuse Prevention Program (DAAPP)
Drug and Alcohol Biennial Review Document
Student Code of Conduct
GRCC Conflict of Interest Policy
Misconduct Policy
Misconduct Policy Violation Reporting

VIII. Contacts

Policy Owner: Executive Director of Human Resources and Talent Development
GRCC Chief of Police
Dean of Students

IX. Definitions

A. Covered substances: This policy covers the following substances:

1. Alcohol in any form.
2. Controlled or illegal drugs or substances (including but not limited to hallucinogens, barbiturates, depressants, stimulants, cannabinoids, opioids, club drugs, dissociative drugs and any other compounds or drugs whose use, possession, or transfer is restricted or prohibited by law).
3. Marijuana in any form. Michigan law may permit marijuana use under certain circumstances, however, marijuana remains prohibited:
 - On GRCC property
 - During college activities
 - While working
 - Where prohibited by applicable laws
4. Any substance that influences a person in a way that jeopardizes the safety of the person or other persons or hinders the person's ability or any other person's ability to perform work responsibilities. This includes synthetic drugs.

B. Employee: Includes any person who receives compensation from the college and who belongs to one of the following groups: faculty, CEBA, APSS, GRCC Police, PMA employees, contingency, adjunct employees, and student employees.

C. Student: The term "student" includes persons who have been issued a student number at Grand Rapids Community College and are: currently enrolled, or admitted and show intent to enroll, or withdrawn from a specific course or the college after allegedly violating the Student Code.

D. Exceptions:

1. Medications, with the exception of medical marijuana, prescribed by any person licensed to prescribe or dispense controlled substances: Drugs used in accordance with their instructions for medicinal purposes are not prohibited unless they cause drowsiness, or other side effects that may impair a person's ability to perform responsibilities properly and safely. If a person feels that the side effects of prescription medication may jeopardize his or her ability to perform responsibilities safely, the person shall consult with his or her supervisor. The supervisor shall consult with Human Resources to determine whether temporary placement in another position is necessary.
2. Drugs used in accordance with their instructions for medicinal purposes are not prohibited unless they cause drowsiness or other side effects that may impair a person's ability to perform

responsibilities properly and safely. If a person feels that the side effects of prescription medication may impact their ability to perform responsibilities safely, the person shall consult with Human Resources.

3. Possession and use of any marijuana on college property is explicitly prohibited. Legal marijuana use off-campus is not prohibited unless it causes drowsiness or other side effects that may impair a student, employee or volunteer's ability to perform responsibilities or participate in the educational programs of the college properly and safely.
4. Use of alcohol on campus or during work time (wherever the work is located) is only permitted for work-related social, educational purposes, or non-work time on campus at our Fountain Hill Brewery and Heritage Restaurant.

X. Procedures

A. Recognition of symptoms of drug or alcohol use or abuse:

GRCC believes it is the responsibility of all employees and students to report prohibited use or abuse of drugs and alcohol. Reports can be made to a supervisor, the Student Conduct Office, Human Resources, GRCC Police, General Counsel or the Ethics Hotline.

When a supervisor observes or is made aware of work performance or behavior signs that could affect the safety of the individual or others, Human Resources must be contacted immediately to determine the appropriate course of action.

One or more of the following signs, which could indicate substance use or abuse and are cause for concern, should be reported.

1. Odors - noticeable smell of alcohol or marijuana
2. Changes in speech - slurred, slow, incoherent.
3. Movements - unsteady, fidgety, dizzy.
4. Eyes - dilated, constricted, bloodshot, glassy.
5. Physical condition - excessive sweating, flushed, confused.
6. Emotions - argumentative, agitated, irritable, drowsy.
7. Inaction - sleeping, unconscious or no reaction to questions.

B. Actions to be taken for suspected use or abuse by employees:

If an employee is suspected of violating this policy or any other related policies, the college will initiate an investigation through Human Resources to determine the appropriate course of action.

A Human Resource representative and the employee's supervisor will meet with the employee and request that the employee submit to a laboratory drug screen, which will be conducted by a designated clinic (at which point the employee will be asked to sign an Agreement to Submit to Medical Review) or directed to submit to a preliminary breath test through GRCC Police.

Refusal to participate in testing, or a confirmed positive alcohol or drug test, will be treated as a violation of this policy and will result in discipline up to and including termination.

While awaiting the results of the test, the employee will be placed on paid administrative leave until results are determined. If the results of the test are negative, the employee will be reinstated to their position. If the results are positive for an employee, a meeting with the employee, a union representative (if applicable), supervisor, and Human Resources will take place to discuss the consequences.

C. Employee disciplinary actions if a violation occurs

Individuals whose work performance is determined to be impaired as a result of use or abuse of drugs or alcohol (either on or off campus); who illegally use or abuse drugs or alcohol on campus or while on college business; who violate any provisions of this policy or who have been convicted of violating any criminal drug statute while on college property or while participating in college-sponsored programs off campus are subject to disciplinary action up to termination of employment and/or referral to law enforcement authorities.

Verified intentional possession, distribution, sale, transfer or use of illegal drugs in the workplace while on duty or while operating employer-owned vehicles or equipment constitute grounds for immediate termination of employment.

Human Resources handles matters that require disciplinary action at Grand Rapids Community College. The concept of progressive discipline will be utilized when appropriate, taking into consideration the severity of the incident, prior disciplinary action, etc.

The following corrective actions (sanctions) may be imposed by the College for a violation of our Drug and Alcohol Policy:

1. Documented Verbal Notice. In coordination with Human Resources, the supervisor will meet with the employee to discuss the problem and the improvements that are expected. The supervisor and/or Human Resources will document the meeting.
2. Written Warning. A formal, written reminder documenting the problem and expected improvements. A copy of the formal written notice is provided to the employee, placed in the Human Resources employee file.
3. Suspension Without Pay. A formal, written explanation of the problem and time off to emphasize the seriousness of the problem and that dramatic behavior change is needed immediately. A copy of the suspension without pay notice is provided to the employee, and is placed in the Human Resources employee file.
4. Final Written Warning. The College may, at its discretion, choose to impose a final written warning in lieu of suspension.
5. Termination. When it has been determined that an employee is unable or unwilling to meet the conditions of employment at GRCC, termination results.
6. Zero Tolerance. Per the GRCC Misconduct Policy, possession, distribution, sale, transfer or use of alcohol or illegal drugs in the workplace, while on duty or while operating employer-owned vehicles or equipment is considered Zero Tolerance Misconduct. This form of verified intentional misconduct constitutes grounds for immediate termination of employment at GRCC.

D. Action to be taken for suspected use or abuse by students:

If a student is suspected of violating the drug and alcohol policy or the Student Code of Conduct (Illegal or Unauthorized Possession/Use of Alcohol and Drugs), the college will perform a Code of Conduct investigation to determine the appropriate course of action. For progressive discipline, see Student Code of Conduct.

E. Action to be taken for suspected use or abuse by volunteer:

If a volunteer is found to be in violation of this policy, the volunteer will be prohibited from holding future volunteer responsibilities for the college and/or referred to law enforcement authorities.

F. Action to be taken for refusal of pre-employment drug-screening (if applicable):

Applicants who refuse to participate in drug screening will not be hired or be able to reapply. Applicants who test positive will not be hired or considered for employment for three years from the date of the positive test result, unless they provide documentation from a licensed physician indicating the medical necessity of the prohibited substance.

G. Actions to be taken for crimes involving drugs or alcohol:

If a Campus Security Authority (CSA) becomes aware of a drug or alcohol related crime that occurs within any area defined as “Clery geography” by the College’s Clery Act Compliance Policy or during a GRCC sponsored event, that crime must be reported to GRCC Police. Human Resources and the President of the College shall have the responsibility for determining the appropriate course of action for employees who are convicted of drug or alcohol offenses during their employment with GRCC.

H. Confidentiality:

Information and records relating to positive test results, drug and alcohol dependencies, and legitimate medical explanations shall be kept confidential to the extent required by law and maintained in secure files separate from normal personnel files. Such records and information may be disclosed among managers on a need-to-know basis and may also be disclosed when relevant to a grievance, charge, claim, or other legal proceeding initiated by or on behalf of an employee or applicant.

I. Prevention and awareness:

In compliance with the Drug Free Schools and Communities Act, Grand Rapids Community College publishes information regarding the College’s educational programs related to drug and alcohol abuse prevention; sanctions for violations of federal, state, and local laws and College policy; a description of health risks associated with alcohol and other drug use; and a description of available treatment programs for GRCC students and employees. A complete description of these topics, as provided in the College’s annual notification to students and employees, is available on GRCC’s Human Resources webpage <https://www.grcc.edu/faculty-staff/human-resources/employee-groups-resources/drug-alcohol-abuse-resources>.

J. Guests:

Guests who are found in violation of this policy will be asked to leave campus.

XI. Forms

Employee Agreement to Submit to Medical Review
GRCC Policy Clery Crime Report Form (available on the GRCC Police Department webpage)

XII. Effective Date

September 2012

XIII. Policy History

Replaces previous policy 8.11 Abuse of Alcohol and other Substances

This policy will be reviewed on an annual basis to ensure that it accurately reflects institutional policy, procedures, programs and campus safety plan.

Revised - June 2015

Revised - September 2016

Revised - September 2017

Revised - November 2018, due to passage of Proposal 1

June 2019

June 2020

June 2021

June 2022

May 2023 - formatting and grammatical changes, clarification regarding procedures to address policy violations by employees.

May 2024 - Clarification regarding Clery geography for CSA reportable crimes

April 2026 - Added additional language to marijuana definition.

XIV. Next Review/Revision Date

May, 2027

DRUG AND ALCOHOL AWARENESS PROGRAMS

Students

The college offered the following primary prevention and awareness programs for students in 2025:

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
3/17/2025	National Drug and Alcohol Facts Week	Student Life and Leadership	Applied Technology Center, Second Floor Corridor	Students	Prevent the abuse of alcohol by GRCC students and sharing a description of the health risks associated with the use of alcohol abuse
3/18/2025	National Drug and Alcohol Facts Week	Student Life and Leadership	Lakeshore Atrium	Students	Prevent the abuse of alcohol by GRCC students and sharing a description of the health risks associated with the use of alcohol abuse
9/4/2025	Involvement Week Workshop: Student Organizations 2025-2026 Hazing and Drug and Alcohol Prevention	Student Life	Student Life Office	Students (open to all) and Advisors	Covered hazing definition and reporting. Reviewed the student code of conduct, timelines for reporting and action and annual transparency report. Responsibilities of students, involved parties and witnesses. Discussed federal compliance responsibility of GRCC.
9/30/2025	Ottawa Health Dept Tabling - Lakeshore	Student Life	Lakeshore Atrium	Students	Resources, STI testing, substance abuse support resources Ottawa County
9/30/2025	Health Fair	Student Life	Calkins Science Center, Room 125 and 127	Students	Various partners in the Grand Rapids Area were brought in, including the Kent County Health Department that provided information and resources on substance abuse support and the RED Project that provided Harm Reduction information
12/9-10/2025	Drug and Alcohol Resource Tabling	Student Life	Student Center, Second Floor Corridor	Students/ Staff	Covered resources both at GRCC and in the Greater Grand Rapids area regarding alcohol and drug abuse. This tabling also included statistics, signs of struggle with drugs/ alcohol, and a full breakdown of definitions plus first steps

Employees

The college offered the following primary prevention and awareness programs for employees in 2025:

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
12/9/2025-12/10/2025	Drug and Alcohol Resource Tabling	Student Life	Student Center	Students/Staff	Covered resources both at GRCC and in the Greater Grand Rapids area regarding alcohol and drug abuse. This tabling also included statistics, signs of struggle with drugs/alcohol, and a full breakdown of definitions plus first steps

DRUG AND ALCOHOL RESOURCES

GRCC also offers the following resources:

- Alcohol Abuse Awareness during Welcome Week.
- The GRCC Center for Counseling and Well-Being webpage offers free, online, behavioral health screenings. They can be accessed at grcc.edu/SelfHelp.
- Through the GRCC Center for Counseling and Well-Being, students were provided free access to licensed counselors on campus. Services include mental health screenings that incorporate alcohol use, consultations and referrals to outside agencies.
- Student athletes were presented with general information during orientation about alcohol and drug use, as well as resources if they find themselves struggling with abuse.
- As part of our Addiction Studies Certificate, GRCC offered the following classes for credit:
 - CJ 245 Substance Abuse
 - CJ 246 Alcohol Use and Abuse
 - CJ 275 Addiction Treatment with Diverse Populations
- Human Resources provides all new and current employees compliance training via Vector Solutions. The Drug and Alcohol Prevention compliance package includes Abuse Prevention and a Drug Free Workplace Video.
- Substance abuse treatment is covered by all medical plans offered by Grand Rapids Community College. Employees are responsible for any out-of-pocket costs required under their elected health plan, including deductibles, coinsurance and co-payments.
- GRCC offers medical leaves of absence for substance abuse treatment, including drug and alcohol rehabilitation. These leaves are available to employees who qualify for coverage under the Family and Medical Leave Act (FMLA), as well as to those who are not FMLA eligible under alternative college leave policies.
- The college offers an Employee Assistance Program (EAP). Employees are eligible for up to three sessions per episode of care at no cost for the employee. If further is required, the employee's health care provider may provide coverage.

SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE AND STALKING

POLICY FRAMEWORK AND INSTITUTIONAL OVERSIGHT

GRCC prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking. GRCC also prohibits conduct that falls within the corresponding definitions in Policy 6.2, Title IX, Non-Discrimination, and Anti-Harassment Policy, regardless of whether the conduct results in criminal charges or meets the requirements of a criminal offense. These forms of conduct are addressed under Policy 6.2 and the college's related grievance, investigation and complaint resolution procedures.

Policy 6.2 applies to GRCC education programs, activities, services, and employment and covers students, employees, applicants, trustees, independent contractors, vendors, volunteers, college guests and visitors, community members accessing college services, and members of the public where the college has authority to address the reported conduct or its effects.

The college uses two procedures to address reports and complaints under Policy 6.2. Procedure A, the Title IX Grievance Process, applies to allegations of sex discrimination that meet the definition and jurisdictional requirements of Title IX. Procedure B, the Nondiscrimination Resolution Process, applies to other allegations of discrimination, harassment, and retaliation prohibited by Policy 6.2 or applicable law, including allegations of sex discrimination that do not meet Title IX requirements. The Director of Equal Opportunity Compliance and Title IX Coordinator, or designee, determines which procedure applies based on the reported conduct and applicable legal requirements.

The Office of Institutional Equity administers Policy 6.2 and coordinates the college's response and compliance responsibilities under the applicable procedure. The remainder of this section describes GRCC's prevention and awareness programs, reporting options, available resources, supportive and protective measures and institutional disciplinary procedures.

The full Policy 6.2 and related procedures are available on the GRCC college Policies webpage located at grcc.edu/faculty-staff/general-counsel/policies.

DEFINITIONS

Different definitions apply depending on the purpose for which they are used. The federal definitions used to classify and count crimes for Clery Act statistical reporting are provided in the "Crime Definitions (Federal/Clery Definitions)" section of this report. Applicable Michigan criminal law definitions, along with statements identifying any required term that Michigan law does not separately define, are provided in the Appendix under "Michigan Criminal Law Statutes."

The definitions below are GRCC's institutional definitions under Policy 6.2, Title IX, Non-Discrimination, and Anti-Harassment Policy. GRCC uses these definitions when determining whether reported conduct may violate college policy. These definitions may differ from, or provide protections broader than, the definitions used for Clery Act statistical reporting or under Michigan criminal law.

Complainant: Any person who is alleged to have been subjected to conduct that could violate Policy 6.2.

Respondent: A person who is alleged to have engaged in conduct that could constitute a violation of Policy 6.2.

Consent: Michigan law does not provide a general statutory definition of consent in reference to sexual activity. GRCC uses the following definition when applying Policy 6.2:

Consent is a clear, freely given, and informed agreement to engage in a particular activity, including sexual activity. Consent may be communicated through words or actions, as long as those words or actions create mutually understandable permission regarding willingness to engage in the activity and its conditions.

The absence of "no" is not consent. Silence, in and of itself, cannot be interpreted as consent. Consent must be voluntary and cannot be obtained through force, intimidation, coercion, or a threat of force. Consent that is coerced, whether by verbal or physical conduct, is not valid. Individuals must have the capacity to give consent. A person cannot give consent if they are under the age of 16, legally mentally incapable, or

mentally or physically incapacitated due to the influence of drugs, alcohol, sleep, unconsciousness, or any condition that impairs their ability to make a knowing and voluntary decision.

Consent to one form of sexual activity does not imply consent to other forms of sexual activity. Prior consent or a prior relationship does not imply consent to future sexual activity. Consent may be withdrawn at any time, including during the course of sexual activity. When consent is withdrawn, the activity must cease within a reasonably immediate time. Consent to engage in sexual activity with specific conditions, such as the use of protection, must be respected. Disregarding those conditions or removing protection without permission invalidates consent.

Violence: For purposes of Policy 6.2, violence includes conduct in which a respondent intentionally or recklessly causes, or threatens to cause, serious physical, emotional or psychological harm to another individual.

Intent is demonstrated when a reasonable person would conclude that the respondent acted with the purpose of causing harm. Recklessness is present when the respondent disregards a substantial risk to the safety or well-being of another individual.

Violence does not include conduct undertaken in legitimate self-defense. Whether conduct constitutes self-defense will be assessed based on the totality of the circumstances. Violence also does not include mutually consensual physical interactions, provided that the conduct remains within the scope of consent. Conduct that exceeds the boundaries of consent may constitute a violation of Policy 6.2.

Threats to cause serious harm may constitute violence where they result in substantial emotional or psychological harm. Conduct involving threats of self-harm or other concerning behavior may be addressed through other applicable college processes.

Dating Violence: Violence committed by an individual who is in or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship is determined based on consideration of the following factors:

The length of the relationship;
The type of relationship; and
The frequency of interaction between the individuals involved in the relationship.

Domestic Violence: Violence committed by a person who:

- Is a current or former spouse or intimate partner of the complainant under the family or domestic laws of the State of Michigan or a person similarly situated to a spouse of the complainant;
- Is cohabitating with, or has cohabitated with, the complainant as a spouse or intimate partner;
- Shares a child in common with the complainant; or
- Commits acts against a youth or adult complainant who is protected from those acts under the family or domestic laws of the State of Michigan.

Sexual Assault: Any sexual act, including rape, fondling, incest, and statutory rape, directed against another person without the consent of the complainant, including instances in which the complainant is incapable of giving consent; also, unlawful sexual intercourse.

Rape: 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 complainant, including circumstances in which the complainant is incapable of giving consent because of age or temporary or permanent mental or physical incapacity.

Fondling: The touching of the complainant's private body parts, including the breasts, buttocks, or groin, by the respondent, or causing the complainant to touch the respondent's private body parts, intentionally for a sexual purpose and without the consent of the complainant, including instances in which the complainant is incapable of giving consent.

Incest: Nonforcible sexual intercourse between persons who are related to each other within the degrees in which marriage is prohibited by the laws of the State of Michigan.

Statutory Rape: Nonforcible sexual intercourse with a person who is under the statutory age of consent in the State of Michigan.

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

Fear for their safety or the safety of others; or
Suffer substantial emotional distress.

For purposes of this definition:

Course of conduct means two or more acts, including, but not limited to, acts in which the respondent, directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, communicates to or about a person, or interferes with a person's property.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

UNDERSTANDING TRAUMA, SEEKING CARE AND PRESERVING EVIDENCE

People may respond to dating violence, domestic violence, sexual assault or stalking in different ways and on different timelines. Responses may affect a person's emotions, physical well-being, concentration, memory, sleep, relationships or daily activities. There is no single expected response to trauma.

Support and confidential resources are available whether or not an individual reports to law enforcement, makes a report to GRCC, or files a complaint. Information about available campus and community resources is provided in the "On- and Off-Campus Services" section.

Immediate Safety and Medical Care

If anyone is in immediate danger, call 911. For campus emergency response, contact GRCC Police at (616) 234-4911.

A person who has experienced sexual assault is encouraged to seek medical attention as soon as possible. In Michigan, a medical forensic examination and sexual assault evidence kit may be completed within 120 hours, or five days, following a sexual assault. The examination is available without charge and does not require the individual to file a police report or participate in a criminal investigation. Medical care may still be sought after the evidence-collection period has passed.

Regional sexual assault nurse examiner services include the YWCA West Central Michigan in Kent County and Resilience in Ottawa County. Current contact information is provided in the "On- and Off-Campus Services" section.

Preserving Physical Evidence

Preserving evidence may assist a criminal investigation, a college resolution process, or a request for an order of protection. When possible and safe to do so before a medical forensic examination, avoid bathing, showering, douching, brushing teeth, using the restroom, changing clothes or cleaning the area where the incident occurred.

If clothing has been changed, place each item in a separate paper bag rather than a plastic bag. Other potentially relevant evidence may include:

- Clothing, undergarments, bedding or linens;
- Photographs of injuries or property damage;
- Medical records and discharge paperwork; and
- Items, packaging, notes or other physical materials connected to the incident.

Preserving Digital and Other Evidence

Relevant evidence may include:

- Text messages, emails, call logs, voicemails, direct messages and social media content;
- Screenshots and original electronic files;
- Photos, videos, location information and device or account records;
- Records reflecting unwanted monitoring, financial control, or property damage; and
- A dated record of incidents, including times, locations, witnesses, communications and resulting impacts.

Whenever possible, preserve the original content rather than relying only on screenshots or edited copies.

SUPPORTIVE AND PROTECTIVE MEASURES

Supportive measures are available to individuals involved in a report or complaint, regardless of whether a complaint is filed or the matter is reported to law enforcement. Supportive measures are individualized, non-disciplinary, and non-punitive and are designed to restore or preserve access to GRCC's education programs, activities, services, and employment, protect the safety of the parties or the educational environment, deter conduct that may violate Policy 6.2, or provide support during a resolution process, without unreasonably burdening another party.

Requesting Supportive Measures

Supportive measures may be requested from the Office of Institutional Equity:

Email: TitleIX@grcc.edu

Telephone: (616) 234-4999

The Office of Institutional Equity will conduct an individualized assessment and coordinate measures that are appropriate and reasonably available based on the circumstances. Individuals will not be required to arrange approved measures on their own, although implementation may require limited communication with faculty, supervisors, Human Resources, Student Life, GRCC Police, Disability Support Services, the ADA Coordinator or other employees with a need to know.

Available measures may include:

- Academic support or course-related adjustments;
- Work or class schedule changes;
- Workplace adjustments or changes in work location or reporting structure;
- Transportation or parking assistance;
- Campus escorts and safety planning;
- No-contact or no-trespass directives;
- Consideration of leave;
- Referrals to counseling, health care, advocacy, legal, immigration or other community resources; and
- Coordination with Disability Support Services or the ADA Coordinator regarding disability-related access needs.

GRCC does not maintain student housing. Accordingly, the college cannot provide an on-campus housing reassignment, but it may provide information or referrals regarding community resources and consider other reasonably available measures within its authority.

WRITTEN NOTIFICATION

When a student or employee reports experiencing dating violence, domestic violence, sexual assault, or stalking, whether the reported conduct occurred on or off campus, GRCC will provide a written explanation of the individual's rights and options.

GRCC will also provide written notification regarding options for, available assistance with, and how to request reasonably available changes to academic, living, transportation, and working situations or other protective measures. These measures may be requested regardless of whether the individual reports the matter to GRCC Police or another law-enforcement agency.

CONFIDENTIALITY OF MEASURES

GRCC will maintain as confidential any accommodations or protective measures provided to an individual to the extent that maintaining confidentiality does not impair the college's ability to provide the accommodations or protective measures. Information will be shared only as necessary to evaluate, coordinate and implement the requested measures or as otherwise required by law.

Either party may request review or modification of supportive measures under the applicable college procedure. Under Procedure A, either party may also challenge a decision to provide, deny, modify, or terminate supportive measures that apply to that party. The challenge will be reviewed by an impartial employee who did not originally implement the measures.

COURT ORDERS, COLLEGE DIRECTIVES AND INTERIM ACTIONS

Orders of Protection

An individual may seek a Personal Protection Order or another lawful order from an appropriate court. GRCC cannot petition for a court order on another person's behalf or provide legal representation. The Office of Institutional Equity, GRCC Police, and community advocacy organizations can provide information about available resources and assist an individual in identifying the appropriate court or law-enforcement agency.

An individual who obtains an order of protection should provide a copy to GRCC Police and the Office of Institutional Equity so the college can evaluate and coordinate appropriate action within its authority. GRCC will comply with lawful orders that apply to college property, programs, activities, students or employees.

Information and forms for Michigan Personal Protection Orders are available through the Michigan courts and the circuit court serving the county where an individual seeks to file. Local court and advocacy contact information is provided in the "On- and Off-Campus Services" section.

Personal Protection Orders

Michigan courts may issue Personal Protection Orders in matters involving domestic relationships, stalking, or sexual assault. Current forms and filing instructions are available through the Michigan courts and the appropriate county circuit court. The Office of Institutional Equity, GRCC Police, and community advocacy organizations can assist an individual in locating current information and available support.

If an order is violated or an individual is in immediate danger, call 911 or contact the law enforcement agency with jurisdiction. Only the issuing court may modify or terminate a court order.

Extreme Risk Protection Orders

Michigan law also permits eligible individuals and agencies to seek an Extreme Risk Protection Order when a person may pose a serious risk of harm to themselves or others through access to a firearm. An Extreme Risk Protection Order is separate from a Personal Protection Order and from a GRCC no-contact or no-trespass directive.

Current information and forms are available through the Michigan courts, the Michigan Attorney General, local law enforcement, and the family division of the appropriate circuit court. In an emergency, call 911.

College No-Contact and No-Trespass Directives

GRCC may issue a college no-contact directive, no-trespass directive or other interim restriction when appropriate to support safety, preserve access to college programs or employment, or protect the integrity of a resolution process.

A college directive is separate from a court order and does not prevent an individual from seeking a Personal Protection Order, restraining order, or other lawful court protection. Failure to comply with a college directive may result in action under applicable college policies or procedures.

Safety Planning

GRCC Police and the Office of Institutional Equity may assist with safety planning. Depending on the circumstances and what is reasonably available, a safety plan may include campus escorts, parking or transportation assistance, changes to class or work arrangements, restrictions on access to particular college locations, and coordination with local law enforcement.

Emergency Removal and Administrative Leaves

GRCC may take interim action when necessary to address safety concerns or protect the integrity of a college process. Interim actions may include no-contact directives, temporary schedule or location changes, temporary access restrictions, emergency removal of a student respondent, or placement of an employee respondent on administrative leave.

A student respondent may be removed on an emergency basis when an individualized assessment indicates an imminent and serious threat to the health or safety of others. The student will be notified of the interim action and may request review.

An employee respondent may be placed on administrative leave during an investigation in accordance with applicable college policy, employment procedures and collective bargaining obligations.

REPORTING

Individuals may report dating violence, domestic violence, sexual assault, stalking or other conduct that may violate Policy 6.2 to GRCC, local law enforcement, both or neither. Except for employees designated as confidential employees, GRCC employees have mandatory reporting obligations as described below.

The college's process and any criminal process are separate and may proceed independently. Reporting to the college does not require an individual to report to law enforcement, and reporting to law enforcement does not require an individual to file a complaint with the college.

A person does not need to decide whether to request an investigation before making a report or seeking information, resources, or supportive measures.

Reports and Complaints

A report provides GRCC with information about conduct that may violate Policy 6.2. Any person may make a report, including the individual who experienced the conduct, a witness, or a third party.

A complaint is an oral or written request that can reasonably be understood as asking GRCC to investigate and determine whether Policy 6.2 was violated. Making a report does not automatically constitute filing a complaint or require participation in an investigation.

Reporting to the Office of Institutional Equity

Reports may be made at any time to the Director of Equal Opportunity Compliance and Title IX Coordinator, a Deputy Title IX Coordinator, a designee, or the Office of Institutional Equity by telephone, email, in person, or through the college's online reporting form.

Office of Institutional Equity
Bostwick Office Suites
140 Bostwick Ave. NE
Grand Rapids, MI 49503
Email: institutionalequity@grcc.edu
Telephone: (616) 234-4999
Online: GRCC Office of Institutional Equity reporting form

Reports may also be made to any GRCC employee. Except for employees designated as confidential employees, GRCC employees are required to promptly report all known information about potential violations of Policy 6.2 to the Office of Institutional Equity or another appropriate college official.

Anonymous and Third-Party Reports

GRCC accepts anonymous and third-party reports. The college will review and respond to the information provided to the extent reasonably possible. The college's ability to contact the affected individual, offer assistance, gather additional information, or pursue a resolution may be limited when a report does not include sufficient information or a means of contacting the reporting person.

Reporting to Law Enforcement

Individuals have the right to:

- Notify GRCC Police or another law-enforcement agency;
- Receive assistance from GRCC in contacting law enforcement; or
- Decline to notify law enforcement.

In an emergency, call 911.

GRCC Police Department
Emergency: (616) 234-4911
Non-emergency: (616) 234-4910
25 Lyon St. NE
Grand Rapids, MI 49503

Incidents occurring on or near a GRCC campus may also be reported to the law-enforcement agency with jurisdiction over the location where the incident occurred.

Grand Rapids Police Department
Non-emergency: (616) 456-3400
Ottawa County Sheriff's Office
Emergency: 911
Non-emergency: (800) 249-0911

The Office of Institutional Equity or GRCC Police can assist an individual in identifying the appropriate law-enforcement jurisdiction and contacting that agency.

An individual may seek assistance, supportive measures, or a college resolution regardless of whether the conduct is reported to law enforcement. The college will not require an individual to participate in a criminal investigation as a condition of receiving support or using an available college process.

Mandated Reporters

All GRCC employees, including student employees, are mandated reporters unless they are designated as confidential employees under Policy 6.2. Mandated reporters must promptly report all known information regarding actual or suspected discrimination, harassment, sex discrimination, sexual harassment, or retaliation to the Office of Institutional Equity or another appropriate college official.

A mandated reporter who personally experiences conduct prohibited by Policy 6.2 is not required to report their own experience, although they are encouraged to seek support or make a report.

Mandated reporters cannot promise confidentiality. They must nevertheless protect the privacy of the information and share it only with college officials who need the information to carry out college responsibilities.

Confidential Employees and Resources

Licensed professional counselors designated by GRCC as confidential employees and acting within the scope of their counseling role are designated confidential employees. Information disclosed to a confidential employee will not be reported to the Office of Institutional Equity without the individual's permission, except when disclosure is required by law, court order, or an applicable professional obligation, including circumstances involving an imminent, serious danger to the individual or others.

Confidential employees will provide information about the Title IX Coordinator, reporting options, supportive measures, and available campus and community resources. Speaking with a confidential employee does not constitute making a report or filing a complaint with the college.

Off-campus licensed counselors, health care providers, victim advocates, and other professionals may also provide confidential services subject to the laws and professional obligations applicable to their roles. Additional confidential and nonconfidential resources are identified in the “On- and Off-Campus Services” section.

Clery Reporting

The Director of Equal Opportunity Compliance and Title IX Coordinator and other designated college employees may also have reporting responsibilities under the Clery Act. Information about a reported incident may be provided to GRCC Police for crime classification, statistical reporting, and assessment of whether an emergency communication is required. Publicly disclosed Clery crime statistics do not include personally identifying information.

Procedures GRCC Will Follow After a Report

When GRCC receives a report that a student or employee has experienced dating violence, domestic violence, sexual assault, or stalking, the Office of Institutional Equity will review the available information and take appropriate initial steps. Depending on the circumstances, GRCC will:

- Assess immediate health and safety concerns and coordinate with GRCC Police or other appropriate officials when necessary;
- Attempt to contact the individual who experienced the reported conduct, when contact information is available;
- Explain the distinction between making a report and filing a complaint and provide information about available resolution options;
- Provide a written explanation of rights, options, resources, and available supportive and protective measures;
- Explain the individual’s right to notify law enforcement, receive college assistance in doing so, or decline to notify law enforcement;
- Offer reasonably available supportive measures and referrals to campus and community resources;
- Determine whether the reported conduct may be addressed under Procedure A, Procedure B or another applicable college policy or process; and
- Explain applicable protections against retaliation.

Making a report does not automatically initiate a formal investigation or require the reporting individual to participate in a resolution process. Depending on the circumstances, a report may result in supportive measures, referral to another college office, informal resolution, a formal investigation, or administrative closure.

An investigation may begin when a complaint is filed by a person authorized to do so under the applicable procedure or, in limited circumstances, when the Director of Equal Opportunity Compliance and Title IX Coordinator initiates a complaint after considering the circumstances and the college’s legal obligations. The Director may initiate a complaint when further action is necessary to address health or safety concerns, a pattern or significant risk of harm, effects involving multiple individuals, or the college’s obligation to ensure equal access. When reasonably possible, the complainant will be notified before the college initiates a complaint over the complainant’s objection.

WRITTEN NOTIFICATION OF RIGHTS AND OPINIONS

When a student or employee reports to GRCC that they experienced dating violence, domestic violence, sexual assault or stalking, whether the reported conduct occurred on or off campus, GRCC will provide a written explanation of the individual's rights and options.

The written information will include:

- The importance of preserving evidence that may assist in establishing that an offense occurred or in obtaining an order of protection;
- How and to whom the individual may report the conduct;
- The option to notify GRCC Police or another law-enforcement agency;
- The availability of college assistance in contacting law enforcement;
- The right to decline to notify law enforcement;
- Information about court-issued protection orders, college no-contact directives, no-trespass directives and other available protective measures;
- Information about confidentiality and privacy;
- Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other available services;
- Options for available assistance with, and how to request reasonably available changes to: academic, living, transportation, and working situations, or other protective measures (regardless of whether the matter is reported to law enforcement);
- Information about supportive measures and how to request them; and
- A description of the applicable college disciplinary procedures.

Additional information about evidence preservation appears in "Understanding Trauma, Seeking Care and Preserving Evidence." Information about supportive measures and orders of protection appears in "Supportive and Protective Measures" and "Court Orders, Directives and Interim Actions."

ON- AND OFF-CAMPUS SERVICES

GRCC provides students and employees with written information regarding existing campus and community services including: counseling, health care, mental health services, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, disability-related assistance and other available resources.

The tables below identify services available through GRCC and community providers. Availability, eligibility requirements, hours, costs, locations and contact information may change. Individuals should contact the provider directly or consult the provider's current website to confirm service information.

On-Campus Services

Types of Service	Service Provider	Description of Services	Contact Information
Counseling/Mental Health	Grand Rapids Community College	One-hour personal counseling sessions	Phone: (616) 234-4130 Website: grcc.edu/Students-Resources/Counseling-Wellbeing
Medical/Health	HealthBar	GRCC has contracted with HealthBar to operate an on-site student health clinic 16 hours a week. The clinic will operate on Monday and Thursday and allow for appointment based and walk-in services. Medical emergencies should be reported to GRCC Police by calling (616) 234-4911.	Walk-ins and Appointments available Monday-Thursday from 9 a.m.-6 p.m. Scheduling can be made through the online portal (grcc.edu/HealthClinic) or by calling (616) 234-2220. HealthBar On Demand is available 7 a.m.-9 p.m. M-F by calling (616) 200-6412. Location: ATC Room 223, 223A
Victim Advocacy	GRCC Counselors can offer referrals to off-campus victim advocates.	n/a	n/a
Legal Assistance	No on-campus legal assistance available.	n/a	n/a
Disability-Related Assistance	GRCC Disability Support Services	Advising related to disabilities and accommodations in academic setting.	Phone: (616) 234-4140 Website: grcc.edu/Students-Resources/Disability-Support-Services
Visa and Immigration Assistance	GRCC Admissions Office	Guidance related to student visa information	(616) 234-3300; first-floor of GRCC's RJF Building, or online at: grcc.edu/CurrentInternationalStudents .
Student Financial Aid	GRCC Financial Aid Office	Guidance on financial aid eligibility and requirements	(616) 234-4030; first-floor of the RJF Building, or visit the website at: grcc.edu/Pay-College/Financial-Aid-Scholarships .
Title IX Reporting and Resources	Title IX Coordinator	Can provide information on resources, prevention, etc.	(616) 234-4999 or contact TitleIX@grcc.edu.

Off-Campus Services

Type of Service	Service Provider	Description of Services	Contact Information
Counseling/Mental Health	Network 180	Provides crisis and ongoing support for uninsured individuals in Kent County.	(616) 336-3909 (800) 749-7720
Counseling/Mental Health	YWCA	The Grand Rapids YWCA provides counseling, support groups and other forms of support for survivors of sexual violence, including Sexual Assault Nurse Exams.	(616) 454-9922
Counseling/Mental Health	Safe Haven Ministries	Safe Haven provides shelter, counseling, and safety planning services for individuals experiencing intimate partner violence.	(616) 452-6664
Counseling/Mental Health	Resilience	Resilience provides counseling services, case management, Sexual Assault Nurse Exams, and ongoing trauma-informed therapy for individuals in Ottawa County who have experienced abuse.	(800) 848-5991
Medical/Health	Students should go to the local emergency room, urgent care, or primary care physician.	n/a	n/a
Legal Assistance	YWCA	The Grand Rapids YWCA provides some legal assistance to complainants, including assistance with filing a Personal Protective Order (PPO).	(616) 426-3727
Legal Assistance	Legal Aid of West Michigan	LAWM provides services for domestic violence survivors, as well as PPO assistance and assistance with VAWA and visa questions.	(616) 774-0672 or www.lawestmi.org
Victim Advocacy	YWCA	The Grand Rapids YWCA provides counseling, support groups and other forms of victim advocacy and support.	(616) 454-9922

Type of Service	Service Provider	Description of Services	Contact Information
Victim Advocacy	Safe Haven Ministries	Safe Haven provides shelter, counseling, and safety planning services, including victim advocacy (and referrals).	(616) 452-6664
Victim Advocacy	Resilience	Resilience provides counseling services, case management, including victim advocacy (and referrals).	(800) 848-5991
Student Financial Aid	FAFSA Website	Online information for FAFSA filing	https://studentaid.gov/h/apply-for-aid/fafsa
Referral Services	Heart of West Michigan United Way	Provides referral services for community resources.	Call 211 for referral services.
Visa and Immigration Assistance	Justice for our Neighbors	Provides legal and immigration assistance, including DACA.	www.jfonmi.org or (616) 301-7461
Visa and Immigration Assistance	Michigan Migrant Legal Aid	Provides legal and immigration assistance	www.migrantlegalaid.com or (616) 454-5055
Other	Rape, abuse, and Incest National Network	RAINN provides information on prevention, sexual assault resources and national data.	www.rainn.org or (800) 656-4673
Other	Michigan Coalition to End Domestic and Sexual Violence	MCEDSV provides information on response to sexual assault and training opportunities for prevention. MCEDSV also provides a confidential sexual assault hotline.	www.mcedsv.org or 855-VOICES4

PRIVACY AND CONFIDENTIALITY

GRCC distinguishes between confidentiality and privacy.

Confidentiality applies to information shared with a college employee or outside professional who is legally or professionally authorized to maintain confidentiality while acting within the scope of that confidential role. GRCC's designated confidential employees are licensed professional counselors employed by the college and acting within the scope of their counseling responsibilities. Additional confidential community resources are identified in the "On- and Off-Campus Services" tables.

Information shared with other college employees is treated as private but is not legally confidential. GRCC will make reasonable efforts to protect the privacy of complainants, respondents, witnesses and other individuals involved in a report or complaint.

Information will be shared only with individuals who need it to:

- Assess and respond to the reported conduct;
- Provide resources, supportive measures or other assistance;
- Conduct an investigation or resolution process;
- Address health or safety concerns;
- Fulfill Clery Act or other legal responsibilities; or
- Perform another necessary college function.

If a formal resolution process occurs, GRCC may be required to disclose relevant information to the parties so that each party has a fair opportunity to respond. The college therefore cannot guarantee that a complainant's identity or all reported information will be withheld from a respondent when an investigation or other resolution process proceeds.

GRCC will not restrict a party's ability to obtain and present evidence, speak with witnesses, consult with family members, confidential resources or advisors, or otherwise prepare for and participate in a college process. GRCC may take reasonable steps to prevent or address the unauthorized disclosure of information or evidence obtained solely through a college resolution process.

GRCC will maintain as confidential any accommodations or protective measures provided to an individual to the extent that doing so does not impair the college's ability to provide the accommodation or protective measure.

GRCC does not include the names or personally identifying information of victims in publicly disclosed Clery crime statistics. The college also withholds victim-identifying information from the Daily Crime Log and from any Timely Warning issued in connection with dating violence, domestic violence, sexual assault or stalking.

Retaliation against any person for making a report, filing a complaint, requesting supportive measures, assisting another person or participating or declining to participate in a college process is prohibited.

DISCIPLINARY PROCEEDINGS

GRCC addresses complaints involving dating violence, domestic violence, sexual assault and stalking under Policy 6.2 (Title IX, Non-Discrimination and Anti-Harassment Policy), using one of two resolution procedures.

Procedure A, the Title IX Grievance Process, applies when the allegations meet the definition and jurisdictional requirements of Title IX. Procedure B, the Nondiscrimination Resolution Process, applies to other allegations prohibited by Policy 6.2 or applicable law, including allegations of sex discrimination that do not meet Title IX requirements.

The Director of Equal Opportunity Compliance and Title IX Coordinator, or designee, determines which procedure applies based on the reported conduct, the individuals involved, the location and context of the conduct, and applicable legal requirements.

Information about how to make a report or file a complaint appears in the “Reporting” section. A complaint may be made orally or in writing and must reasonably communicate a request that GRCC investigate and determine whether Policy 6.2 was violated.

Standards Applicable to all Proceedings

Proceedings involving allegations of dating violence, domestic violence, sexual assault or stalking will:

- Provide a prompt, fair and impartial process from the initial investigation through the final result;
- Be completed within reasonably prompt timeframes established by the applicable procedure;
- Permit extensions for good cause, with written notice to the parties explaining the reason for the delay and the revised anticipated timeframe;
- Be conducted consistently with college policy and in a manner that is transparent to the complainant and respondent;
- Provide timely written notice of meetings at which a party’s presence is invited or expected;
- Provide the parties and appropriate college officials timely and equal access to information that will be used during informal or formal disciplinary meetings, investigations or hearings;
- Be conducted by officials who do not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent;
- Be conducted by officials who receive annual training on issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing or resolution process that protects the safety of victims and promotes accountability;
- Provide the complainant and respondent the same opportunity to be accompanied by an advisor of their choice during meetings and proceedings, subject to restrictions that apply equally to both parties;
- Presume that the respondent is not responsible unless and until responsibility is determined through the applicable procedure; and
- Apply the preponderance of the evidence standard, meaning whether the evidence shows that it is more likely than not that Policy 6.2 was violated.

GRCC will simultaneously notify the complainant and respondent in writing of:

- The result of the disciplinary proceeding, including the rationale for the result and any sanctions imposed;
- The college’s procedures for either party to appeal, when an appeal is available;
- Any change to the result; and
- The date on which the result becomes final.

Informal Resolution

GRCC may offer an informal resolution process when the college determines that it is appropriate and both parties voluntarily agree to participate. A complaint is not required to initiate informal resolution.

Before informal resolution begins, the parties will receive written information regarding the allegations, the voluntary nature and requirements of the process, the potential terms of an agreement, the use and retention of information, and the circumstances under which a party may withdraw.

Either party may withdraw from informal resolution before a final agreement is reached and request or resume the applicable formal grievance procedure. Once the parties enter into a final informal resolution agreement, the agreement is binding.

Under Procedure A, informal resolution is not available when the respondent is a GRCC employee. The person facilitating informal resolution will not serve as the investigator or decision-maker in the same matter.

Procedure A: Title IX Grievance Process

Applicability and Initiation

Procedure A applies to complaints of sex discrimination or sexual harassment that meet the definition and jurisdictional requirements of Title IX.

A Procedure A complaint may be filed by:

- The complainant;
- A parent, guardian or other person legally authorized to act on behalf of the complainant; or
- The Director of Equal Opportunity Compliance and Title IX Coordinator.

The Director may initiate a complaint when necessary to address an imminent and serious health or safety concern, a risk of additional conduct, a pattern affecting multiple individuals or the college's obligation to provide equal access to its education programs or activities.

Investigation

When a complaint proceeds to investigation, GRCC will provide written notice of the allegations to the parties. The notice will include sufficient available information for the parties to understand and respond to the allegations, the presumption that the respondent is not responsible, advisor and evidence-review rights, the prohibition against retaliation and information about the applicable procedures.

The investigator will gather relevant evidence and may interview the complainant, respondent and witnesses. The burden is on GRCC, rather than either party, to gather sufficient evidence to determine whether Policy 6.2 was violated.

Each party may:

- Present relevant information and identify witnesses;
- Be accompanied by an advisor of their choice;
- Receive written notice of investigative interviews, meetings, and hearings with sufficient time to prepare;
- Receive timely and equal access to relevant evidence; and
- Review and respond to the investigative report before it is finalized.
- Before the investigative report is finalized, each party and the party's advisor will receive a copy of the report and directly related evidence and will have ten calendar days to submit a written response.
- GRCC anticipates completing the investigation within 60 to 90 calendar days after issuing the notice of investigation. If an extension is necessary, the parties will receive written notice of the reason and the revised anticipated timeframe.

Hearing and Decision-Making Process

After the investigation, Procedure A includes a hearing before a decision-maker who did not serve as the investigator.

When the respondent is an employee, GRCC will appoint an external decision-maker. When the respondent is a student, GRCC will ordinarily appoint a three-member panel of college employees, although an external decision-maker may be appointed when appropriate.

The hearing is not open to the public and does not use courtroom procedures or formal rules of evidence. The decision-maker may question the parties and witnesses and will determine whether proposed questions are relevant and otherwise permissible.

Each party's advisor may conduct questioning or cross-examination. If a party does not have an advisor for the hearing, GRCC will appoint an advisor for the limited purpose of conducting questioning.

The decision-maker will issue a written determination applying the preponderance of the evidence standard. The determination will explain the allegations, the applicable policies and procedures, the evaluation of the relevant evidence, the determination regarding responsibility, any sanctions imposed, any remedies provided and the available appeal procedures.

The parties will receive the written determination simultaneously, ordinarily within ten business days after the conclusion of the hearing. GRCC anticipates completing the determination process within 30 calendar days, subject to reasonable extensions communicated to the parties in writing.

Procedure A Appeals

Either party may appeal the dismissal of a complaint or a final determination by submitting a written appeal within ten calendar days.

Appeals may be based on:

- A procedural irregularity that would change the outcome;
- New evidence that was not reasonably available at the time of the determination or dismissal and would change the outcome;
- A conflict of interest or bias involving the Director, investigator or decision-maker that would change the outcome; or
- A determination that was not supported by the evidence.

The non-appealing party will be notified of the appeal and will have seven calendar days to submit a written response. An impartial appeal decision-maker, who did not participate in the investigation, dismissal or original determination, will issue a written decision explaining the result and rationale.

The appeal decision will be provided simultaneously to both parties. GRCC anticipates completing the appeal process within 20 business days after notice of the appeal, subject to written notice of any reasonable extension.

Procedure B: Nondiscrimination Resolution Process

Applicability and Initiation

Procedure B applies to allegations of discrimination, harassment, sex discrimination and retaliation prohibited by Policy 6.2 or applicable law that do not meet the definition or jurisdictional requirements for Procedure A.

A Procedure B complaint may be made orally or in writing by the complainant. The Director of Equal Opportunity Compliance and Title IX Coordinator may also initiate a complaint when further action is necessary to protect health, safety or equal access.

Investigation

When a complaint proceeds, the parties will receive written notice of the allegations, the presumption that the respondent is not responsible, the prohibition against retaliation, available supportive measures and an overview of the investigation.

The investigator may interview the complainant, respondent and witnesses, and review documents, electronic records, communications or other relevant evidence.

Each party may:

- Present relevant information and identify witnesses;
- Be accompanied by an advisor or representative of their choice, including a union representative, attorney, advocate or other support person who is not a witness;
- Receive written notice of meetings with sufficient time to prepare;
- Review relevant evidence before the investigative report is finalized; and
- Provide a written response to the report or summary.

An advisor or representative serves in an advisory role and may not answer questions for the party or disrupt the investigation. Any restrictions on participation will apply equally to both parties.

GRCC will ordinarily initiate a Procedure B investigation within ten business days after receiving a complaint or becoming aware of information requiring investigation.

The college will make a good faith effort to complete the investigation and issue a written determination within sixty (60) business days after the investigation is initiated. This timeframe may vary based on the nature and complexity of the allegations. Extensions may be granted for good cause; when an extension is required, the Director will provide the parties with written notice of the reason for the delay and an updated estimated completion date.

Determination and Decision-Making Process

Following the investigation, the decision-maker will issue a written determination. Under Procedure B, the investigator may also serve as the decision-maker.

Procedure B does not generally include a live hearing. The written determination will include:

A description of the alleged conduct;

- Findings of fact;
- An analysis applying the facts to Policy 6.2;
- A determination regarding responsibility under the preponderance of the evidence standard;
- Any sanctions or corrective actions;
- Any remedies designed to restore or preserve equal access; and
- Information about the appeal process.

The written determination will be provided simultaneously to both parties.

Procedure B Appeals

Either party may appeal a determination or a decision to close a matter based on:

- A procedural irregularity that affected the outcome;
- New information that was not reasonably available earlier and could affect the outcome;
- A determination that was not supported by the evidence; or
- A conflict of interest or bias involving the Director, investigator or decision-maker.

For cases involving an employee respondent, a written appeal must be submitted to the Director of Equal Opportunity Compliance within ten (10) calendar days after the determination or closure decision is provided to the parties. The Director will provide the appeal to the other party, who will have seven (7) calendar days to submit a written response. The college will make a good faith effort to complete the appeal process within twenty (20) business days after notice of the appeal is provided.

The written appeal decision will be provided to the parties simultaneously. A determination becomes final when the time to submit an appeal has expired without an appeal being filed or, when an appeal is filed, on the date the written appeal decision is provided to the parties.

For cases involving a student respondent, appeals will be administered in accordance with the Student Code of Conduct. The student must file a written appeal within five (5) business days, and the college anticipates a written appeal decision will be rendered within five (5) business days.

Possible Sanctions

The possible sanctions identified in GRCC's current procedures include the following.

Student Sanctions

- Verbal or written warning;
- Educational sanctions;
- Probation;
- Mandatory behavioral conditions;
- Recommendation for counseling;
- Permanent removal or suspension from a course, extracurricular activity, leadership position, education program or other college activity;
- Loss of access to college computers or networks;
- Completion of an educational project;
- Restitution for damage or loss;
- Suspension without pay or termination from a student-employee position;
- Community service;
- Withholding of a degree;
- Suspension; and
- Expulsion.

Employee Sanctions

- Verbal or written warning;
- Performance improvement measures or a performance improvement plan;
- Recommendation for counseling;
- Additional training or educational requirements;
- Demotion;
- Removal of responsibilities or roles;
- Suspension; and
- Termination.

Employee discipline will be imposed consistently with applicable college policies, employee handbooks, collective bargaining agreements and legal requirements.

Relationship to Criminal Proceedings

A college disciplinary proceeding is separate from a criminal investigation or prosecution. GRCC may proceed with an institutional investigation and resolution while a criminal matter involving the same conduct is pending.

The college uses its own policies, procedures and preponderance of the evidence standard. A college proceeding will not be discontinued, nor its result changed, solely because criminal charges were not filed, were dismissed or reduced, or remain pending.

NOTIFICATION TO VICTIMS OF CRIMES OF VIOLENCE

The college will, upon written request, disclose to the alleged victim of a crime of violence, or a nonforcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense.

If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this section.

AWARENESS AND PREVENTION PROGRAMMING

GRCC provides primary prevention and awareness programs for all incoming students and new employees and ongoing prevention and awareness campaigns for students and employees. These programs and campaigns are intended to prevent dating violence, domestic violence, sexual assault and stalking, and to increase awareness of available reporting options, resources, supportive measures and college procedures. GRCC prevention and awareness programming is coordinated by the Center for Student Life and Leadership in collaboration with appropriate college departments and community partners.

This section describes the prevention and awareness programming provided to the college community. Annual training requirements for officials who conduct investigations, hearings, appeals or other disciplinary proceedings are addressed separately in the "Disciplinary Proceedings" section.

Programming Standards

GRCC's programs to prevent dating violence, domestic violence, sexual assault and stalking consist of comprehensive, intentional, and integrated programming, initiatives, strategies and campaigns that:

- Are culturally relevant and inclusive of diverse communities and identities;
- Are sustainable and responsive to community needs;
- Are informed by research or assessed for value, effectiveness or outcomes; and
- Consider environmental risk and protective factors at the individual, relationship, institutional, community and societal levels.

Programming may also address related topics such as sexual harassment, sexual exploitation, healthy relationships, consent and communication, warning signs of abuse, trauma, responding to disclosures, employee reporting responsibilities and available campus and community resources.

Primary Prevention and Awareness Programs

Primary prevention programs are programming, initiatives and strategies intended to prevent dating violence, domestic violence, sexual assault and stalking before they occur. These programs promote positive and healthy behaviors, mutually respectful relationships and sexuality, safe bystander intervention, and changes in behavior and social norms that support a safe campus environment.

GRCC provides primary prevention and awareness programs to all, incoming students and new employees. Programming may be delivered in person, online, through written or electronic communications, or through other methods.

GRCC evaluates and updates its programming based on legal requirements, campus needs, available data, participant feedback and assessments of program effectiveness.

In calendar year 2025, GRCC offered the following Violence Against Women Act primary prevention and awareness programming:

Incoming Students (2025)

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
1/14/2025	Stalking Awareness Month	Student Life And Leadership	Applied Technology Center, Second Floor Corridor	Students	Prevention Programming: Promotion of positive and healthy behaviors to stop the violence from happening. Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.
1/16/2025	Stalking Awareness Month	Student Life And Leadership	Raleigh J. Finkelstein Hall, Fourth Floor Corridor	Students	Prevention Programming: Promotion of positive and healthy behaviors to stop the violence from happening. Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.
2/4/2025	Teen Dating Violence Awareness Month	Student Life And Leadership	Applied Technology Center, Second Floor Corridor	Students	Prevention Programming: Promotion of positive and healthy behaviors to stop the violence from happening. Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.
2/5/2025	Teen Dating Violence Awareness Month	Student Life And Leadership	Student Center, First Floor Corridor	Students	Prevention Programming: Promotion of positive and healthy behaviors to stop the violence from happening. Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
2/5/2025	Teen Dating Violence Awareness Month	Campus Speaks through Student Life and Leadership	Applied Technology Center, Auditorium	Students	Prevention Programming: Promotion of positive and healthy behaviors to stop the violence from happening. Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration. Specific learning outcomes include: identifying the qualities of healthy relationships, exploring how boundary-setting applies across relationships, reflecting on personal values, practice defining and articulating boundaries with confidence, and developing strategies to respond when boundaries are pushed. Speaker Dr. Lori Bednarchik, MPH.
4/1/2025	Sexual Assault Awareness Month	Student Life And Leadership	Juan Olivarez Plaza or Student Center, First Floor	Students	Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.
4/2/2025	Sexual Assault Awareness Month	Student Life And Leadership	Lakeshore Atrium	Students	Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.



New Employees (2025)

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
Ongoing (30 Days from Hire)	Sexual Harassment: Staff to Staff	Human Resources/ Title IX	Online: Vector/ SafeColleges	All New Employees	Sexual harassment can have lasting effects for individuals, organizations and the community, such as psychological trauma; a hostile work environment for employees; damaged reputations; negative publicity; civil liability and even criminal charges. This is why employers can't take sexual harassment lightly, and employees should understand their roles and obligations if they experience or witness it on the job. This course is designed to provide employees with a basic understanding of sexual harassment and strategies to maintain a harassment-free environment.
Ongoing (30 Days from Hire)	Title IX and Sexual Harassment	Human Resources/ Title IX	Online: Vector/ SafeColleges	All New Employees	Title IX applies to a variety of topics and can be confusing to some. Although most employees don't need to be legal experts, everyone needs to know some basic information about Title IX. This introductory course is designed to provide postsecondary staff members with information about the importance and implications of Title IX and sexual harassment, including sexual assault. Topics covered include the definition of sexual harassment, Title IX's regulations and obligations, and the elements of effective policies.
Ongoing (30 Days from Hire)	Sexual Harassment: Policy and Prevention	Human Resources/ Title IX	Online: Vector/ SafeColleges	All New Employees	Sexual harassment can have lasting effects for individuals. People who feel harassed at work can suffer from psychological trauma and stress-induced symptoms such as headaches, weight loss, lack of sleep, and even post-traumatic stress disorder. It's up to each and every person in an organization to create a positive, safe and respectful work environment that doesn't tolerate harassment, bullying or any other exclusive behaviors. This course provides supervisors, managers and employees with strategies for harassment identification, awareness and prevention. Topics include negative and exclusive behaviors, legal remedies for people who experience harassment, ways to create a healthy work culture and others.

Ongoing Prevention and Awareness Campaigns

GRCC provides ongoing prevention and awareness campaigns for current students and employees. Ongoing campaigns consist of programming, initiatives and strategies, that are sustained over time. They increase knowledge and skills for recognizing, preventing and responding to dating violence, domestic violence, sexual assault and stalking.

Ongoing campaigns address the same required content as the primary prevention and awareness programs and may use a range of delivery methods throughout the year, including online education, presentations, workshops, awareness events, communications, resource materials, tabling and programming developed for particular campus audiences.

In calendar year 2025, GRCC offered the following ongoing Violence Against Women Act prevention and awareness campaigns:

Students (2025)

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
1/14/2025	Stalking Awareness Month	Student Life and Leadership	Applied Technology Center, Second Floor Corridor	Students	Prevention Programming: Promotion of positive and healthy behaviors to stop the violence from happening. Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.
1/16/2025	Stalking Awareness Month	Student Life and Leadership	Raleigh J. Finkelstein Hall, Fourth Floor Corridor	Students	Prevention Programming: Promotion of positive and healthy behaviors to stop the violence from happening. Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.
2/4/2025	Teen Dating Violence Awareness Month	Student Life and Leadership	Applied Technology Center, Second Floor Corridor	Students	Prevention Programming: Promotion of positive and healthy behaviors to stop the violence from happening. Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.
2/5/2025	Teen Dating Violence Awareness Month	Student Life and Leadership	Student Center, First Floor Corridor	Students	Prevention Programming: Promotion of positive and healthy behaviors to stop the violence from happening. Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
2/5/2025	Teen Dating Violence Awareness Month	Student Speaks through Student Life and Leadership	Applied Technology Center, Auditorium	Students	Prevention Programming: Promotion of positive and healthy behaviors to stop the violence from happening. Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration. Specific learning outcomes include: identifying the qualities of healthy relationships, exploring how boundary-setting applies across relationships, reflecting on personal values, practice defining and articulating boundaries with confidence, and developing strategies to respond when boundaries are pushed. Speaker Dr. Lori Bednarchik, MPH.
4/1/2025	Sexual Assault Awareness Month	Student Life and Leadership	Juan Olivarez Plaza or Student Center, First Floor	Students	Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.
4/2/2025	Sexual Assault Awareness Month	Student Life and Leadership	Lakeshore Atrium	Students	Awareness Programming: Share information and resources to prevent violence, promote safety and reduce perpetration.
9/24/2025	Title IX Training	Office of Institutional Equity	Applied Technology Center	CIS Students	Office of Institutional Equity provided a Title IX education and prevention training to students in the Computer Information Systems (CIS) program. The session included information on sexual assault, dating violence, domestic violence and stalking, as well as the college's policies, reporting options and supportive measures. Participants also received prevention-focused education, including definitions of consent, bystander intervention strategies, recognizing prohibited conduct and personal safety strategies. Resources for confidential support and reporting were shared.

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
12/18/2025	Title IX Training	Office of Institutional Equity	Calkins Science Center	Women's Volleyball Team	Office of Institutional Equity provided Title IX education and prevention training to members of the women's volleyball team following identified concerns. The session included information on sexual assault, dating violence, domestic violence, and stalking, as well as the college's policies, reporting options, and supportive measures. Participants also received prevention-focused education, including definitions of consent, bystander intervention strategies, recognizing prohibited conduct and personal safety strategies. Resources for confidential support and reporting were shared.



Employees (2025)

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
3/5/2025	Annual Compliance Training	Human Resources	Virtual - email sent with link to access training videos	All Employees	FERPA, Campus Safety, Data Security and Accessibility (ADA/504) and Title IX
6/9/2025	Title IX Training	Office of Institutional Equity	Calkins Science Center, Room 137	Summer Camp Instructors	The college provided Title IX education and prevention training to summer camp instructors. The session included information on sexual assault, dating violence, domestic violence and stalking, as well as reporting obligations, college policies, and available supportive measures. Participants also received prevention-focused education, including definitions of consent, bystander intervention strategies, recognizing prohibited conduct and strategies to promote safety in program settings. Resources for confidential support and reporting were shared.
7/23/2025	Title IX Training	Office of Institutional Equity	Ford Fieldhouse, Room 214	Coaches	The college provided Title IX education and prevention training to athletic coaches. The session included information on sexual assault, dating violence, domestic violence and stalking, as well as reporting obligations, college policies, and available supportive measures. Participants also received prevention-focused education, including definitions of consent, bystander intervention strategies, recognizing prohibited conduct and strategies to promote safety in athletic settings. Resources for confidential support and reporting were shared.

Program Content

GRCC's primary prevention and awareness programs and ongoing prevention and awareness campaigns include:

- A clear statement that GRCC prohibits dating violence, domestic violence, sexual assault and stalking;
- The VAWA definitions of dating violence, domestic violence, sexual assault and stalking;
- The applicable definitions of dating violence, domestic violence, sexual assault and stalking under Michigan law, including an explanation when Michigan law does not provide a separate definition of a particular term;
- The treatment of consent under Michigan law and GRCC's institutional definition of consent, including the purposes for which the college uses its definition;
- Safe and positive options for bystander intervention;
- Information about risk reduction that is presented without encouraging victim-blaming;

- Procedures individuals may follow after experiencing dating violence, domestic violence, sexual assault or stalking, including medical care, evidence preservation and reporting options;
- How and to whom conduct may be reported, including reporting to GRCC, law enforcement, both, or neither;
- The right to receive college assistance in notifying law enforcement and the right to decline law-enforcement involvement;
- How GRCC protects the confidentiality and privacy of complainants, victims, and other necessary parties;
- Available counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other campus and community services;
- Options for, available assistance with, and how to request reasonably available changes to academic, living, transportation, and working situations or other supportive and protective measures;
- Procedures for college disciplinary action involving dating violence, domestic violence, sexual assault and stalking, including the applicable evidence standard, advisor rights, possible sanctions, appeal procedures and written notification of results; and
- GRCC's prohibition against retaliation.

The complete definitions and procedures referenced above appear in the "Definitions," "Understanding Trauma, Seeking Care and Preserving Evidence," "Reporting," "Supportive and Protective Measures" and "Disciplinary Proceedings" sections of this report.

Bystander Intervention

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.

Bystanders play a critical role in the prevention of sexual and relationship violence and GRCC programming will highlight that role and encourage students to take appropriate action. Bystanders have the choice to intervene, speak out, or assist others who may be experiencing sexual misconduct. GRCC seeks to promote a culture of accountability where bystanders are actively engaged in the prevention of violence without causing further harm. No person is expected to take an action that would place them or another person in danger. Depending on the circumstances, safe and positive options may include:

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are fine.
- Confront people who seclude, hit on, try to make out with or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on- or off-campus resources listed in this document for support in health, counseling or other forms of assistance.
- If you feel you are unsafe in becoming involved in a situation or someone appears to be in immediate danger, call GRCC Police or local police for assistance.

Risk Reduction

Risk reduction is defined as options designed to:

- Decrease perpetration and bystander inaction
- Increase empowerment for victims in order to promote safety and
- Help individuals and communities address conditions that facilitate violence

No strategy can eliminate the risk of violence, and responsibility for dating violence, domestic violence, sexual assault or stalking always rests with the person who engages in the conduct. Risk-reduction information will not be presented in a manner that blames victims for violence committed against them.

Complainants are never to blame for abuse they may experience, but there are some strategies students can use which may help reduce the risk of sexual assault or harassment. GRCC programming will educate about these risk reduction strategies, while being careful to avoid Victim-blaming. GRCC programming may address strategies such as:

- Communicating clearly about consent and respecting another person's boundaries;
- Recognizing that silence, passivity, a prior relationship or prior consent does not constitute current consent;
- Stopping sexual activity when consent is withdrawn or when there is uncertainty about another person's willingness or capacity to consent;
- Never engaging in sexual activity with a person who is incapacitated or otherwise unable to consent;
- Recognizing warning signs of controlling, coercive, threatening or abusive behavior;
- Intervening or seeking assistance when another person may be at risk;
- Planning safe transportation and identifying trusted people who can provide assistance;
- Maintaining awareness of surroundings and leaving situations that feel unsafe when possible;
- Keeping personal devices charged and accessible;
- Protecting passwords, accounts, location information and other personal digital information;
- Monitoring beverages and seeking immediate assistance when drugging is suspected; and
- Checking in with friends and helping someone reach a safe location when they appear impaired, uncomfortable or at risk.



SEX OFFENDER REGISTRY AND ACCESS TO RELATED INFORMATION

Upon release from prison, individuals convicted of sex crimes in Michigan are required by state law to register their home address with their area law enforcement agency. In addition, if registered sex offenders are enrolled at, or employed at a post-secondary institution, the offenders must provide this information to the state through their local law enforcement agency. In accordance with the Adam Walsh Child Protection and Safety Act of 2006, information regarding registered sex offenders is available to the public. The state of Michigan maintains the information regarding convicted sex offenders at [mspsor.com](https://michigan.gov/mspsor). At this time, you are unable to search by campus.

In order to use this website, you must enter an address (city, state and zip), name (first and last), or city only. The Michigan Public Sex Offender Registry is also available on the United States Department of Justice Sex Offender Public Registry. The Department of Justice sex offender website contains information on offenders from 50 states, the District of Columbia, U.S. Territories and Indian Country. The multi-state information can be located at [nsopw.gov](https://www.nsopw.gov). Searches may be conducted by name or by location.

ADDITIONAL INFORMATION

STUDENT AND EMPLOYEE BEHAVIORAL INTERVENTION TEAMS

The Behavioral Intervention Team (BIT) and Employee Behavioral Intervention Team (EBIT) are designed to provide preventative measures on campus to reduce the risk of a significant incident. Anyone can bring forth a concern that will be reviewed by the team. Members receive and assess information, take action when necessary, and track details about behavioral concerns noted on campus. The primary goal of the Behavioral Intervention Teams is the safety and security of the campus community, and to provide a consistent college-wide approach for at-risk behavior. Information on the student BIT can be found at grcc.edu/BehavioralIntervention. Employee BIT can be found at grcc.edu/EmployeeBIT.

MAINTENANCE OF CAMPUS FACILITIES

The Facilities Department manages the buildings and the grounds on campus with the utmost concern for the safety and security of staff, students and visitors. The parking structures, building entrances and Main Campus walkways are well illuminated. Care has been taken in landscape planning and lighting to assure that the entrances to all of the campus buildings are visible from a distance. GRCC Police officers patrol the buildings and grounds of the Main/DeVos, and Leslie E. Tassell MTEC Campus locations throughout the day and evening. GRCC has administrators on site at the Leslie E Tassell MTEC and the GRCC Lakeshore campuses, who also monitor the grounds. The Grand Rapids Community College Facilities Department considers any event that endangers the life, health or safety of a person or possible damage to college property as an emergency condition. These conditions may include flood, water pipe breakage, steam leak, electrical short or exposed wiring, etc. Emergency conditions should be reported to GRCC Police Department at (616) 234-4010 or to Facilities Office at (616) 234-4057. There is contract security on site at the GRCC Lakeshore Campus. We also encourage employees of the GRCC community to report non-emergency requests for repairs using the "Submit a Work Order" link on the Facilities webpage or by creating a work order via the GoFMX tile in the MyGRCC on-line portal.

SECURITY OF CAMPUS

GRCC Police Officers conduct routine patrols of Main/DeVos and Leslie E. Tassell MTEC campus buildings to evaluate and monitor security related matters. After hours, all buildings are locked and can only be accessed with a GRCC RaiderCard or a key. The buildings within the above-named campuses are on an access control system and lock based on activity scheduled in the building and an approved lock/unlock schedule.

Each classroom is equipped with a telephone in the room with a GRCC Police button. When the GRCC Police button is activated, the call will automatically ring into the GRCC Police Department. Dispatch will send an officer immediately to the location on the phone read-out.

The GRCC Lakeshore Campus is patrolled by contracted security guards who monitor the property and any security related matters. This building is controlled electronically. They will contact the local police if any criminal incidents occur. They also will contact the GRCC Police Department. Private Security does not have arrest authority.

BUILDING ACCESS

GRCC implemented full electronic door security at the entrance of all GRCC owned buildings to enhance the safety and security for the campus community. The door access control system electronically controls the “unlock” and “lock” functions for all exterior doors on those campuses. Employees have external access assigned based on assignment and responsibility. Student RaiderCard access to GRCC buildings is granted based on program of study for specific buildings (ex. preschool); as well as evening access to all academic buildings for all enrolled students.

Though some building hours may vary, general building schedules have been developed based on the following:

- Classroom buildings are open Mon.-Thu., 7 a.m. to 7 p.m., Fri., 7 a.m.-5 p.m.
- Office buildings are open 7 a.m. to 5 p.m.
- Weekend hours are scheduled as needed.
- Exceptions for special events and activities can be scheduled.
- Summer term schedules can be adjusted.

A complete list of building schedules can be found at this website: [**grcc.edu/CampusBuildingSchedules**](https://grcc.edu/CampusBuildingSchedules)

Access control for the college is the responsibility of the Executive Director of Facilities, or designee, in conjunction with the Chief of GRCC Police, or designee. The Building Access policy can be found at [**grcc.edu/faculty-staff/general-counsel/policies**](https://grcc.edu/faculty-staff/general-counsel/policies) under policy 14.14.

Facilities Staff and GRCC Police Department officers are responsible for confirming all buildings are secure based on building schedules and when campus is closed. GRCC does not have any residential housing.

CRIME PREVENTION

The GRCC Police Department is committed to providing a safe campus. In keeping with this goal, individual safety is a priority. The information below has been compiled to provide students, faculty, staff and visitors with a better understanding of measures that can be taken to provide a safer environment in which to work, study and live. The personal use of this information will help prevent you from becoming a victim and will assist the Police Officers and the college community in establishing the safe atmosphere we all desire. For information on other safety tips or possible programs and classes available, please contact the GRCC Police Department at (616) 234-4010 or the Center for Student Life and Leadership at (616) 234-4160.

During the 2025 academic year, GRCC offered approximately 45 crime prevention and security awareness programs. Topics such as personal safety, violent intruder response, drug and alcohol abuse awareness and sexual assault prevention are some examples of programs which were offered during academic year.

All crime prevention and security awareness programs encourage students and employees to be responsible for their own safety and the safety of others. Participants in these programs are asked to be alert, security-conscious, involved and advised to call GRCC Police Department to report suspicious behavior. For additional questions regarding crime prevention, contact the GRCC Police Department directly at (616) 234-4010.

CRIME PREVENTION AND SAFETY AWARENESS PROGRAMS

The college offered the following primary prevention and awareness programs in 2025:

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
Ongoing	New Student Orientation	Orientation Staff	Applied Technology Center and Raleigh J. Finkelstein Hall (depending on time of year)	Students	Educate students on the Annual Security Report and the Daily Crime Log.
Ongoing	SafeWalk	GRCC Police	All Campuses	Students and Employees	GRCC Police (DK Security at the Lakeshore Campus) will accompany students, staff and visitors who feel unsafe walking alone across campus. The primary goal of Safewalk is to allow safe travel from one location to another with a greater sense of security.
Ongoing	Employee Orientation	GRCC Police	GRCC Police	Employees	College employees are introduced to the role and services of the GRCC Police Department. This orientation highlights the department's commitment to maintaining a safe and secure campus environment. Employees will learn how to report incidents, access safety resources, and understand the department's role in emergency response, crime prevention and community engagement.
1/1/2025-12/31/2025	Student Orientation	New Student Orientation	GRCC Campus	Incoming students	Informed students of the ASR, Clery website and Daily Crime Log and how to locate them on the GRCC webpage.
2/20/2025 4/15/2025 6/19/2025 8/18/2025 9/23/2025 10/23/2025 11/19/2025 12/11/2025	Active Assailant Response	GRCC Police	Cook Academic Hall, Room 223	Employees	Describe what an active shooter is; detail the 'Run Hide Fight' response to an active shooter situation; explain ways to recognize and report potential threats to our campus, and answer any questions attendees may have.
3/13/2025	Classroom Safety	GRCC Police/Provost	Student Center, Room 234	Faculty	Q & A session on classroom safety; answer faculty questions.

Date	Program	Who Delivered	Location	Target Audience	Prohibited Behavior Covered
3/17/2025	Self-Defense	GRCC Police	Student Center, Room 234	Employees	MI-ACE women's network sponsored event. A workshop to learn strategies to build awareness and safety; speaker Bill Corner, Calvin College University.
3/21/2025	Title IX	Title IX/Equal Opportunity Compliance	Student Center, Room 234	New Faculty	Reviewed Title IX guidance for faculty.
8/22/2025	Annual Fire Safety Training	GRCC Police	Email	Employees	The state of Michigan requires GRCC employees to complete annual fire safety and evacuation training, available on the GRCC Police website.
8/28/2025	Safeguarding our Students and College Resources	Finance and Administration	Email	Employees	The college explicitly monitors for and prohibits any attempts to misuse or exploit enrollment processes, financial services or academic records.
9/9/2025 9/23/2025	Emergency Response Orientation	GRCC Police/ Operational Planning	Snedden Hall, Room 108	Employees	Reviews roles and responsibilities of departments, functional groups and personnel during emergency situations; and reviews the various communication methods used in the event of an emergency.
9/15/2025	Social Media Posts	Marketing and Communications	Instagram and TikTok	Students and Employees	Safety reminders about campus, and reminders of services GRCC Police offer.
9/15/2025 10/14/2025 11/12/2025 12/4/2025	QPR Suicide Prevention Gatekeeper Training	Counseling/HR	GRCC Campus	Employees	Evidence-based suicide prevention training; QPR is an emergency mental health intervention for suicidal persons.
9/16/2025	Stay Informed with GRCC Emergency Notifications	Marketing and Communications	Email	Employees	How GRCC communicates during emergencies and severe weather; Information on the GRCC Rave Alert System.
9/17/2025	Campus Safety Resources and Training for Employees	Marketing and Communications	Email	Employees	Information regarding the Behavioral Intervention Team, Campus Police, Active Assailant Safety video and Emergency Procedures.
9/18/2025	Building Access and Security Information for Employees	Marketing and Communications	Email	Employees	Safety reminders about building access, including, electronic access, evening security, weekend access and Lakeshore Campus.
9/30/2025	Health Fair	Student Life	Calkins Science Center, Room 125 and 127	Students	Various partners in the Grand Rapids Area were brought in, including the RED Project which provided harm reduction resources and HIV care information.

OTHER RESOURCES OFFERED

- Active Assailant Response Training through employee professional development and as requested for students and employees.
- General Safety/Reporting Procedures.
- New Employee Orientation as needed, normally two to three times a month.
- Currently, GRCC has no specific programming for students or employees specific to personal safety awareness, other than the Violent Intruder Response training.

PERSONAL SAFETY

- Put the GRCC Police Department phone numbers in your personal cell phone: (616) 234-4911, emergency; or (616) 234-4010, nonemergency. Ottawa County: 911, emergency; or (800) 249-0911 nonemergency.
- If possible, avoid studying alone. If it becomes necessary, always let someone know where you are and an approximate time when you will be finished.
- Always keep your books or personal belongings in view at all times. Never leave them behind, even for a second, to use the restroom or get a drink. Carry purses and backpacks securely.
- Trust your instincts. If you suspect something is wrong or you feel uneasy about a situation, do not ignore the feeling. Move to a safe location.
- Avoid dangerous situations. Use your best judgment in deciding where you will go and what you will do.
- Walk on the well-lit, designated college walkways.
- Walk with friends or classmates. If that isn't possible, contact the GRCC Police Department at (616) 234-4010 for a police escort to your vehicle.
- Walk facing traffic when possible.
- When off campus, avoid shortcuts through dark areas, vacant lots and other deserted places.
- Learn the locations of the Emergency Call Boxes on campus.
- Walk confidently and assertively. An assailant looks for someone vulnerable. If you suspect that you are being followed, turn or cross the street. If you are being followed, use an Emergency Call Box or campus phone to call the GRCC Police Department. Find a "safe" area to go, such as an office, highly visible area or place where there are people who can see you. Ottawa County: Call 911 from any phone.
- Always keep your keys in your possession. Keys can be duplicated.
- Report all thefts to the GRCC Police Department immediately. Ottawa County: Report to the Ottawa County Sheriff's Office. Please advise GRCC Police Department as well.
- If you observe an individual in an improper restroom, leave immediately and call the GRCC Police Department at (616) 234-4911. Ottawa County: Call 911 from any phone.
- Know your resources. Familiarize yourself with Campus's counseling and safety services.
- Keep your phone accessible and charged. Having a way to quickly contact someone or call for help can be useful in many situations.

VEHICLE SAFETY TIPS

- Have your keys in your hand before you reach your vehicle.
- Check the interior of your vehicle before entering it.
- Plan your route in advance and try to travel well-lit streets.
- Keep your car doors locked and your windows rolled up.
- If you have a flat tire in a questionable area, drive on it until you reach a safe, well-lit area.
- When parking your vehicle at night, select a spot that is well illuminated.
- If you believe you are being followed, DO NOT DRIVE HOME. Stay on busy streets and drive to a police department or busy public place.
- Wear your seatbelt. Place children in approved car seats or safety belts.
- Thefts from vehicles do occur on campus. The items most frequently stolen are book-bags, purses, cellular phones, other electronic devices and other items considered valuable that can be seen inside your car. To reduce risk, keep valuables out of sight or take them with you.

VEHICLE PROTECTION TIPS

- Take loose articles with you or place them in the trunk.
- Engrave your electronics and other belongings with your driver's license number.
- Use a locking gas cap to prevent fuel theft.
- Install locking lug nuts and locking hubcaps.

CONCLUSION

If you have any questions about this document or anything it refers to, please do not hesitate to contact the GRCC Police Chief at (616) 234-4012 or any of the appropriate resources indicated throughout this report.

NOTICE OF NONDISCRIMINATION

Grand Rapids Community College is committed to creating an inclusive learning and working environment that recognizes the value and dignity of each person, and it is the College's policy and practice to provide equal educational, employment and other opportunities to all individuals.

Grand Rapids Community College does not discriminate on the basis of sex and prohibits discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment. In addition, Grand Rapids Community College does not discriminate, and prohibits discrimination, on the basis of age, race, color, ancestry, national origin, religion, marital status, familial status, gender, pregnancy, pregnancy-related conditions, sexual orientation, gender identity, gender expression, height, weight, disability, political affiliation, veteran status, genetic information or any other characteristic protected by applicable laws.

Inquiries about Title IX may be referred to GRCC's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. GRCC's Director of Equal Opportunity Compliance serves as the College's Title IX Coordinator.

The Title IX Coordinator's contact information is:

Dr. Lisa Thomas

grcc.edu/faculty-staff/directory/lisa-thomas

Director of Equal Opportunity Compliance & Title IX Coordinator

Office of Institutional Equity

grcc.edu/faculty-staff/people-culture-equity/office-institutional-equity

Bostwick Office Suites

140 Bostwick Ave NE

Grand Rapids, MI 49503

titleix@grcc.edu

tel: (616) 234-4999

To report information or make a complaint regarding conduct that may constitute sex discrimination, sexual harassment, discrimination or harassment based on any other protected characteristic, or retaliation, please contact GRCC's Office of Institutional Equity or Director of Equal Opportunity Compliance and Title IX Coordinator; complete the electronic form located on GRCC's "Reporting a Concern" webpage (grcc.edu/faculty-staff/people-culture-equity/office-institutional-equity/reporting-discrimination-harassment-or-title-ix-concerns); or refer to GRCC's policies (grcc.edu/faculty-staff/general-counsel/policies), including the Title IX, Non-Discrimination, and Anti-Harassment Policy (Policy 6.2) (grcc.edu/sites/default/files/docs/policy/6-02 TitleIX NonDiscrimination AntiHarassment Equal Opportunity 2026-07 ada.pdf) and its accompanying procedures (https://grcc.edu/sites/default/files/docs/policy/Discrimination_Harassment_Retaliation_Complaint_Procedures_2026-07_ada.pdf) for additional reporting options and access to grievance procedures.

APPENDIX

MICHIGAN CRIMINAL LAW STATUTES

Dating Violence

Michigan does not separately define “dating violence” as a distinct criminal offense. However, conduct that may constitute dating violence under the Jeanne Clery Campus Safety Act may be addressed under other applicable Michigan criminal statutes, including but not limited to assault, domestic violence (where applicable), stalking or other related offenses.

Domestic Violence

Michigan defines domestic violence as follows:

Michigan Criminal Law statutes governing crimes covered by the Violence Against Women’s Act (VAWA): DOMESTIC AND SEXUAL VIOLENCE (EXCERPT)

Act 389 of 1978

400.1501 Definitions.

Sec. 1. As used in this act:

- (a) “Board” means the Michigan domestic and sexual violence prevention and treatment board created under Executive Order No. 2012-17.
- (b) “Dating relationship” means frequent, intimate associations primarily characterized by the expectation of affectional involvement. Dating relationship does not include a casual relationship or an ordinary fraternization between 2 individuals in a business or social context.
- (c) “Department” means the department of health and human services.
- (d) “Domestic violence” means the occurrence of any of the following acts by a person that is not an act of self-defense:
 - (i) Causing or attempting to cause physical or mental harm to a family or household member.
 - (ii) Placing a family or household member in fear of physical or mental harm.
 - (iii) Causing or attempting to cause a family or household member to engage in involuntary sexual activity by force, threat of force, or duress.
 - (iv) Engaging in activity toward a family or household member that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested.
- (e) “Family or household member” includes any of the following:
 - (i) A spouse or former spouse.
 - (ii) An individual with whom the person resides or has resided.
 - (iii) An individual with whom the person has or has had a dating relationship.
 - (iv) An individual with whom the person is or has engaged in a sexual relationship.
 - (v) An individual to whom the person is related or was formerly related by marriage.
 - (vi) An individual with whom the person has a child in common.
 - (vii) The minor child of an individual described in subparagraphs (i) to (vi).
- (f) “Fund” means the domestic violence prevention and treatment fund created in section 5.
- (g) “Prime sponsor” means a county, city, village, or township of this state, or a combination thereof, or a private, nonprofit association or organization.

750.81 Assault or assault and battery; penalties; previous convictions; exception; “dating relationship” defined.

Sect 81.

- (1) Except as otherwise provided in this section, a person who assaults or assaults and batters an individual, if no other punishment is prescribed by law, is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than \$500.00, or both.
- (2) Except as provided in subsection (3), (4), or (5), an individual who assaults or assaults and batters his or her spouse or former spouse, an individual with whom he or she has or has had a dating relationship, an individual with whom he or she has had a child in common, or a resident or former resident of his or her household, is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than \$500.00, or both.

- (3) An individual who assaults or assaults and batters an individual who is pregnant and who knows the individual is pregnant is guilty of a misdemeanor punishable by imprisonment for not more than 93 days or a fine of not more than \$500.00, or both.
- (4) An individual who commits an assault or an assault and battery in violation of subsection (2) or (3), and who has previously been convicted of assaulting or assaulting and battering an individual described in either subsection (2) or subsection (3) under any of the following, is guilty of a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than \$1,000.00, or both:
 - (a) This section or an ordinance of a political subdivision of this state substantially corresponding to this section.
 - (b) Section 81a, 82, 83, 84, or 86.
 - (c) A law of another state or an ordinance of a political subdivision of another state substantially corresponding to this section or section 81a, 82, 83, 84, or 86.
- (5) An individual who commits an assault or an assault and battery in violation of subsection (2) or (3), and who has 2 or more previous convictions for assaulting or assaulting and battering an individual described in either subsection (2) or subsection (3) under any of the following, is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than \$5,000.00, or both:
 - (a) This section or an ordinance of a political subdivision of this state substantially corresponding to this section.
 - (b) Section 81a, 82, 83, 84, or 86.
 - (c) A law of another state or an ordinance of a political subdivision of another state substantially corresponding to this section or section 81a, 82, 83, 84, or 86.
- (6) This section does not apply to an individual using necessary reasonable physical force in compliance with section 1312 of the revised school code, 1976 PA 451, MCL 380.1312.
- (7) As used in this section, "dating relationship" means frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a casual relationship or an ordinary fraternization between 2 individuals in a business or social context.

750.81a Assault; infliction of serious or aggravated injury; penalties; previous convictions; "dating relationship" defined.

Sec. 81a.

- (1) Except as otherwise provided in this section, a person who assaults an individual without a weapon and inflicts serious or aggravated injury upon that individual without intending to commit murder or to inflict great bodily harm less than murder is guilty of a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than \$1,000.00, or both.
- (2) Except as provided in subsection (3), an individual who assaults his or her spouse or former spouse, an individual with whom he or she has or has had a dating relationship, an individual with whom he or she has had a child in common, or a resident or former resident of the same household without a weapon and inflicts serious or aggravated injury upon that individual without intending to commit murder or to inflict great bodily harm less than murder is guilty of a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than \$1,000.00, or both.
- (3) An individual who commits an assault and battery in violation of subsection (2), and who has 1 or more previous convictions for assaulting or assaulting and battering his or her spouse or former spouse, an individual with whom he or she has or has had a dating relationship, an individual with whom he or she has had a child in common, or a resident or former resident of the same household, in violation of any of the following, is guilty of a felony punishable by imprisonment for not more than 5 years or a fine of not more than \$5,000.00, or both:
 - (a) This section or an ordinance of a political subdivision of this state substantially corresponding to this section.
 - (b) Section 81, 82, 83, 84, or 86.
 - (c) A law of another state or an ordinance of a political subdivision of another state substantially corresponding to this section or section 81, 82, 83, 84, or 86.
- (4) As used in this section, "dating relationship" means frequent, intimate associations primarily characterized by the expectation of affectional involvement. This term does not include a casual relationship or an ordinary fraternization between 2 individuals in a business or social context.

Sexual Assault

Michigan does not use or separately define "sexual assault" as one offense; conduct is addressed through the criminal sexual conduct statutes.

Michigan Criminal Law section 750.520b: Criminal sexual conduct in the first degree; circumstances; felony;

- (1) A person is guilty of criminal sexual conduct in the first degree if he or she engages in sexual penetration with another person and if any of the following circumstances exists:
 - (a) That other person is under 13 years of age.
 - (b) That other person is at least 13 but less than 16 years of age and any of the following:
 - (i) The actor is a member of the same household as the victim.
 - (ii) The actor is related to the victim by blood or affinity to the fourth degree.
 - (iii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit.
 - (iv) The actor is a teacher, substitute teacher, or administrator of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled.
 - (v) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
 - (vi) The actor is an employee, contractual service provider, or volunteer of a child care organization, or a person licensed to operate a foster family home or a foster family group home in which that other person is a resident, and the sexual penetration occurs during the period of that other person's residency. As used in this subparagraph, "child care organization", "foster family home", and "foster family group home" mean those terms as defined in section 1 of 1973 PA 116, MCL 722.111.
 - (c) Sexual penetration occurs under circumstances involving the commission of any other felony.
 - (d) The actor is aided or abetted by 1 or more other persons and either of the following circumstances exists:
 - (i) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
 - (ii) The actor uses force or coercion to accomplish the sexual penetration. Force or coercion includes, but is not limited to, any of the circumstances listed in subdivision(f).
 - (e) The actor is armed with a weapon or any article used or fashioned in a manner to lead the victim to reasonably believe it to be a weapon.
 - (f) The actor causes personal injury to the victim and force or coercion is used to accomplish sexual penetration. Force or coercion includes, but is not limited to, any of the following circumstances:
 - (i) When the actor overcomes the victim through the actual application of physical force or physical violence.
 - (ii) When the actor coerces the victim to submit by threatening to use force or violence on the victim, and the victim believes that the actor has the present ability to execute these threats.
 - (iii) When the actor coerces the victim to submit by threatening to retaliate in the future against the victim, or any other person, and the victim believes that the actor has the ability to execute this threat. As used in this subdivision, "to retaliate" includes threats of physical punishment, kidnapping, or extortion.
 - (iv) When the actor engages in the medical treatment or examination of the victim in a manner or for purposes that are medically recognized as unethical or unacceptable.
 - (v) When the actor, through concealment or by the element of surprise, is able to overcome the victim.
 - (g) The actor causes personal injury to the victim, and the actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
 - (h) That other person is mentally incapable, mentally disabled, mentally incapacitated, or physically helpless, and any of the following:
 - (i) The actor is related to the victim by blood or affinity to the fourth degree.
 - (ii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit.

- (2) Criminal sexual conduct in the first degree is a felony punishable as follows:
 - (a) Except as provided in subdivisions (b) and (c), by imprisonment for life or for any term of years.
 - (b) For a violation that is committed by an individual 17 years of age or older against an individual less than 13 years of age by imprisonment for life or any term of years, but not less than 25 years.
 - (c) For a violation that is committed by an individual 18 years of age or older against an individual less than 13 years of age, by imprisonment for life without the possibility of parole if the person was previously convicted of a violation of this section or section 520c, 520d, 520e, or 520g committed against an individual less than 13 years of age or a violation of law of the United States, another state or political subdivision substantially corresponding to a violation of this section or section 520c, 520d, 520e, or 520g committed against an individual less than 13 years of age.
 - (d) In addition to any other penalty imposed under subdivision (a) or (b), the court shall sentence the defendant to lifetime electronic monitoring under section 520n.
- (3) The court may order a term of imprisonment imposed under this section to be served consecutively to any term of imprisonment imposed for any other criminal offense arising from the same transaction.

Michigan Criminal Law section 750.520c: Criminal sexual conduct in the second degree; felony.

- (1) A person is guilty of criminal sexual conduct in the second degree if the person engages in sexual contact with another person and if any of the following circumstances exists:
 - (a) That other person is under 13 years of age.
 - (b) That other person is at least 13 but less than 16 years of age and any of the following:
 - (i) The actor is a member of the same household as the victim.
 - (ii) The actor is related by blood or affinity to the fourth degree to the victim.
 - (iii) The actor is in a position of authority over the victim and the actor used this authority to coerce the victim to submit.
 - (iv) The actor is a teacher, substitute teacher, or administrator of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled.
 - (v) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
 - (vi) The actor is an employee, contractual service provider, or volunteer of a child care organization, or a person licensed to operate a foster family home or a foster family group home in which that other person is a resident and the sexual contact occurs during the period of that other person's residency. As used in this subdivision, "child care organization", "foster family home", and "foster family group home" mean those terms as defined in section 1 of 1973 PA 116, MCL 722.111.
 - (c) Sexual contact occurs under circumstances involving the commission of any other felony.
 - (d) The actor is aided or abetted by 1 or more other persons and either of the following circumstances exists:
 - (i) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
 - (ii) The actor uses force or coercion to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the circumstances listed in section 520b(1)(f).
 - (e) The actor is armed with a weapon, or any article used or fashioned in a manner to lead a person to reasonably believe it to be a weapon.
 - (f) The actor causes personal injury to the victim and force or coercion is used to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the circumstances listed in section 520b(1)(f).
 - (g) The actor causes personal injury to the victim and the actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
 - (h) That other person is mentally incapable, mentally disabled, mentally incapacitated, or physically helpless, and any of the following:
 - (i) The actor is related to the victim by blood or affinity to the fourth degree.
 - (ii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit.

- (i) That other person is under the jurisdiction of the department of corrections and the actor is an employee or a contractual employee of, or a volunteer with, the department of corrections who knows that the other person is under the jurisdiction of the department of corrections.
 - (j) That other person is under the jurisdiction of the department of corrections and the actor is an employee or a contractual employee of, or a volunteer with, a private vendor that operates a youth correctional facility under section 20g of the corrections code of 1953, 1953 PA 232, MCL 791.220g, who knows that the other person is under the jurisdiction of the department of corrections.
 - (k) That other person is a prisoner or probationer under the jurisdiction of a county for purposes of imprisonment or a work program or other probationary program and the actor is an employee or a contractual employee of or a volunteer with the county or the department of corrections who knows that the other person is under the county's jurisdiction.
 - (l) The actor knows or has reason to know that a court has detained the victim in a facility while the victim is awaiting a trial or meeting, or committed the victim to a facility as a result of the victim having been found responsible for committing an act that would be a crime if committed by an adult, and the actor is an employee or contractual employee of, or a volunteer with, the facility in which the victim is detained or to which the victim was committed.
- (2) Criminal sexual conduct in the second degree is a felony punishable as follows:
- (a) By imprisonment for not more than 15 years.
 - (b) In addition to the penalty specified in subdivision (a), the court shall sentence the defendant to lifetime electronic monitoring under section 520n if the violation involved sexual contact committed by an individual 17 years of age or older against an individual less than 13 years of age.

Michigan Criminal Law section 750.520d: Criminal sexual conduct in the third degree; felony.

- (1) A person is guilty of criminal sexual conduct in the third degree if the person engages in sexual penetration with another person and if any of the following circumstances exist:
- (a) That other person is at least 13 years of age and under 16 years of age.
 - (b) Force or coercion is used to accomplish the sexual penetration. Force or coercion includes but is not limited to any of the circumstances listed in section 520b(1)(f)(i) to (v).
 - (c) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
 - (d) That other person is related to the actor by blood or affinity to the third degree and the sexual penetration occurs under circumstances not otherwise prohibited by this chapter. It is an affirmative defense to a prosecution under this subdivision that the other person was in a position of authority over the defendant and used this authority to coerce the defendant to violate this subdivision. The defendant has the burden of proving this defense by a preponderance of the evidence. This subdivision does not apply if both persons are lawfully married to each other at the time of the alleged violation.
 - (e) That other person is at least 16 years of age but less than 18 years of age and a student at a public school or nonpublic school, and either of the following applies:
 - (i) The actor is a teacher, substitute teacher, or administrator of that public school, nonpublic school, school district, or intermediate school district. This subparagraph does not apply if the other person is emancipated or if both persons are lawfully married to each other at the time of the alleged violation.
 - (ii) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
 - (f) That other person is at least 16 years old but less than 26 years of age and is receiving special education services, and either of the following applies:
 - (i) The actor is a teacher, substitute teacher, administrator, employee, or contractual service provider of the public school, nonpublic school, school district, or intermediate school district from which that other person receives the special education services. This subparagraph does not apply if both persons are lawfully married to each other at the time of the alleged violation.

- (ii) The actor is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
 - (g) The actor is an employee, contractual service provider, or volunteer of a child care organization, or a person licensed to operate a foster family home or a foster family group home, in which that other person is a resident, that other person is at least 16 years of age, and the sexual penetration occurs during that other person's residency. As used in this subdivision, "child care organization", "foster family home", and "foster family group home" mean those terms as defined in section 1 of 1973 PA 116, MCL 722.111.
- (2) Criminal sexual conduct in the third degree is a felony punishable by imprisonment for not more than 15 years.

Michigan Criminal Law section 750.520e: Criminal sexual conduct in the fourth degree; misdemeanor.

- (1) A person is guilty of criminal sexual conduct in the fourth degree if he or she engages in sexual contact with another person and if any of the following circumstances exist:
- (a) That other person is at least 13 years of age but less than 16 years of age, and the actor is 5 or more years older than that other person.
 - (b) Force or coercion is used to accomplish the sexual contact. Force or coercion includes, but is not limited to, any of the following circumstances:
 - (i) When the actor overcomes the victim through the actual application of physical force or physical violence.
 - (ii) When the actor coerces the victim to submit by threatening to use force or violence on the victim, and the victim believes that the actor has the present ability to execute that threat.
 - (iii) When the actor coerces the victim to submit by threatening to retaliate in the future against the victim, or any other person, and the victim believes that the actor has the ability to execute that threat. As used in this subparagraph, "to retaliate" includes threats of physical punishment, kidnapping, or extortion.
 - (iv) When the actor engages in the medical treatment or examination of the victim in a manner or for purposes which are medically recognized as unethical or unacceptable.
 - (v) When the actor achieves the sexual contact through concealment or by the element of surprise.
 - (c) The actor knows or has reason to know that the victim is mentally incapable, mentally incapacitated, or physically helpless.
 - (d) That other person is related to the actor by blood or affinity to the third degree and the sexual contact occurs under circumstances not otherwise prohibited by this chapter. It is an affirmative defense to a prosecution under this subdivision that the other person was in a position of authority over the defendant and used this authority to coerce the defendant to violate this subdivision. The defendant has the burden of proving this defense by a preponderance of the evidence. This subdivision does not apply if both persons are lawfully married to each other at the time of the alleged violation.
 - (e) The actor is a mental health professional and the sexual contact occurs during or within 2 years after the period in which the victim is his or her client or patient and not his or her spouse. The consent of the victim is not a defense to a prosecution under this subdivision. A prosecution under this subsection shall not be used as evidence that the victim is mentally incompetent.
 - (f) That other person is at least 16 years of age but less than 18 years of age and a student at a public school or nonpublic school, and either of the following applies:
 - (i) The actor is a teacher, substitute teacher, or administrator of that public school, nonpublic school, school district, or intermediate school district. This subparagraph does not apply if the other person is emancipated or if both persons are lawfully married to each other at the time of the alleged violation.
 - (ii) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate

school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.

- (g) That other person is at least 16 years old but less than 26 years of age and is receiving special education services, and either of the following applies:
 - (i) The actor is a teacher, substitute teacher, administrator, employee, or contractual service provider of the public school, nonpublic school, school district, or intermediate school district from which that other person receives the special education services. This subparagraph does not apply if both persons are lawfully married to each other at the time of the alleged violation.
 - (ii) The actor is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person.
 - (h) The actor is an employee, contractual service provider, or volunteer of a child care organization, or a person licensed to operate a foster family home or a foster family group home, in which that other person is a resident, that other person is at least 16 years of age, and the sexual contact occurs during that other person's residency. As used in this subdivision, "child care organization", "foster family home", and "foster family group home" mean those terms as defined in section 1 of 1973 PA 116, MCL 722.111.
- (2) Criminal sexual conduct in the fourth degree is a misdemeanor punishable by imprisonment for not more than 2 years or a fine of not more than \$500.00, or both.

Stalking

Michigan defines stalking as follows:

Michigan Criminal Law section 750.411h: Stalking.

- (1) As used in this section:
 - (a) "Course of conduct" means a pattern of conduct composed of a series of 2 or more separate non-continuous acts evidencing a continuity of purpose.
 - (b) "Emotional distress" means significant mental suffering or distress that may, but does not necessarily, require medical or other professional treatment or counseling.
 - (c) "Harassment" means conduct directed toward a victim that includes, but is not limited to, repeated or continuing unconsented contact that would cause a reasonable individual to suffer emotional distress and that actually causes the victim to suffer emotional distress. Harassment does not include constitutionally protected activity or conduct that serves a legitimate purpose.
 - (d) "Stalking" means a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested.
 - (e) "Unconsented contact" means any contact with another individual that is initiated or continued without that individual's consent or in disregard of that individual's expressed desire that the contact be avoided or discontinued. Unconsented contact includes, but is not limited to, any of the following:
 - (i) Following or appearing within the sight of that individual.
 - (ii) Approaching or confronting that individual in a public place or on private property.
 - (iii) Appearing at that individual's workplace or residence.
 - (iv) Entering onto or remaining on property owned, leased, or occupied by that individual.
 - (v) Contacting that individual by telephone.
 - (vi) Sending mail or electronic communications to that individual.
 - (vii) Placing an object on, or delivering an object to, property owned, leased, or occupied by that individual.
 - (f) "Victim" means an individual who is the target of a willful course of conduct involving repeated or continuing harassment.
- (2) An individual who engages in stalking is guilty of a crime as follows:
 - (a) Except as provided in subdivision(b), a misdemeanor punishable by imprisonment for not more than 1 year or a fine of not more than \$1,000.00, or both.

- (b) If the victim was less than 18 years of age at any time during the individual's course of conduct and the individual is 5 or more years older than the victim, a felony punishable by imprisonment for not more than 5 years or a fine of not more than \$10,000.00, or both.
- (3) The court may place an individual convicted of violating this section on probation for a term of not more than 5 years. If a term of probation is ordered, the court may, in addition to any other lawful condition of probation, order the defendant to do any of the following:
 - (a) Refrain from stalking any individual during the term of probation.
 - (b) Refrain from having any contact with the victim of the offense.
 - (c) Be evaluated to determine the need for psychiatric, psychological, or social counseling and if, determined appropriate by the court, to receive psychiatric, psychological, or social counseling at his or her own expense.
- (4) In a prosecution for a violation of this section, evidence that the defendant continued to engage in a course of conduct involving repeated unconsented contact with the victim after having been requested by the victim to discontinue the same or a different form of unconsented contact, and to refrain from any further unconsented contact with the victim, gives rise to a rebuttable presumption that the continuation of the course of conduct caused the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested.
- (5) A criminal penalty provided for under this section may be imposed in addition to any penalty that may be imposed for any other criminal offense arising from the same conduct or for any contempt of court arising from the same conduct.

Consent

Michigan does not provide a general statutory definition of consent in reference to sexual activity.



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