

University of Arkansas Community College Rich Mountain

2026 COMBINED ANNUAL SECURITY REPORT & FIRE SAFETY REPORT

Introduction

This report is provided in compliance with the Jeanne Clery Campus Safety Act. It provides students and employees of University of Arkansas Community College Rich Mountain ("College") or "UA Rich Mountain" with information on: the College's security arrangements, policies and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the College will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

Policy for Preparing the Annual Report

The Executive Vice Chancellor prepares this report in cooperation with local law enforcement authorities and includes information provided by them as well as by the College's campus security authorities and various other elements of the College. Each year, an e-mail and text notification is sent to all enrolled students and employees that provides the website link to access this report. Prospective students and employees are also notified of the report's availability. Hard copies of the report may also be obtained at no cost by contacting UA Rich Mountain, Maddox Building, 1100 College Drive, Mena, AR 71953. The College is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that reflect best practices in the field and are continually tested and re-evaluated for effectiveness.

General Safety and Security Policies

Campus Security Personnel & Relationship with Local Law Enforcement

The Polk County Sheriff's Office has jurisdiction for campus safety at the College.

Members of the Polk County Sheriff's Office are commissioned law enforcement officers. They have the authority to make arrests and carry firearms. The department's jurisdiction covers all of the College's property and the neighborhoods surrounding the campus.

Due to the size and design of the UA Rich Mountain campus, a law enforcement officer from the Polk County Sheriff's Office is housed at the Mena campus. UA Rich Mountain

maintains a close working relationship with the Polk County Sheriff's Office and other local law enforcement agencies.

UA Rich Mountain has off-site support locations in each county. It works closely with the Scott County and Montgomery County Sheriff's Offices to maintain a law enforcement presence at the Waldron and Mt. Ida, Arkansas, locations, respectively.

The College does not have written agreements, such as Memoranda of Understanding (MOUs), with local law enforcement agencies. However, the College maintains ongoing communication and a cooperative working relationship with local law enforcement agencies for matters involving campus safety, emergency response, and law enforcement assistance when needed.

Campus Security Authorities

The College has designated certain officials to serve as campus security authorities. You can report criminal activity to these officials. They will, in turn, ensure that crimes are reported for collection as part of the College's annual report of crime statistics. The campus security authorities, to whom the College would prefer that crimes be reported, are listed below.

- Vice Chancellor for Academic Affairs, Kyle Carpenter at 479-394-7622 x 1300, kcarpenter@uarichmountain.edu
- Campus Safety Officer, Raul Toribio at 479-394-7622 x 1700, rtoribio@uarichmountain.edu
- Chancellor, Phillip Wilson at 479-394-7622 x 1200, pwilson@uarichmountain.edu
- Chief Information Officer, Bryan Carnahan at 479-394-7622 x 1100, bcarnahan@uarichmountain.edu
- Athletic Director, Jerod McCormick at 479-394-7622 x 6000, jmccormick@uarichmountain.edu
- Recruiter, Michael Godfrey at 479-394-7622 x 1441, mgodfrey@uarichmountain.edu
- Director of Financial Aid, Lindsey Drewry at 479-394-7622 x 1420, lthacker@uarichmountain.edu
- Director of Campus Advising/Retention at 479-394-7622 x 1460, cwiles@uarichmountain.edu
- Executive Vice Chancellor at 479-394-7622 x 1400, cfielding@uarichmountain.edu
- Vice Chancellor of Finance at Allyson Miller - 479-394-7622 x 1500, abooth@uarichmountain.edu
- Associate Vice Chancellor of Administration, Jason Wood Sr., 479-394-7622 x 1800, jwood@uarichmountain.edu
- Director of Human Resources/Payroll, Macey Hubbard, 479-394-7622 x 1570, mhubbard@uarichmountain.edu

Reporting a Crime or Emergency

The College encourages accurate and prompt reporting of all criminal actions, emergencies, or other incidents occurring on campus, on other property owned by the College, or on nearby public property to the appropriate administrator and appropriate police agencies. Such a report is encouraged when the victim of a crime elects to, or is unable to, make such a report.

- All crimes occurring on or near UA Rich Mountain property should be reported immediately to the Polk County Sheriff's Department by calling 911. A dispatcher is available 24/7. The Sheriff's Department dispatcher will contact the campus security officer.
- If a crime is in progress or there is some other situation posing imminent danger, local law enforcement can be reached by dialing 911.
- Students, staff, and visitors should also report situations to one of the campus security authorities identified above. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a UARM staff member will assist in making the report to the police.
- Anonymous incident reports can also be made by filling out the Compliments/Concerns form at www.uarichmountain.edu/compliments-concerns.html

Confidential Reporting

The College will protect the confidentiality of victims. Only those who need to know the identity to investigate the crime, assist the victim, or discipline the perpetrator will know the victim's identity. Faculty, staff, and students can also make anonymous reports through the Emergency Notification app on any mobile device.

Voluntary Reporting for Inclusion in Crime Statistics

UA Rich Mountain encourages victims and witnesses of crimes to report incidents to the College and/or appropriate law enforcement authorities. The College recognizes that some individuals may not wish to pursue action through the College disciplinary process or criminal justice system.

Individuals may report crimes to a Campus Security Authority for purposes of campus safety and Clery Act crime reporting. The College will include information about Clery-reportable crimes in its crime statistics without including personally identifying information about the victim.

For sexual misconduct, including dating violence, domestic violence, sexual assault, and stalking, employees who are not designated as confidential resources may be required to report information regarding alleged misconduct to the Title IX Coordinator in accordance with College policy.

Individuals seeking confidential assistance may contact confidential resources identified by the College or community-based confidential resources, when available.

The College will protect the privacy of victims and other individuals involved in reported incidents to the extent permitted by law and College policy. Personal identifying information about a victim will not be included in publicly available Clery Act recordkeeping or disclosures. The College may share information with officials or others who have a legitimate need to know to investigate or respond to an incident, provide supportive or protective measures, comply with the law, or protect the safety of the campus community.

The College will complete publicly available Clery Act recordkeeping and disclosures without including personally identifying information about a victim, consistent with applicable law.

The College does not employ any pastoral or professional counselors. It thus does not have procedures for these positions to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Security of and Access to Campus Facilities

UA Rich Mountain maintains policies and procedures designed to promote the security of and appropriate access to campus facilities. Key code locks are used on the main entrance and each bedroom in housing facilities. Each student is given individual access codes to the main entrance as well as their assigned room within the housing unit. Academic buildings are secured in the evenings and on weekends. Maintenance personnel open UA Rich Mountain buildings each morning before the first scheduled class and secure and lock them after the last scheduled class each evening.

Professional staff members reside on campus in the student housing facilities. Security officers routinely patrol all campus facilities, including on-campus housing. Security officers also patrol campus parking lots and surrounding areas by vehicle.

Students and employees are expected to remain alert and to follow established security practices and procedures. Members of the campus community should not circumvent practices intended to protect their safety or the safety of others. These practices include:

- Do not prop open exterior or secured doors or allow unauthorized individuals to enter secured campus buildings.
- Do not lend keys or student identification cards to individuals who are not members of the campus community, and do not leave keys or identification cards unattended.
- Do not provide access codes to individuals who are not authorized members of the campus community.

Issue keys to offices, laboratories, classrooms, and other secured campus areas only when employees need access to perform their assigned duties and after obtaining appropriate authorization. Department supervisors must ensure their assigned areas are properly secured and locked when not in use.

Authorized campus personnel may use employee and student identification cards to verify the identity of individuals suspected of being in campus facilities without permission. Individuals who are not authorized to be in a secured campus facility may be asked to provide identification and may be directed to leave the facility or campus.

Security Considerations in the Maintenance of Facilities

UA Rich Mountain considers safety and security when maintaining campus facilities and grounds. The Campus Security Department comprises **deputies assigned to UA Rich Mountain by the Polk County Sheriff's Office**. Campus Security works in coordination

with the Maintenance Department to identify and address conditions that may present safety or security concerns for students, employees, and visitors.

Campus Security and Maintenance personnel conduct routine safety and security checks to identify maintenance issues that could affect campus safety. These checks include identifying street and security lighting that is not functioning properly and evaluating shrubs, trees, and other landscaping that may obstruct visibility or create safety concerns. Maintenance personnel regularly inspect campus pathways to ensure adequate lighting and check hallways to ensure that egress lighting is functioning properly.

The Departments work together to address identified safety and security concerns promptly and report issues involving lighting, landscaping, building conditions, or other potential safety hazards to the appropriate department for review and corrective action.

UA Rich Mountain also seeks student input on campus safety and security. Each semester, members of the Student Government Association conduct a campus walk to identify potential safety, security, accessibility, lighting, landscaping, or facility concerns from the student perspective. Members communicate concerns identified during these campus walks to the appropriate campus personnel for review and, when appropriate, corrective action.

Ongoing coordination among the UA Rich Mountain Campus Security Department, Polk County Sheriff's Office deputies, the Maintenance Department, and the Student Government Association supports the institution's efforts to maintain campus facilities and grounds in a way that promotes a safe and secure environment for students, employees, and visitors.

Educational Programs Related to Security Awareness and Prevention of Criminal Activity

The College seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others, and to inform them about the prevention of crimes. These programs are discussed below.

At the beginning of each academic term, UA Rich Mountain provides students and employees with information regarding the College's security procedures and practices. Employees receive this information during the **mandatory employee meeting held at the beginning of each semester**. Students receive security and safety information through **student orientation and registration events, student email notifications, and text message communications**.

Security awareness information includes, but is not limited to:

- The importance of promptly reporting criminal activity and suspicious behavior.
- Procedures for reporting crimes and emergencies and the individuals or departments to whom reports should be made.
- Individual responsibility for personal safety and the safety of others.
- Campus security procedures and practices.
- Information regarding timely warnings and emergency notifications.
- Crime prevention and personal safety practices.

Crime Prevention Programs

Crime prevention programs are presented **each semester** by Student Services and campus housing personnel. These programs provide students with information intended to reduce their risk of becoming a victim of crime and encourage them to take an active role in maintaining a safe campus environment.

UA Rich Mountain also distributes **periodic email and Blackboard training module communications** to students and employees containing crime prevention information, personal safety recommendations, and other safety tips throughout the academic year. UA Rich Mountain may also communicate additional safety information through student and employee email, text messages, and other campus communications as appropriate.

Online Training Programs

UA Rich Mountain provides mandatory online training modules through Blackboard for students to complete at the beginning of each semester. These training modules provide students with information on crime prevention, personal safety, behavioral health, and emergency response.

Training modules delivered through Blackboard on **September 1, 2026**, included:

- **Active Shooter: Run, Hide, Fight for Students**
- **Alcohol and Other Drugs**
- **Mental Well-Being for Students**
- **Sexual Assault Prevention for Community College**

These programs and communications provide ongoing security awareness and crime prevention information and encourage students and employees to take reasonable and responsible steps to protect themselves and others. The College uses in-person presentations, mandatory meetings, orientation programs, online training, email communications, text messages, and other campus notifications to provide security and crime prevention information throughout the academic year.

Monitoring Off-Campus Locations of Recognized Student Organizations

The College does not have any officially recognized student organizations with off-campus locations and therefore does not monitor or record criminal conduct occurring at such locations.

Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense

Upon written request, the College will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because, under the Violence Against Women Act, both the accused and accuser in these cases are given the results without the need to make a written request.

Drug and Alcohol Policy

Alcoholic Beverages Policy

UA Rich Mountain is committed to creating and maintaining an educational and work environment that is free from alcohol abuse.

The possession, use, consumption, distribution, or sale of alcoholic beverages on campus premises or at any function funded by or associated with UA Rich Mountain is prohibited. UA Rich Mountain also prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances in accordance with applicable College policies and federal and state law.

UA Rich Mountain **enforces Arkansas state laws concerning the possession, use, and consumption of alcoholic beverages by persons under the legal drinking age.** Individuals who violate applicable underage drinking laws or College alcohol policies may be subject to disciplinary action in accordance with UARM policies and procedures. The College may also refer criminal violations to the appropriate law enforcement agency.

The College provides students and employees with information regarding alcohol and other drug use, prevention, and the potential consequences of alcohol and drug violations through educational programs, both in-person and online, and other campus safety and crime prevention programs. The College provides information through student orientation, educational materials, counseling and referral resources, classroom instruction when appropriate, and required student training.

The College's Drug and Alcohol Abuse Prevention Policies and related information are made available to students and employees through the institution's consumer information and campus safety disclosures.

Illegal Drugs Policy

UA Rich Mountain is committed to maintaining an educational and work environment free from the unlawful use and abuse of controlled substances.

UA Rich Mountain **enforces applicable federal and state laws regarding illegal drugs and controlled substances.** The possession, use, sale, manufacture, distribution, or unlawful dispensation of illegal drugs or controlled substances is prohibited on campus premises and as part of any College-sponsored activity.

Individuals who violate UA Rich Mountain's policies or applicable federal or state laws regarding illegal drugs and controlled substances will be subject to disciplinary action in accordance with UARM policies and procedures. Violations may also result in referral to the appropriate law enforcement agency and **criminal prosecution under applicable federal or state law.**

The College provides students and employees with information regarding the prevention of illegal drug use, the risks and consequences associated with drug abuse, and available assistance and referral resources through its Drug and Alcohol Abuse Prevention Policies and other campus safety and educational programs.

Federal Drug Laws (updated 08.3.2026)

Denial of Federal Benefits (21 U.S.C. § 862): A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although the Department of Education has said it will no longer disqualify students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853): Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 U.S.C. § 841): Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally defined schedules of controlled substances are published at 21 U.S.C. § 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or “liquid ecstasy”), or flunitrazepam (or “Rohypnol”), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university (**21 U.S.C. § 860**) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

Federal Drug Possession Penalties (21 U.S.C. § 844): Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than \$1,000, or both. Second convictions are punishable by not less than 15

days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at

<https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties>.

Drug and Alcohol State Laws

Category	Summary (Arkansas Statutes)
Possession of Marijuana	Recreational use of marijuana and possession of marijuana is illegal in Arkansas. Ark. Code Ann. §§ 5-64-215(a)(1) (classifying marijuana as a Schedule VI substance), 5-64-419(b)(5) (outlining penalties for possession of a Schedule VI substance). The penalty for these offenses depends on the amount in possession. Possession of less than four ounces of marijuana is a Class A misdemeanor, carrying a penalty of up to \$2,500 in fines and imprisonment for up to one year. §§ 5-64-419(b)(5)(A), 5-4-401, 5-4-201. Penalties increase with additional amounts of marijuana. For instance, possession of four ounces or more but less than ten pounds is a Class D felony, which is punishable by a fine of up to \$10,000 and imprisonment for up to 6 years. <i>Id.</i> Additionally, the unlawful distribution of fourteen grams or less of a Schedule VI controlled substance, such as marijuana, is generally a Class A misdemeanor. § 5-64-438(b)(1)(A). Arkansas allows medical marijuana for qualifying medical conditions and has a regulated system of cannabis cultivation and distribution. Ark. Const. of 1878, amends. §§ 1-26 (2016). A qualifying patient with a registry identification card may legally possess not more than 2.5 ounces of usable marijuana. Ark. Const. of 1878, amend. § 3 (2016).
Controlled Substances	It is illegal to possess a controlled substance. <i>See generally</i> Ark. Code Ann. § 5-64-419. Penalties vary widely based on substance, amount, and criminal history. <i>Id.</i> For Schedule I and II controlled substances (such as methamphetamine, heroin, and cocaine), possession of the smallest listed amount (less than two grams) is a Class D felony. § 5-64-419(b)(1)–(2). Possession of less than two grams of a Schedule III controlled substance is generally a Class A misdemeanor, and possession of less than twenty-eight grams of a Schedule IV or V controlled substance is also generally a Class A misdemeanor. § 5-64-419(b)(3)–(4). Possession of fentanyl is a Class C felony. § 5-64-421(a)(2). It is illegal to deliver or distribute controlled substances. <i>See generally</i> Ark. Code Ann. §§ 5-64-420 to 5-64-440. Penalties vary based on the type of substance and increase for larger amounts distributed. <i>Id.</i> Delivery of methamphetamine, heroin, or cocaine (1) in the amount of less than two grams is a Class C felony (punishable by three to ten years imprisonment); (2) in the amount of more than two grams but less than ten grams is a Class B felony (punishable by five to twenty years imprisonment); and (3) in the amount of ten grams but less than two hundred grams is a Class Y felony (punishable by ten years to life imprisonment). §§ 5-64-422(b), 5-

Category	Summary (Arkansas Statutes)
	4-401(a)(1), 5-4-401(a)(3)–(4). Delivery of less than two grams of a Schedule I or Schedule II controlled substance that is not methamphetamine, fentanyl, heroin, or cocaine is a Class C felony, with increased penalties for larger amounts. § 5-64-426. Delivery of a Schedule III substance less than twenty-eight grams is a Class C felony. §§ 5-64-430(b), 5-4-401(a)(2). A person who delivers less than two hundred grams of a Schedule IV or Schedule V controlled substance is guilty of a Class D felony. § 5-64-434. Delivery of fentanyl is a Class Y felony. § 5-64-421(c)(2). Delivery to minors entails enhanced penalties. § 5-64-406. Arkansas also has enhanced penalties for certain controlled substance crimes (possession of a controlled substance in violation of Ark. Code Ann. § 5-64-419 punishable by a Class C felony or greater, and possession with the purpose to deliver, delivery, manufacture, or trafficking of a controlled substance in violation of §§ 5-64-420 to 5-64-440) that occur within one thousand feet of the real property of a city or state park, elementary or secondary school, college or university, church, or many other locations. § 5-64-411. Possession of drug paraphernalia is also illegal, and the penalties for a violation vary depending on the purpose of the paraphernalia and the substance it is used for. § 5-64-443.
Alcohol and Minors	It is illegal for any person under the age of 21 to purchase or to have in his/her possession any intoxicating liquor, wine, or beer. Ark. Code Ann. § 3-3-203. Violation by a person aged 18 or older results in a fine of \$100–\$500, surrender of the person’s driver’s license, and possible “writing of themes or essays on intoxicating liquors, wine, or beer” or placement on probation. § 3-3-203. It is unlawful for any person (except for the person's family or for use in any religious ceremony or rite in any established church or religion) to knowingly give, procure, or otherwise furnish any alcoholic beverage to any person under 21 years of age. § 3-3-202. A first offense constitutes a Class A misdemeanor. <i>Id.</i> It is illegal to be under the influence of alcohol or a controlled substance to the extent that: the person is likely to endanger themselves or another person or property; or the person unreasonably annoys a person in his or her vicinity. Ark. Code Ann. § 5-71-212(a). This is known as public intoxication and is a Class C misdemeanor punishable by up to 30 days imprisonment and a fine of up to \$500. <i>Id.</i>; §§ 5-4-201, 5-4-401. If a person has been convicted of public intoxication two or more times within five years of the date of the current offense, they are guilty of an unclassified misdemeanor, punishable by up to 30 days imprisonment, a fine of up to \$500, probation not to exceed one year, and mandatory enrollment in an alcohol abuse or dependency treatment or counseling program. § 5-71-212(b). Drinking in public is also a Class C misdemeanor punishable by up to 30 days imprisonment and a fine of up to \$500. §§ 5-71-212(c)–(d); 5-4-201, 5-4-401.
Driving Under the Influence (DUI)	It is illegal to “operate or to be in actual physical control” of a motor vehicle while intoxicated (by alcohol or a controlled substance) or with a blood alcohol concentration of 0.08 or more. Ark. Code Ann. § 5-65-103. For a first offense, there is a minimum imprisonment of 24 consecutive

Category	Summary (Arkansas Statutes)
	hours up to one year with a fine of \$150–\$1,000, as well as a six-month license suspension and required alcohol education program. §§ 5-65-111, 5-65-112, 5-65-115. For a second offense within ten years of the first offense, there is a minimum imprisonment of 7 days up to one year, and if this second offense occurs within five years, there is a fine of \$400–\$3,000 as well as a 24-month license suspension. <i>Id.</i> Penalties increase for subsequent offenses. <i>Id.</i> Under certain circumstances, the court may order public service instead of some or all required imprisonment. § 5-65-111. It is illegal for an underaged person to drive a motor vehicle while under the influence of alcohol or another intoxicant or with a blood alcohol concentration of 0.02 to 0.08. Ark. Code Ann. § 5-65-303. The penalty for a first offense is a fine of \$100 to \$500, potential public service work, and a 90-day driver's license suspension. §§ 5-65-304 - 5-65-306. It is also generally unlawful for a person to possess an open alcoholic beverage container within the driver or passenger area of a motor vehicle, although there are listed exceptions. § 5-71-218. A violation of this section is a Class C misdemeanor. <i>Id.</i>

Drug and Alcohol Abuse Prevention Education and Resources

The College is committed to promoting a safe and healthy educational and work environment and to providing students and employees with information concerning the risks associated with alcohol and other drug use.

The College provides educational information, prevention activities, and resources intended to increase awareness of alcohol and drug-related risks and to encourage responsible decision-making. Educational efforts may include information regarding the health risks associated with alcohol and other drug use, applicable federal and state laws, College policies and standards of conduct, potential disciplinary consequences, and available counseling, treatment, rehabilitation, or other support resources.

Drug and alcohol prevention information and educational resources may be provided through student and employee communications, educational programming, awareness activities, online resources, orientation or other College-sponsored activities, as appropriate.

Students and employees who need assistance related to alcohol or other drug use are encouraged to seek appropriate support. The College provides information regarding available resources and may refer individuals to appropriate community-based counseling, treatment, rehabilitation, or other support services when applicable.

The College periodically reviews its drug and alcohol prevention efforts and related policies to evaluate their effectiveness and to identify opportunities for improvement.

UA Rich Mountain encourages students and employees who are concerned about their own or another person's alcohol or drug use to seek assistance. Information regarding available counseling, treatment, rehabilitation, and referral resources is provided in the Student Affairs Department and through appropriate College and community resources. In a suspected

alcohol or drug overdose or other medical emergency, individuals should call 911 immediately.

Health Risks Associated with Alcohol and Illicit Drug Use

The use and abuse of alcohol and illicit drugs can have serious short-term and long-term effects on an individual's physical and mental health, academic or work performance, relationships, judgment, and personal safety. The effects vary depending on the substance used, the amount and frequency of use, the individual's physical condition, and whether substances are used in combination.

Alcohol. Alcohol use can impair judgment, coordination, reaction time, memory, and decision-making. Excessive alcohol consumption may result in nausea, vomiting, dehydration, loss of consciousness, alcohol poisoning, injury, risky behavior, and impaired driving. Alcohol poisoning can suppress breathing and other vital functions and may result in coma or death. Long-term or heavy alcohol use can contribute to alcohol dependence and may damage the liver, heart, brain, digestive system, and other organs. Alcohol misuse may also contribute to depression, anxiety, academic or workplace difficulties, relationship problems, accidents, violence, and other harmful consequences.

Cannabis/Marijuana. Marijuana use can affect memory, concentration, coordination, judgment, reaction time, and perception. Use may interfere with learning and academic or work performance and can impair the ability to operate a vehicle safely. Some individuals may experience anxiety, panic, paranoia, or other adverse psychological effects. Frequent or long-term use may lead to cannabis use disorder and may negatively affect respiratory and mental health.

Opioids. Opioids, including heroin, fentanyl, and the nonmedical use of prescription opioid medications, can cause drowsiness, confusion, nausea, constipation, slowed breathing, unconsciousness, dependence, and addiction. Opioid overdose can cause respiratory failure and death. Illicitly manufactured fentanyl is particularly dangerous because very small amounts can be fatal and may be present in counterfeit pills or other illicit drugs without the user's knowledge.

Stimulants. Stimulants such as cocaine, methamphetamine, and the nonmedical use of prescription stimulants can increase heart rate, blood pressure, body temperature, and alertness. Adverse effects may include anxiety, agitation, insomnia, paranoia, irregular heartbeat, seizures, heart attack, or stroke. Repeated use can result in dependence or addiction and serious physical and psychological health problems.

Depressants and Sedatives. Depressants, including the nonmedical use of prescription sedatives, tranquilizers, and certain anti-anxiety or sleep medications, can cause drowsiness, impaired coordination, poor judgment, memory problems, slowed breathing, unconsciousness, dependence, and overdose. Combining depressants with alcohol, opioids, or other substances that slow the central nervous system significantly increases the risk of respiratory failure and death.

Hallucinogens and Other Illicit Substances. Hallucinogens and other psychoactive substances may alter perception, mood, judgment, and an individual's awareness of their surroundings. Possible effects include panic, confusion, anxiety, paranoia, impaired

judgment, increased heart rate or blood pressure, and unpredictable behavior. Some substances may produce persistent or recurring psychological effects.

Combining Substances. Using alcohol with prescription medications, illicit drugs, or other substances can produce unpredictable and potentially life-threatening effects. Combining opioids, alcohol, or other central nervous system depressants is especially dangerous because the combination can severely suppress breathing and increase the risk of fatal overdose.

Substance misuse can also contribute to dependence and substance use disorders. Individuals who develop physical dependence may experience withdrawal symptoms when substance use is reduced or stopped. Withdrawal from certain substances, including alcohol and some sedative medications, can be medically dangerous and may require professional medical treatment.

Counseling, Treatment, Rehabilitation, and Referral Resources

UA Rich Mountain does not operate an on-campus health services center or counseling clinic. However, the College is committed to assisting students and employees who may need counseling, treatment, or other support related to alcohol or drug use, mental health concerns, or other personal circumstances.

UA Rich Mountain has partnered with Mena Medical Center/Cedar Haven to provide professional counseling services to students and employees. Services include general counseling and emergency counseling when an individual has an immediate or urgent need. When appropriate, individuals may also be referred to additional community-based providers or specialized treatment, rehabilitation, or substance-use services based on their individual needs.

Students and employees who need assistance related to alcohol or other drug use are encouraged to seek appropriate support. The College has identified employees who can assist students and other employees in locating appropriate resources and making referrals for counseling, treatment, rehabilitation, substance-use services, or other support based on individual needs.

When counseling services are provided through this partnership, an individual's health insurance will be utilized when coverage is available. If a student or employee does not have health insurance, UA Rich Mountain will cover, within reason, the cost of counseling services provided through the College's established arrangement.

Students and employees who are concerned about alcohol or drug use are encouraged to seek assistance as early as possible. College personnel can help individuals identify appropriate counseling, treatment, rehabilitation, or referral resources. The need to seek assistance should not discourage an individual from requesting help.

UA Rich Mountain does not directly operate a substance-use rehabilitation or re-entry treatment program. When an individual's needs require services beyond those available through the College's counseling partnership, the College may help the individual identify and access appropriate external treatment, rehabilitation, recovery, or community resources.

In the event of a medical, mental health, alcohol-related, or drug-related emergency requiring immediate assistance, individuals should call 911.

Institutional Disciplinary Sanctions for Alcohol and Drug Violations

UA Rich Mountain prohibits students and employees from unlawfully possessing, using, manufacturing, distributing, dispensing, or selling alcohol, illegal drugs, or controlled substances on College property or as part of College-sponsored activities. Violations of College alcohol and drug policies may result in disciplinary action under applicable student or employee disciplinary procedures. Conduct that also violates federal, state, or local law may be referred to the appropriate law enforcement agency for investigation and possible criminal prosecution.

Students. Students who violate UA Rich Mountain's alcohol or drug policies are subject to disciplinary action under the Student Code of Conduct. The sanction imposed will depend upon the nature and severity of the violation, the effect of the misconduct on the College community, the student's disciplinary history, applicable law, and other relevant circumstances.

Possible disciplinary sanctions for students include, but are not limited to, formal warning, disciplinary probation, restitution or other appropriate educational or disciplinary requirements, restrictions or loss of privileges, removal from specific courses or College activities, suspension from the College, and expulsion from the College. Serious or repeated alcohol or drug violations may result in suspension or expulsion. When conduct may violate federal, state, or local law, the College may also refer the matter to the appropriate law enforcement agency for investigation and possible criminal prosecution. College disciplinary action may be taken independently of any criminal proceeding arising from the same conduct.

Employees. Employees must comply with UA Rich Mountain's Drug-Free Workplace Policy and other applicable College and University of Arkansas System policies. The unlawful manufacture, distribution, dispensation, possession, or use of controlled substances on College premises is prohibited. Employees who violate applicable alcohol or drug policies may be subject to appropriate personnel or disciplinary action based upon the nature and circumstances of the violation.

Employee disciplinary or personnel action may include corrective or disciplinary measures up to and including suspension or termination of employment, as permitted by applicable College and University of Arkansas System policies. When an employee's conduct may violate federal, state, or local law, the matter may also be referred to the appropriate law enforcement agency for investigation and possible criminal prosecution.

An employee must notify the Chancellor in writing of any criminal drug statute conviction for a violation occurring on College premises no later than five (5) calendar days after the conviction. Within thirty (30) calendar days after receiving notice of such a conviction, UA Rich Mountain will take appropriate personnel action against the employee, up to and including termination, in accordance with the College's Drug-Free Workplace Policy.

Imposing College disciplinary or personnel sanctions does not preclude federal, state, or local authorities from imposing criminal or civil penalties for the same conduct.

Additional information is available through the following College resources:

- **Student Alcohol/Drug Policy:**
https://www.uarichmountain.edu/at_a_glance/disclosures.html
- **Employee Alcohol/Drug Policy:**
https://www.uarichmountain.edu/at_a_glance/disclosures.html

UA Rich Mountain provides drug and alcohol education to students through multiple methods. All students complete training modules through Blackboard at the beginning of each academic semester. The modules provide information regarding alcohol and other drug use, prevention, health and safety risks, and available resources. UA Rich Mountain delivered the Alcohol and Other Drugs training module through Blackboard on **September 1, 2026**. Employees receive training through campus initiatives and Workday learning modules.

UA Rich Mountain also provides drug and alcohol prevention information through student orientation, campus communications, educational materials, and other College programs throughout the academic year.

Biennial Review

UA Rich Mountain conducts a biennial review of its Drug and Alcohol Abuse Prevention Program in accordance with federal requirements. UA Rich Mountain conducted the most recent biennial review in September 2026.

The biennial review evaluates the effectiveness of the College's drug and alcohol abuse prevention policies and procedures and identifies changes needed to improve them. The review also examines drug- and alcohol-related violations and fatalities reported to College officials, the number and types of disciplinary sanctions imposed as a result of drug- and alcohol-related violations, and whether disciplinary sanctions are consistently enforced.

The College uses the results of the biennial review to identify areas for improvement and strengthen its drug and alcohol abuse prevention efforts. UA Rich Mountain annually distributes its Drug and Alcohol Abuse Prevention Program information to all students and employees. The annual distribution includes the College's standards of conduct regarding alcohol and illegal drugs; a description of applicable federal, state, and local legal sanctions; information concerning the health risks associated with alcohol and illicit drug use; information regarding available counseling, treatment, rehabilitation, and referral resources; and a description of the disciplinary sanctions that may be imposed for violations of College alcohol and drug policies.

UA Rich Mountain provides the required Drug and Alcohol Abuse Prevention Policies information to students who enroll and employees who begin employment after the College's primary annual distribution, so all students and employees receive the required information.

The College maintains documentation of its annual distribution of the Drug and Alcohol Abuse Prevention Program information in accordance with applicable federal requirements.

Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Consistent with applicable laws, the College prohibits dating violence, domestic violence, sexual assault, and stalking. The College's policy used to address complaints of this nature, as well as the procedures for filing, investigating, and resolving complaints, may be found at:

- Title IX Policy: <https://www.uarichmountain.edu/title-ix-policy/title-ix-policy.html>

The following sections of this report discuss the College's policies and educational programs to promote the awareness of dating violence, domestic violence, sexual assault, and stalking; provide information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses, and advise students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

Primary Prevention and Awareness Program:

The College conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the College prohibits the offenses of dating violence, domestic violence, sexual assault, and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

Crime Definitions

Crime Type (Arkansas Code)	Definitions
Dating Violence	The institution has determined, based on good-faith research, that Arkansas law does not define the term dating violence.
Domestic Violence	The institution has determined, based on good-faith research, that Arkansas law does not define the term domestic violence (aside from as set forth below). Arkansas defines “domestic abuse” to mean: (A) Physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury, or assault between family or household members; or (B) Any sexual conduct between family or household members, whether minors or adults, that constitutes a crime under the laws of Arkansas. Ark. Code § 9-15-103(4). Arkansas does have various degrees of “domestic battering” that are defined in a manner that could be classified as “dating violence” and “domestic violence.” These domestic battering crimes are found at Ark. Code § 5-26-303 to 305 and generally involve a perpetrator causing some degree of physical injury to a family or household member. In this regard, Ark. Code § 5-26-302 and Ark. Code § 9-15-103 use the following definitions (or some variation thereof): • “Dating relationship” means a romantic or intimate social relationship between two (2) individuals that is determined by examining the following factors: (i) The length of the relationship; (ii) The type of the relationship; and (iii) The frequency of

Crime Type (Arkansas Code)	Definitions
	interaction between the two (2) individuals involved in the relationship. "Dating relationship" does not include a casual relationship or ordinary fraternization between two (2) individuals in a business or social context. • "Family or household member" means: (A) A spouse; (B) A former spouse; (C) A parent; (D) A child, including any minor residing in the household; (E) Persons related by blood within the fourth degree of consanguinity....; (F) Persons who presently or in the past have resided or cohabited together; (G) Persons who have or have had a child in common; or (H) Persons who are presently or in the past have been in a dating relationship together. A person commits domestic battering in the first degree (Ark. Code § 5-26-303) if: 1. With the purpose of causing serious physical injury to a family or household member, the person causes serious physical injury to a family or household member by means of a deadly weapon; 2. With the purpose of seriously and permanently disfiguring a family or household member or of destroying, amputating, or permanently disabling a member or organ of a family or household member's body, the person causes such an injury to a family or household member; 3. The person causes serious physical injury to a family or household member under circumstances manifesting extreme indifference to the value of human life; 4. The person knowingly causes serious physical injury to a family or household member he or she knows to be sixty (60) years of age or older or twelve (12) years of age or younger; 5. The person: A. Commits any act of domestic battering as defined in § 5-26-304 or § 5-26-305; and B. For conduct that occurred within the ten (10) years preceding the commission of the current offense, the person has on two (2) previous occasions been convicted of any act of battery against a family or household member or aggravated assault on a family or household member, as defined by the laws of this state or by the equivalent laws of any other state or foreign jurisdiction; 6. With the purpose of causing physical injury to a family or household member, the person causes physical injury to a family or household member by means of a firearm; or 7. The person knowingly causes serious physical injury to a family or household member who is four (4) years of age or younger under circumstances manifesting extreme indifference to the value of human life.

Crime Type (Arkansas Code)	Definitions
	“Aggravated assault on a family member or household member,” as defined in § 5-26-306, means: A person commits aggravated assault on a family or household member if, under circumstances manifesting extreme indifference to the value of human life, the person purposely: (1) engages in conduct that creates a substantial danger of death or serious physical injury to a family or household member; (2) displays a firearm in a manner that creates a substantial danger of death or serious physical injury to a family or household member; or (3) impedes or prevents the respiration of a family or household member or the circulation of a family or household member’s blood by applying pressure on the chest throat, or neck or by blocking the nose or mouth of the family or household member. A person commits domestic battering in the second degree (Ark. Code § 5-26-304) if: 1. With the purpose of causing physical injury to a family or household member, the person causes serious physical injury to a family or household member; 2. With the purpose of causing physical injury to a family or household member, the person causes physical injury to a family or household member by means of a deadly weapon; 3. The person recklessly causes serious physical injury to a family or household member: A. By means of a deadly weapon; or B. Who is four (4) years of age or younger; or 4. The person knowingly causes physical injury to a family or household member he or she knows to be sixty (60) years of age or older or twelve (12) years of age or younger. A person commits domestic battering in the third degree (Ark. Code § 5-26-305) if: 1. With the purpose of causing physical injury to a family or household member, the person causes physical injury to a family or household member; 2. The person recklessly causes physical injury to a family or household member; 3. The person negligently causes physical injury to a family or household member by means of a deadly weapon; or 4. The person purposely causes stupor, unconsciousness, or physical or mental impairment or injury to a family or household member by administering to the family or household member, without the family or household member's consent, any drug or other substance. Additionally, Arkansas’ Domestic Violence Shelter Act (Ark. Code §9-6-112) defines “domestic violence” as: (A) Physical harm, bodily harm causing injury, or an assault against a person caused by: (i) A family or

Crime Type (Arkansas Code)	Definitions
	household member; or (ii) Another person with whom a person is in a dating relationship; (B) Mental or emotional harm to a person caused by: (i) A family or household member; or (ii) Another person with whom a person is in a dating relationship; or (C) Sexual abuse against a person by another person.
Stalking	Under Arkansas law, there are various degrees of stalking found at Ark. Code § 5-71-229. A person commits stalking in the third degree if he or she knowingly commits an act that would place a reasonable person in the victim's position under emotional distress and in fear for his or her safety or a third person's safety. A person commits stalking in the second degree if he or she knowingly engages in a course of conduct that harasses another person and makes a terroristic threat with the purpose of: (A) Placing that person in imminent fear of death or serious bodily injury; (B) Placing that person in imminent fear of the death or serious bodily injury of his or her family or household member; (C) Placing that person in imminent fear of unwanted sexual intercourse, a deviate sexual activity, or other sexual contact; or (D) Placing that person in imminent fear of unwanted sexual intercourse, a deviate sexual activity, or other sexual contact against his or her family or household member. A person commits stalking in the first degree if he or she knowingly engages in a course of conduct that would place a reasonable person in the victim's position under emotional distress and in fear for his or her safety or a third person's safety, and the actor: (A) Does so in contravention of an order of protection consistent with the Domestic Abuse Act of 1991, § 9-15-101 <i>et seq.</i>, or a no contact order as set out in subdivision (a)(2)(A) of this section, protecting the same victim, or any other order issued by any court protecting the same victim; (B) has been convicted within the previous ten (10) years of: (i) Stalking in the second degree; (ii) Terroristic threatening, § 5-13-301, or terroristic act, § 5-13-310; or (iii) Stalking or threats against another person's safety under the statutory provisions of any other state jurisdiction; or (C) Is armed with a deadly weapon or represents by word or conduct that he or she is armed with a deadly weapon. As used in this statute, the following definitions apply: (1)(A) "Course of conduct" means a pattern of conduct composed of two (2) or more acts, separated by at least thirty-six (36) hours, but occurring within one (1) year, including without limitation an act in which the actor directly, indirectly, or through a third party by any action, method, device, or means follows, monitors, observes, places under surveillance, threatens, or communicates to or about a person or interferes with a person's property. (B)

Crime Type (Arkansas Code)	Definitions
	“Course of conduct” includes without limitation sending mail or electronic communication to a person via electronic mail, text messages, or any other type of electronic message sent using the internet, websites, or social media platforms. (C)(i) “Course of conduct” does not include constitutionally protected activity. (ii) If the defendant claims that he or she was engaged in a constitutionally protected activity, the court shall determine the validity of that claim as a matter of law and, if found valid, shall exclude that activity from evidence. • “Emotional distress” means significant mental suffering or distress. “Emotional distress” does not require that the victim sought or received medical or other professional treatment or counseling.
Sexual Assault	• Sexual assault in the first degree (Ark. Code § 5-14-124): A person commits sexual assault in the first degree if the person engages in sexual intercourse or deviate sexual activity with a minor who is not the actor's spouse and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) and is in a position of trust or authority over the victim and uses the position of trust or authority to engage in sexual intercourse or deviate sexual activity. • Sexual assault in the second degree (Ark. Code § 5-14-125): A person commits sexual assault in the second degree if the person: ◦ Engages in sexual contact with another person by forcible compulsion. ◦ Engages in sexual contact with another person who is incapable of consent because he or she is: (A) Physically helpless; (B) Mentally defective; or (C) Mentally incapacitated. ◦ Being eighteen (18) years of age or older, engages in sexual contact with another person who is less than fourteen (14) years of age. ◦ Engages in sexual contact with a minor and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) and is in a position of trust or authority over the minor or the minor's guardian, an employee in the minor's school or school district, a temporary caretaker, or a person in a position of trust or authority over the minor. • Sexual assault in the third degree (Ark. Code § 5-14-126): A person commits sexual assault in the third degree if the person engages in sexual intercourse or deviate sexual activity with another person who is not the actor's spouse and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) or a member of the clergy and is in a position of trust or authority over the victim and uses the position of trust or authority to engage in sexual intercourse or deviate sexual activity; or being a minor, engages in sexual

Crime Type (Arkansas Code)	Definitions
	intercourse or deviate sexual activity with another person who is less than fourteen (14) years of age. Sexual assault in the fourth degree (Ark. Code § 5-14-127): A person commits sexual assault in the fourth degree if the person, being twenty (20) years of age or older: (A) Engages in sexual intercourse or deviate sexual activity with another person who is: (i) Less than sixteen (16) years of age; and (ii) Not the person's spouse; or (B) Engages in sexual contact with another person who is: (i) Less than sixteen (16) years of age; and (ii) Not the person's spouse.
Rape, Fondling, Incest, Statutory Rape	For purposes of the Clery Act, the term “sexual assault” includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Arkansas law are as follows: - Rape (Ark. Code § 5-14-103): A person commits rape if he or she engages in sexual intercourse or deviate sexual activity with another person: - By forcible compulsion. - Who is incapable of consent because he or she is: (A) Physically helpless; (B) Mentally defective; or (C) Mentally incapacitated. - Who is less than fourteen (14) years of age. - Who is a minor and the actor is the victim's: (i) Guardian; (ii) Uncle, aunt, grandparent, step-grandparent, or grandparent by adoption; (iii) Brother or sister of the whole or half blood or by adoption; or (iv) Nephew, niece, or first cousin. - Capital rape (Ark. Code § 5–14–114): A person commits capital rape if: - He or she engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger and causes or threatens to cause serious physical injury to that person; - Acting alone or with one (1) or more other persons: - The person commits or attempts to commit: The person commits or attempts to commit: (i) Terrorism, § 5–54–205; (ii) Kidnapping, § 5–11–102; (iii) Vehicular piracy, § 5–11–105; (iv) Robbery, § 5–12–102; (v) Aggravated robbery, § 5–12–103; (vi) Residential burglary, § 5–39–201(a); (vii) Commercial burglary, § 5–39–201(b); (viii) Aggravated residential burglary, § 5–39–204; (ix) A felony violation of the Uniform Controlled Substances Act, §§ 5–64–101 — 5–64–508, involving an actual delivery of a controlled substance; (x) First degree escape, § 5–54–110; (xi) Trafficking of persons, § 5–18–103; (xii) Engaging

Crime Type (Arkansas Code)	Definitions
	children in sexually explicit conduct for use in visual or print medium, § 5–27–303; or (xiii) Transportation of minors for prohibited sexual conduct, § 5–27–305; and B. During the course of or in furtherance of the offense under subdivision (a)(2)(A) of this section, the person engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger; ○ While using or threatening to use a deadly weapon, he or she engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger; or ○ He or she engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger after previously having been convicted of rape under § 5–14–103(a)(3) or capital rape under this section. • Fondling: The institution has determined, based on good-faith research, that Arkansas law does not define the term fondling. • Incest (Ark. Code § 5-26-202): A person commits incest if the person, being sixteen (16) years of age or older, purports to marry, has sexual intercourse with, or engages in deviate sexual activity with another person sixteen (16) years of age or older whom the actor knows to be: (1) An ancestor or a descendant; (2) A stepchild or adopted child; (3) A brother or sister of the whole or half blood; (4) An uncle, aunt, nephew, or niece; or (5) A stepgrandchild or adopted grandchild. • Statutory Rape: The institution has determined, based on good-faith research, that Arkansas law does not define the term statutory rape. However, Arkansas prosecutes sexual assault in the fourth degree in instances where an individual being 20 years of age or older engages in sexual contact, sexual intercourse, or deviate sexual activity with another person who is less than 16 years of age and not the person’s spouse (Ark. Code § 5-14-127).
Other “sexual assault” crimes	Other crimes under Arkansas law that may be classified as a “sexual assault” include the following: • Sexual indecency with a child (Ark. Code § 5-14-110): A person commits sexual indecency with a child if: ○ Being eighteen (18) years of age or older, the person solicits another person who is less than fifteen (15) years of age or who is represented to be less than fifteen (15) years of age to engage in: (A) Sexual intercourse; (B) Deviate sexual activity; or (C) Sexual contact;

Crime Type (Arkansas Code)	Definitions
	○ With the purpose to arouse or gratify a sexual desire of himself or herself or a sexual desire of another person, the person purposely exposes his or her sex organs to another person who is less than fifteen (15) years of age; ○ With the purpose to arouse or gratify a sexual desire of himself or herself or a sexual desire of another person, the person purposely exposes his or her sex organs to a minor, and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) and is in a position of trust or authority over the minor or the minor's parent or guardian, an employee in the minor's school or school district, a temporary caretaker, or a person in a position of trust and authority over the minor; ○ With the purpose to arouse or gratify his or her sexual desire or a sexual desire of another person, the person, being eighteen (18) years of age or older, causes or coerces a minor to expose his or her sex organs to the actor or another person, and the actor is a mandated reporter under § 12-18-402(b) and is in a position of trust or authority over the minor or The minor's parent or guardian, an employee in the minor's school or school district, a temporary caretaker, or a person in a position of trust or authority over the minor; ○ Being eighteen (18) years of age or older, the person causes or coerces another person who is less than fourteen (14) years of age to expose his or her sex organs or the breast of a female with the purpose to arouse or gratify a sexual desire of the actor or another person; or ○ Being eighteen (18) years of age or older, the person, for the purpose of arousing or gratifying a sexual desire of himself or herself or any other person, enters into or remains in a public changing facility that is assigned to persons of the opposite sex while knowing a minor of the opposite sex is present in the public changing facility. This section does not apply to a person entering into or remaining in a public changing facility: (i) with a minor under seven (7) years of age if the person is a minor's parent, guardian, or family member, or is otherwise authorized to care for the minor; (ii) for maintenance or inspection purposes if the person is authorized to conduct maintenance or inspection of the public changing facility; (iii) to render medical assistance; (iv) to accompany a person needing assistance when the actor is the parent, guardian, or family member, or is otherwise authorized to care for the person needing assistance; (v) to provide assistance in using the public changing facility; (vi) if the public changing facility has been temporarily designated for use by persons of the same sex as the person entering

Crime Type (Arkansas Code)	Definitions
	into or remaining in the public changing facility; or (vii) who is a certified law enforcement or corrections officer accompanying a person of the opposite sex in his or her custody. As used in this section, (1) “Sex” means a person’s immutable biological sex as objectively determined by anatomy and genetics existing at the time of birth.
Consent (as it relates to sexual activity)	The institution has determined, based on good-faith research, that Arkansas law does not define the term consent (as it relates to sexual activity).

College Definition of Consent

The College uses the following definition of consent in its Title IX Policy for Complaints of Sexual Assault and Other Forms of Sexual Harassment for the purpose of determining whether sexual misconduct, including sexual assault, has occurred:

Consent: Consent is clear, knowing, and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given through words or actions when those words or actions create mutually understandable, clear permission regarding the willingness to engage in (and the conditions of) sexual activity. If coercion, intimidation, threats, or physical force are used, there is no consent.

If a person is mentally or physically incapacitated so that the person cannot understand the fact, nature, or extent of the sexual situation, there is no consent. Incapacitation can be due to alcohol or drugs or being asleep or unconscious. [The Title IX] policy also covers incapacity due to mental disability, involuntary physical restraint, or from the taking of rape drugs. Possession, use and/or distribution of any of these substances, including Rohypnol, Ketamine, GHB, Brundage, etc. is prohibited, and administering one of these drugs to another person is a violation of [the Title IX] policy. More information on these drugs can be found at <http://www.911rape.org/>

Use of alcohol or other drugs will never function as a defense to a violation of [the Title IX] policy. An individual violates [the Title IX] policy if the individual initiates and engages in sexual activity with someone who is incapacitated, and (1) the individual knew the other person was incapacitated, or (2) a sober reasonable person under similar circumstances as the person initiating the sexual activity would have known the other person was incapacitated.

There is also no consent when there is force, expressed or implied, or use of duress or deception upon the victim. Whether an individual has taken advantage of a position of influence over an alleged victim may be a factor in determining consent.

Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes overt threats, implied threats, intimidation, and coercion that overcome resistance or produce consent.

Coercion is unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Under Arkansas law, the age of consent varies with the degrees of assault, the age of the actor, and the relationship of the actor to the other party. For specific information, please refer to Arkansas statutes (e.g., Arkansas Code Annotated § 5-14-125, Sexual Assault in the Second Degree).

Consent to any one form of sexual activity cannot automatically imply consent to any other forms of sexual activity. In addition, previous relationships or prior consent cannot imply consent to future sexual acts.

Risk Reduction

The College provides information and strategies intended to help individuals recognize potentially harmful situations, reduce risk, and promote personal and community safety. Risk reduction strategies are not intended to place responsibility for dating violence, domestic violence, sexual assault, or stalking on a victim or survivor. Responsibility for such conduct rests solely with the person who commits it.

Strategies that may help reduce risk and promote safety include:

- Clearly communicate your boundaries and respect the boundaries communicated by others.
- Remember that consent may be withdrawn at any time. If someone indicates through words or actions that they do not want to engage in or continue sexual activity, stop immediately.
- Do not assume consent based on a previous relationship, prior sexual activity, silence, clothing, flirting, or other circumstances.
- Consent to one form of sexual activity does not constitute consent to another form of sexual activity.
- A person who is incapacitated due to alcohol, drugs, sleep, unconsciousness, or another condition cannot provide consent.
- Be aware of the effects of alcohol and other drugs on your ability and the ability of others to make decisions and communicate consent.
- Never take advantage of a person who is incapacitated or otherwise unable to provide consent.
- Clearly communicate sexual intentions and obtain clear, voluntary consent before engaging in sexual activity.
- Attend social events with people you trust and consider establishing a plan for checking on one another and leaving safely.
- Be alert to situations in which someone may be attempting to isolate, pressure, intimidate, coerce, or take advantage of another person.
- If you observe a potentially unsafe situation and can safely intervene, consider helping directly, getting assistance from others, creating a distraction, or contacting appropriate authorities.

- If you feel unsafe, consider moving to a safer location, contacting someone you trust, seeking assistance from campus officials or law enforcement, or calling 911 in an emergency.

Individuals should also be aware of behaviors that may be associated with abusive or controlling relationships. Warning signs may include threats or acts of violence; extreme jealousy; attempts to control another person's activities, relationships, communications, finances, or appearance; isolation from friends or family; intimidation; destruction of property; unwanted monitoring or repeated contact; blaming others for abusive behavior; coercion; and the use or threat of force during sexual activity.

The presence or absence of any risk-reduction behavior does not determine responsibility for an incident. A person who experiences dating violence, domestic violence, sexual assault, or stalking is not responsible for the actions of the person who committed the prohibited conduct.

Bystander Intervention

UA Rich Mountain encourages students and employees to take an active role in creating a safe and respectful campus community. Bystander intervention includes safe and positive options that an individual or individuals may carry out to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystanders should consider their own safety and others' safety before intervening. UA Rich Mountain promotes the **4 D's of Bystander Intervention: Direct, Distract, Delegate, and Delay.**

1. Direct:

Address the situation directly when it is safe to do so. This may be as simple as saying, "That's not okay. Please stop," or asking if someone needs help. Bystanders can also speak up when they observe threatening, abusive, sexually inappropriate, or harassing behavior. Use direct intervention only when the bystander believes they can do so safely.

2. Distract:

Create a distraction that interrupts the situation without directly confronting the person whose behavior is concerning. For example, start a conversation, ask someone to help you with something, suggest getting food, or find another reason to separate the individuals involved. A distraction can allow someone to leave an uncomfortable or potentially unsafe situation.

3. Delegate:

Ask another person for assistance. This may include seeking help from friends, faculty or staff members, campus officials, law enforcement, or others better positioned to intervene. Bystanders may also work together, with one person creating a distraction while another checks on the individual who may need assistance. In an emergency or when there is an immediate threat of harm, call 911.

4. Delay:

Sometimes it may not be safe or possible to intervene while an incident is occurring. A bystander can still make a difference by checking on the person afterward. Ask whether the

person is okay, offer assistance, help them contact someone they trust, or provide information about campus and community resources.

Bystanders should never place themselves in danger when attempting to intervene. If a situation presents an immediate threat of physical harm to anyone, seek assistance and call 911.

Bottom Line: UA Rich Mountain encourages members of the campus community to look out for one another. If you see behavior that concerns you, consider a safe way to intervene. Check on friends and classmates who may need assistance, speak up when it is safe to do so, and seek help when necessary. Small actions by bystanders can help prevent harm and contribute to a safer campus community.

Other Information Covered by the PPAP

The PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

Ongoing Prevention and Awareness Campaign:

The College also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP but is intended to increase the understanding of students and employees of these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault, and stalking.

Primary Prevention and Awareness Programs and Ongoing Prevention and Awareness Campaigns

The College provides primary prevention and awareness programming for incoming students and new employees and conducts ongoing prevention and awareness campaigns for students and employees. UARM provides programming through a variety of methods, including in-person presentations, online training modules, written and electronic educational materials, campus communications, awareness activities, and presentations by campus and community partners.

Programming addresses dating violence, domestic violence, sexual assault, and stalking and includes information concerning institutional policies and procedures, reporting options, consent, risk reduction, and safe and positive options for bystander intervention.

Primary Prevention and Awareness Programs

Incoming students receive Title IX and sexual violence prevention and awareness education as part of student orientation. Programming includes information regarding sexual assault and other forms of sexual misconduct, procedures for reporting incidents, available resources, consent, and the role of bystanders in helping prevent violence.

Educational and awareness materials are also made available throughout campus. Posters, written materials, electronic communications, and other resources reinforce information provided during orientation and other educational programs.

New employees receive information and training concerning Title IX, sexual harassment and sexual misconduct, institutional responsibilities, reporting requirements and procedures, and prevention and awareness. Faculty and staff also participate in professional development activities that include Title IX and sexual violence prevention education.

Ongoing Prevention and Awareness Campaigns

UARM provides continuing prevention and awareness education for students and employees throughout the academic year using multiple strategies and campus programs.

All students complete Blackboard educational modules addressing sexual health, sexual violence awareness, and prevention. Completion of required modules is incorporated into the student preregistration process.

The Student Government Association (SGA) conducts health and wellness awareness activities in the Student Union each semester. These activities provide information on topics that may include sexual health, sexual assault prevention, alcohol and drug awareness, mental health, vaccinations, and other health and safety issues.

The Athletic Director provides education and training to athletic staff and student-athletes. At the beginning of each semester, the Athletic Director meets with athletic teams to address Title IX, sexual assault, sexual harassment, institutional policies, reporting procedures, and related health and safety expectations.

Faculty and staff receive continuing Title IX and prevention education through professional development activities conducted during the academic year. Faculty are also encouraged, when appropriate, to reinforce awareness of Title IX resources, reporting options, and sexual violence prevention information in their interactions with students.

UARM supports these activities through regular campus communications, educational materials, presentations, and other awareness efforts to reinforce prevention messages and sustain awareness throughout the year.

The College also utilizes professional development and educational resources, including resources available through membership with SUNY Student Conduct Institute (SCI), to support continuing education and training for employees with responsibilities related to Title IX, student conduct, and sexual misconduct.

Through these primary and ongoing educational efforts, UARM seeks to promote a campus culture of respect, increase awareness of dating violence, domestic violence, sexual assault, and stalking, encourage safe and positive bystander intervention, reinforce the importance of consent, inform campus community members about reporting and support resources, and reduce behaviors that contribute to interpersonal and sexual violence.

Reporting Dating Violence, Domestic Violence, Sexual Assault, and Stalking and Obtaining Assistance

If you have experienced dating violence, domestic violence, sexual assault, or stalking, you are encouraged to go to a safe place and seek assistance. For an emergency or immediate threat to your safety, call **911**.

Reports may also be made to the **UA Rich Mountain Campus Security Office** at **479-394-7622, extension 1700**, or to the College's **Title IX Coordinator** at **479-394-7622, extension 1400**.

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report).
2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim's options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.

Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Individuals may also report dating violence, domestic violence, sexual assault, or stalking to any **Campus Security Authority (CSA)**. CSAs include designated College officials responsible for campus security or officials with significant responsibility for student and campus activities. Individuals may contact a CSA directly in person, by telephone, or through the CSA's College office. A current list of Campus Security Authorities is listed at the beginning of this report. If you are unsure whom to contact, call the Campus Security Office at 479-394-7622, x1700, or the Executive Vice Chancellor at 479-394-7622, x 1400 for help identifying an appropriate CSA.

Campus Security Authorities must report Clery Act crimes brought to their attention in accordance with federal reporting requirements. Reporting an incident to a CSA for Clery Act purposes does not necessarily require an individual to file a criminal complaint with law enforcement or pursue disciplinary action through the College.

The Campus Security Office and Title IX Coordinator can provide information regarding reporting options, available supportive measures, and campus and community resources. They can also help individuals obtain additional services, as appropriate.

Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don't bathe, wash, or otherwise clean the environment in which the assault occurred. You can

obtain a forensic examination at Mena Regional Health System, 311 Morrow St. N., Mena, AR 71953, 479-394-6100 or 800-394-6185.

Completing a forensic examination does not require you to file a police report, but it will help preserve evidence if you decide later to file one.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). This evidence is valuable in all situations and may be the only type available in stalking cases.

Security/Law Enforcement & How to Make a Police Report

- Campus Security Office: 479-394-7622 x 1700
- Polk County Sheriff's Office: 479-394-2511, 507 Church Ave #1, Mena, AR 71953; 479-394-2511 Mena Police Department: 403 DeQueen Street, Mena, AR 71953; 479-394-1212
- To make a report to law enforcement, an individual may contact the appropriate local law enforcement agency listed above by telephone or in person. When making a report, the individual is encouraged to provide as much information as possible, including their name and contact information, the location of the incident, when the incident occurred, a description of what occurred, and any other information that may assist law enforcement. Campus Security or the Title IX Coordinator can assist individuals with contacting the appropriate law enforcement agency upon request.

Information about Legal Protection Orders

Individuals who experience dating violence, domestic violence, sexual assault, or stalking may have the right to seek an order of protection, restraining order, or other similar lawful order through the courts.

In Arkansas, eligible individuals may petition a court for an **Order of Protection**. Depending upon the circumstances, a court may issue a temporary (ex parte) order before a hearing and may subsequently issue a final order following a hearing. Information about eligibility, procedures, required forms, and available protections is available from the **Arkansas Judiciary** and the appropriate circuit court clerk.

Arkansas Judiciary-Domestic Violence and Order of Protection Forms

<https://arcourts.gov/administration/domestic-violence-forms>

Individuals seeking an Order of Protection in Polk County can contact the Polk County Circuit Clerk's Office for assistance and filing information. Court personnel can provide information regarding the filing process and applicable court forms. Arkansas Order of Protection forms and instructions are also available through the Arkansas Judiciary.

Individuals may also seek assistance from local domestic violence or sexual assault victim advocates, who may be able to provide information and assistance with the process of seeking an Order of Protection.

UA Rich Mountain will comply with and take appropriate action regarding valid orders of protection, restraining orders, no-contact orders, and similar lawful orders issued by criminal, civil, or tribal courts when the College is notified. It applies to the institution or individuals on its campus.

Students and employees who obtain such an order are encouraged to provide a copy to the **Title IX Coordinator** and/or **Campus Security Office** so that the College can take appropriate steps to assist with implementation and enforcement on campus. In an emergency or when an individual believes an order has been violated and there is an immediate threat to safety, the individual should call **911**.

UA Rich Mountain does not issue judicial orders of protection or restraining orders. However, the College may implement **institutional no-contact directives** or other supportive or protective measures when appropriate. These measures are separate from court-issued orders and may restrict communication or contact between members of the campus community.

When appropriate and consistent with College policy and applicable law, UA Rich Mountain may also issue a **no-trespass notice or warning** restricting an individual's access to College property. Violations may be referred to law enforcement and may result in action under applicable law.

Individuals who need assistance understanding reporting options, court orders, institutional no-contact directives, or other available protective measures may contact the **Title IX Coordinator at 479-394-7622, extension 1400**, or the **Campus Security Office at 479-394-7622, extension 1700**.

Available Victim Services:

Victims will be provided with written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the College and in the surrounding community. Those services include:

- Student Financial Aid – Sometimes, a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, they should understand there may be financial aid implications in taking such leave. Discuss this with financial aid personnel, and the Title IX Coordinator can help facilitate this conversation if desired. The College's financial aid website can be found at: <https://www.uarichmountain.edu/financial-aid/index.html>
- Student Affairs support provides references for mental health resources and helps make arrangements. If finances are an obstacle, Student Affairs will find resources to help cover the cost within reason.

Local Resources

- Mena Regional Health System
311 Morrow St. N, Mena, AR 71953
479-394-6100

- Cedar Haven of Mena Regional Health Systems (Counseling Services)
311 North Morrow Street
479-243-2380

Arkansas Resources

- Arkansas State Police
https://dps.arkansas.gov/law-enforcement/arkansas-state-police/divisions/criminal-investigations/human-trafficking/victim-services-resource-map/?_sft_county=polk
- Arkansas Department of Community Corrections
<https://doc.arkansas.gov/community-correction/online-services/victim-services/>
- Crime Victims Assistance Association of Arkansas
<https://www.cvaaarkansas.org/victim-resources>
- Legal Aid of Arkansas
<https://arlegalaid.org/>

National Resources

- National Domestic Violence Hotline: 1-800-799-7233
- National Sexual Assault Hotline: 1-800-656-4673
- Rape, Abuse and Incest National Network (RAINN): <https://www.rainn.org/>
- US Dept. of Justice Office on Violence Against Women: <https://www.justice.gov/ovw>
- National Coalition Against Domestic Violence: <http://www.ncadv.org/>
- National Sexual Violence Resource Center: <http://www.nsvrc.org/>
- U.S. Citizenship and Immigration Services: <https://www.uscis.gov/>
- Immigration Advocates Network: <https://www.immigrationadvocates.org/>

Accommodations and Protective Measures:

The College will provide written notification to victims about options for available assistance in changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available, the College is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Depending on the individual's circumstances and the availability of the requested measures, accommodations or protective measures may include changes to **academic, living, working, or transportation situations**, as well as other measures designed to assist the individual and promote safety. Examples may include academic adjustments, changes in class or work schedules, housing changes, campus transportation for events or parking arrangements, institutional no-contact directives, or other appropriate measures.

The **Title IX Coordinator determines which accommodations or protective measures to implement based on the circumstances of the request, the individual's needs**, and the availability and appropriateness of the requested measures.

When determining the reasonableness of such a request, the College may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The College will maintain as confidential any accommodations or protective measures provided to a victim to the extent that maintaining confidentiality would not impair the College's ability to provide them. However, there may be times when certain information must be disclosed to a third party to implement the accommodation or protective measure. Such decisions will be made by the College considering the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim to provide accommodation or protective order, the College will inform the victim of that necessity prior to the disclosure, including what information will be shared, with whom it will be shared, and why.

Procedures for Disciplinary Action:

The College addresses allegations of dating violence, domestic violence, sexual assault, and stalking under the College's Title IX Policy, Sexual Misconduct Policy, Student Code of Conduct, applicable employee policies, or other applicable College or University of Arkansas System policies.

Determining Which Disciplinary Proceeding Applies

The procedure used to address an allegation depends upon the nature and circumstances of the alleged conduct, whether the conduct falls within the jurisdiction of Title IX, and whether the respondent is a student, employee, or other individual.

The Title IX Coordinator reviews reports involving possible sex discrimination, sexual harassment, or sexual misconduct and determines the appropriate institutional process based upon the allegations and applicable policies.

Conduct that meets the definition and jurisdictional requirements of Title IX is addressed through the College's Title IX grievance process. Conduct that does not fall within Title IX jurisdiction but may nevertheless violate College policy may be addressed through the Sexual Misconduct Policy, Student Code of Conduct, applicable employee disciplinary procedures, or another appropriate College or University of Arkansas System policy.

Dismissal of a complaint or allegation from the Title IX grievance process does not necessarily mean that the reported conduct is permitted under College policy or that the College cannot address the conduct under another applicable policy or disciplinary procedure.

Filing a Report or Complaint

Any person may report dating violence, domestic violence, sexual assault, stalking, sexual harassment, or other sex-based misconduct. Reports may be made **in person, by telephone, by email, or through the College's electronic Title IX Incident Report Form.**

The electronic **Title IX Incident Report Form** is available through the UA Rich Mountain Title IX webpage.

<https://www.uarichmountain.edu/title-ix-policy/title-ix-policy.html>

Reports or complaints may be directed to:

Chad Fielding

Executive Vice Chancellor/Title IX Coordinator

1100 College Drive

Mena, AR 71953

479-394-7622, extension 1400

cfielding@uarichmountain.edu

Macey Hubbard

Director of Human Resources/Title IX Compliance Officer for Employees

1100 College Drive

Mena, AR 71953

479-394-7622, extension 1570

mhubbard@uarichmountain.edu

Lindsey Drewry

Director of Financial Aid/Title IX Compliance Officer for Students

1100 College Drive

Mena, AR 71953

479-394-7622, extension 1420

ldrewry@uarichmountain.edu

Upon receipt of a report, the Title IX Coordinator or appropriate College official will review the information, provide information regarding applicable reporting and resolution options and available supportive measures, and determine which institutional policy and resolution procedure applies.

A report of misconduct does not necessarily constitute a formal complaint. If a formal complaint is required to initiate the Title IX grievance process, submit it in accordance with the College's Title IX Policy.

Title IX Grievance Process

When allegations fall within Title IX jurisdiction, and the requirements for initiating the Title IX grievance process have been satisfied, the College will provide written notice of the allegations to the parties. The notice will include sufficient details regarding the allegations and information about the grievance process.

The College will conduct an impartial investigation. The complainant and respondent have an equal opportunity to identify witnesses, including fact and expert witnesses, and to present relevant evidence.

The investigator may interview the complainant, respondent, and witnesses; review documents and other evidence; and gather other information relevant to the allegations.

Before completion of the investigative report, both parties are provided with an equal opportunity to inspect and review evidence directly related to the allegations and to respond in accordance with the College's Title IX grievance procedures. The investigator will consider the parties' responses and prepare an investigative report that fairly summarizes relevant evidence. The College will provide the report to the parties as required by the applicable procedure.

Live Hearing and Determination

For Title IX matters requiring a hearing, the College will conduct a live hearing before an impartial decision-maker or hearing panel.

Each party may have an advisor. The College will conduct questioning and cross-examination in accordance with its Title IX grievance procedures and applicable federal requirements.

The decision-maker determines whether the respondent is responsible for the alleged policy violation under the preponderance-of-the-evidence standard.

Following the hearing, the College will provide the parties with a written determination. The determination will include the findings and conclusions regarding the allegations, the determination of responsibility, any disciplinary sanctions imposed on the respondent that the College may disclose, whether remedies will be provided to the complainant, and information about the appeal process.

The College will make every reasonable effort to complete the investigation and resolution process in a timely and efficient manner. Timeframes may be extended for good cause as permitted by College policy, with appropriate notice to the parties.

Absent circumstances requiring an extension for good cause, the College generally anticipates completing the investigation, hearing, and initial determination of responsibility within **90 calendar days** following the initiation of the formal grievance process.

Appeals in Title IX Proceedings

Both parties have an equal opportunity to appeal a determination of responsibility or dismissal of a formal complaint or allegation on the grounds permitted by the College's Title IX Policy.

Permissible grounds for appeal include:

1. A procedural irregularity that affected the outcome;

2. New evidence that was not reasonably available when the determination or dismissal was made and that could affect the outcome; or
3. A conflict of interest or bias by the Title IX Coordinator, investigator, or decision-maker that affected the outcome.

An appeal may be submitted through a written and signed document. Acceptable submission methods include email, hand delivery, or postal delivery.

The Title IX Coordinator will notify the other party of an appeal. The non-appealing party may submit a written response within **five (5) days** of receipt of the appeal.

As soon as practicable after receiving the parties' submissions, and ordinarily within approximately **ten (10) days**, the Chancellor or designated Appeal Panel will issue a written decision describing the result of the appeal and the rationale for the decision. The appeal decision may uphold or modify the original decision or remand the matter for further factual development. Both parties will be notified of the appeal decision.

Proceedings Involving Student Respondents Outside the Title IX Grievance Process

Allegations of dating violence, domestic violence, sexual assault, stalking, or other sexual misconduct involving a student respondent that do not fall within the jurisdiction of Title IX may nevertheless constitute violations of the UA Rich Mountain Student Code of Conduct. The student disciplinary process may address them.

The Executive Vice Chancellor administers the student disciplinary and judicial process. Any member of the College community may file a complaint alleging student misconduct with the Executive Vice Chancellor.

Upon receiving a complaint, the Executive Vice Chancellor makes an initial determination of whether there is sufficient basis to believe a violation of the Student Code of Conduct may have occurred. The Executive Vice Chancellor may interview the complainant or witnesses and request additional information in making this determination.

If sufficient grounds exist to believe a violation may have occurred, the College initiates disciplinary proceedings. The student receives written notice of the charges and is directed to meet with the Executive Vice Chancellor.

During the administrative meeting, the student reviews the allegations, possible sanctions, and the student's rights and responsibilities. The student has an opportunity to respond to the allegations and present evidence.

After considering the available information and evidence, the Executive Vice Chancellor determines whether disciplinary action is warranted. If disciplinary action is imposed, the student is notified in writing.

Anticipated Timeline

The College generally anticipates completing the initial student disciplinary process, from the initiation of disciplinary proceedings through the initial written decision, within thirty (30) working days. The timeframe may be extended when circumstances reasonably require

additional time, including the complexity of the allegations, the availability of the parties or witnesses, academic breaks, the need to obtain additional information, or other good cause. When an extension is necessary, the parties will receive written notice of the delay and the reason for the extension.

Appeal of a Student Disciplinary Decision

A student who wishes to contest the disciplinary decision must submit a written request for an appeal hearing to the **Executive Vice Chancellor within five (5) working days** after receiving official notice of the disciplinary sanction. The request must explain the student's grievance and the remedy sought.

The student will receive notice of the appeal hearing date, time, and location at least **five (5) working days** before the hearing. The hearing will be scheduled within **ten (10) working days** of submission of the appeal request.

At the hearing, the student may present their case to the Appeals Committee. The Executive Vice Chancellor presents the evidence and circumstances supporting the disciplinary action. By simple majority, the Appeals Committee may uphold, reverse, or reduce the decision.

A student dissatisfied with the Appeals Committee's decision may submit a written appeal to the **Chancellor within five (5) working days**. The Chancellor may uphold, reverse, or reduce the Appeals Committee's decision and will respond within **five (5) working days**. The Chancellor's decision is final.

Proceedings Involving Employee Respondents Outside the Title IX Grievance Process

Allegations of dating violence, domestic violence, sexual assault, stalking, or other sexual misconduct involving an employee respondent that do not fall within the jurisdiction of the Title IX grievance process may nevertheless constitute violations of UA Rich Mountain policy. The College may address such allegations under applicable employee conduct, disciplinary, sanction, or dismissal procedures.

Reports involving an employee may be made to the Director **of Human Resources**. After receiving a report, the College will review the allegations and determine the applicable policy and resolution procedure.

When allegations involve possible employee misconduct, the College may conduct an investigation appropriate to the nature and circumstances of the allegations. The College will consider relevant information and evidence before deciding or imposing disciplinary action.

The College may impose disciplinary action based upon the nature and severity of the conduct and applicable College policy. When the College considers dismissal or another employment action governed by UA Rich Mountain Policy 4.01.08, Dismissal, Sanctions, Findings, and Right of Appeal (Due Process), it reviews and coordinates the action with Human Resources.

The Chancellor reviews supervisory recommendations for dismissal or sanctions, the reasons supporting the proposed action, and applicable corrective actions. When the review supports dismissal, the Chancellor and/or Director of Human Resources provides the employee with

written notice identifying the grounds for dismissal, the effective date, and applicable appeal rights.

Anticipated Timeline

The College generally anticipates completing the initial review, investigation, and determination in an employee disciplinary proceeding within thirty (30) working days after initiation of the applicable disciplinary process. The timeframe may be extended when circumstances reasonably require additional time, including the complexity of the allegations, the availability of the parties or witnesses, the need to obtain additional information, academic or institutional breaks, or other good cause. When an extension is necessary, the parties will receive written notice of the delay and the reason for the extension.

Any appeal or review following the initial determination will be conducted according to the timeframes established in the applicable College employee policy.

Employee Appeal

A full-time employee entitled to appeal an employment action under Policy 4.01.08 may appeal the action to the Chancellor.

To initiate an appeal, the employee must submit a written appeal request to the Chancellor by certified mail, restricted delivery. The request must be postmarked within **six (6) working days** of the dismissal date.

Within **fifteen (15) working days** of the dismissal notice date, the employee must submit a written rebuttal of cause to the Chancellor explaining why the dismissal should be reviewed.

Human Resources notifies the employee and Chancellor of the time and date of the appeal hearing. The Chancellor, in coordination with Human Resources, reviews the appeal and determines the appropriate action in accordance with College policy.

Informal Resolution

When permitted by applicable law and College policy, UA Rich Mountain may offer an informal resolution process as an alternative to completing the formal grievance process.

Participation in informal resolution is **voluntary**. The College will not require the parties to participate in informal resolution as a condition of enrollment, employment, or exercising another right.

Before an informal resolution process begins, the parties will receive information regarding the process and its consequences and must voluntarily agree to participate. When permitted by applicable policy, either party may withdraw from informal resolution before an agreement is reached and resume the applicable formal grievance process.

Informal resolution will not be used in circumstances in which it is prohibited by applicable federal regulations or College policy.

Rights of the Parties in an Institutional Proceeding:

During the process described in the previous section, both the accuser and the individual accused of the offense are entitled to:

1. A prompt, fair and impartial process from the initial investigation to the result.
 - Completed within reasonably prompt timeframes designated by the institution's policy, including a process that allows for the extension of timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.
 - Conducted in a manner that:
 - Is consistent with the institution's policies and transparent to the accuser and the accused.
 - Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
 - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
 - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.
2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Training Officials Involved in Disciplinary Proceedings

UA Rich Mountain disciplinary proceedings involving allegations of dating violence, domestic violence, sexual assault, or stalking are conducted by officials who receive **annual training** on issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct investigation and hearing processes that protect the safety of victims and promote accountability.

As appropriate to each official's role in the disciplinary process, training includes topics such as:

- the definitions and issues related to dating violence, domestic violence, sexual assault, stalking, and sexual harassment;
- the scope of the College's education programs and activities;
- conducting investigations, hearings, appeals, and informal resolution processes, as applicable;
- relevance of evidence and the appropriate use of evidence during disciplinary proceedings;
- appropriate techniques for questioning parties and witnesses;
- procedural requirements and rules for conducting fair and impartial proceedings;
- evaluating information and evidence without prejudgment of the facts;
- avoiding actual or perceived conflicts of interest and bias; and
- protecting the safety of victims and promoting accountability throughout the disciplinary process.

Officials involved in these proceedings may include, as applicable, the **Title IX Coordinator, investigators, decision-makers, hearing panel members, appeal decision-makers, informal resolution facilitators, Human Resources personnel, and other College officials responsible for administering disciplinary proceedings.**

The College provides or obtains appropriate annual training to ensure individuals in these roles understand their responsibilities and are prepared to conduct proceedings fairly, impartially, and consistently.

3. The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.
4. Have the outcome determined using the preponderance of the evidence standard.
5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, “result” means “any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters” and must include the rationale for reaching the result and any sanctions imposed.

Possible Sanctions or Protective Measures that the College May Impose for Dating Violence, Domestic Violence, Sexual Assault or Stalking Offenses:

Following a final determination through an institutional disciplinary proceeding that a student or employee committed dating violence, domestic violence, sexual assault, stalking, or other prohibited sexual misconduct, UA Rich Mountain may impose one or more disciplinary sanctions. The sanction imposed will depend upon the nature and severity of the conduct and any applicable aggravating or mitigating circumstances.

Possible disciplinary sanctions that may be imposed upon a student include:

- warning;
- reprimand;
- disciplinary probation;
- restitution;
- fine;
- loss or restriction of privileges;
- housing probation;
- removal or expulsion from College housing;
- educational sanctions or requirements;
- mandated counseling, when permitted and appropriate;
- restriction on eligibility to represent the College at an official function or in intercollegiate competition;
- suspension from the College; and
- expulsion from the College.

When suspension is imposed, it may be for part of a semester, a full semester, an academic year, or another period authorized under applicable College policy. When applicable, a student returning following a suspension may be required to meet with the appropriate Student Affairs official to discuss re-entry, conditions of return, and expectations for future conduct.

Possible disciplinary sanctions or employment actions that may be imposed upon an employee include:

- verbal or written warning or reprimand;
- disciplinary probation;
- required education or training;
- reassignment or modification of duties or responsibilities;
- restriction or loss of College privileges;
- restriction or exclusion from specified College facilities, programs, or activities;
- reduction in pay, when permitted by applicable policy;
- demotion, when permitted by applicable policy;
- suspension from employment, with or without pay as permitted by applicable policy; and
- termination of employment.

The specific sanction or combination of sanctions imposed will be determined in accordance with applicable College and University of Arkansas System policies. It will consider the nature and severity of the violation and relevant aggravating or mitigating circumstances.

When applicable, an employee returning to work following a suspension may be required to meet with the Director of Human Resources or other appropriate College official to discuss conditions of return and expectations for future conduct.

Protective Measures Following an Allegation

Following an allegation of dating violence, domestic violence, sexual assault, or stalking, UA Rich Mountain may offer a range of protective measures to help protect the safety and well-being of the victim and the College community. Protective measures are determined by the circumstances of each situation, the individual's needs, and the measures reasonably available to the College.

Protective measures may include, as appropriate:

- institutional no-contact orders prohibiting or limiting communication or contact between individuals;
- restrictions prohibiting the accused from entering the victim's residence hall or other specified College locations;
- changes in on-campus housing assignments or living arrangements;
- security escorts or other campus safety assistance;
- changes to class schedules or academic arrangements;
- modifications to academic requirements, deadlines, or other academic circumstances when appropriate;
- changes in work schedules, work locations, duties, or other working arrangements;
- changes in transportation or parking arrangements;

- restrictions on access to College facilities, programs, activities, or events;
- increased security or monitoring of specified areas of campus; and
- other protective measures determined appropriate and reasonably available based upon the circumstances.

The availability of a particular protective measure will depend upon the circumstances and the individual's needs. The College will work with the individual to determine reasonably available measures that are appropriate to promote safety and continued access to the College's educational programs, activities, employment, and facilities.

Protective measures may be implemented as appropriate regardless of whether the victim chooses to report the incident to law enforcement or pursue a criminal complaint.

Publicly Available Recordkeeping:

The College will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the College to the extent permitted by law.

Victims to Receive Written Notification of Rights:

When a student or employee reports to the College that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the College will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

Sex Offender Registration Program:

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the College of any such information it receives. Anyone interested in determining whether such persons are on this campus may do so by contacting the Campus Security Officer, Raul Toribio, at 479-394-7622 x. 1700, rtoribio@uarichmountain.edu. State registry of sex offender information may be accessed at the following

link: <https://sexoffenderregistry.ar.gov/public/#/disclaimer?returnUrl=%2Flocation>

Timely Warnings & Emergency Response

Timely Warnings

In the event of criminal activity occurring either on campus or off campus that, in the judgment of the Chancellor or Emergency Management team, constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor

vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate.

Anyone with information warranting a timely warning should immediately report the circumstances to:

- Vice Chancellor for Academic Affairs, 479-394-7622 x 1300, kcarpenter@uarichmountain.edu
- Campus Security Officer, 479-394-7622 x. 1700, rtoribio@uarichmountain.edu
- Chancellor, 479-394-7622 x. 1200, pwilson@uarichmountain.edu
- Executive Vice Chancellor-479-394-7622 x. 1400, cfielding@uarichmountain.edu
- Recruiter/Emergency Response Coordinator, 479-394-7622 x. 1441, mgodfrey@uarichmountain.edu
- Chief Information Officer, 479-394-7622 x. 1100, bcarnahan@uarichmountain.edu
- Athletic Director, 479-394-7622 x. 6000, jmccormick@uarichmountain.edu
- Associate Vice Chancellor for Administration, 479-394-7622 x. 1800, jwood@uarichmountain.edu

The College has communicated with local law enforcement, asking them to notify the College if it receives reports or information warranting a timely warning.

Emergency Response

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus, the College will initiate appropriate emergency response procedures and notify the entire campus community in accordance with the College's emergency notification procedures. **RAVE Alert** is the College's primary emergency notification system and is used to communicate emergency information and instructions to members of the campus community. Additional forms of communication to the campus community may also be used, such as the College website, news outlets, and social media.

The notification will be issued without delay in accordance with the College's emergency notification procedures, unless issuing a notification would, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency

Significant emergencies or dangerous situations may include, but are not limited to, tornadoes and other severe weather events, fires, bomb threats, explosions, hazardous or chemical spills, active shooter or other armed intruder situations, outbreaks of serious illness or infectious disease, and other circumstances that pose an immediate threat to the campus community.

The College maintains communication and cooperative relationships with local law enforcement, emergency responders, and other appropriate agencies. Local law enforcement has been requested to inform the College of situations reported to or identified by law enforcement that may affect the campus and warrant activation of the College's emergency response or notification procedures.

Students, staff, and visitors are encouraged to call **911**, then notify the Campus Safety Office, Raul Toribio, at 479-394-7622 x 1700 of any emergency or potentially dangerous situation.

Confirmation of a Significant Emergency or Dangerous Situation

The Emergency Response Team is responsible for assessing available information to confirm whether a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees is occurring on campus.

In making this determination, the Emergency Response Team will assess available information from appropriate sources, including campus administrative staff, campus security, local law enforcement, emergency response agencies, and other appropriate authorities. Depending on the nature of the emergency or dangerous situation, other College departments or personnel may also be involved in confirming the emergency or dangerous situation.

Once the Emergency Response Team confirms a significant emergency or dangerous situation, the team will initiate the College's emergency response procedures and coordinate with appropriate local emergency response authorities for assistance, as necessary.

Campus-Wide Emergency Notification

Because of the size and configuration of the College campus, when a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees is confirmed, the College will notify the entire campus community rather than limiting the emergency notification to a particular segment of the campus community.

Determining the Content and Initiating an Emergency Notification

The Chief Information Officer, in collaboration with other appropriate College personnel, is responsible for determining the content of an emergency notification and initiating the College's emergency notification system. To anticipate various situations, the Emergency Response Team has prepopulated notifications to keep immediately available. The Chief Information Officer maintains the RAVE Alert emergency alert system and coordinates emergency notification tests once each semester.

The content of the notification will be based on the nature, location, and scope of the emergency and will provide information necessary to inform and protect the campus community. When appropriate, the Chief Information Officer may consult with Campus Security, other College officials, local law enforcement, emergency responders, or other appropriate authorities in determining the content of the notification.

Emergency notifications will provide information appropriate to the circumstances and, when applicable, instructions regarding actions members of the campus community should take to protect themselves, such as sheltering in place, evacuating a building or area, avoiding a particular location, or taking other appropriate safety measures.

The Chancellor, Executive Vice Chancellor, or Emergency Response Team will direct the issuance of emergency notifications, which will be accomplished using one or more of the

methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

Dissemination of Emergency Information to the Larger Community

If a significant emergency or dangerous situation occurs on campus that may affect or concern the larger community outside the College, the College will disseminate appropriate emergency information to external audiences.

The Chief Information Officer, in coordination with appropriate College officials, will facilitate the dissemination of emergency information to the larger community. Depending on the nature and circumstances of the emergency, information may be shared through the College's website, social media, local media outlets, local law enforcement, emergency management agencies, or other appropriate communication channels.

The information disseminated will be appropriate to the nature and circumstances of the emergency. The College will coordinate with law enforcement, emergency management officials, or other appropriate authorities, as needed, to ensure accurate and timely information.

Methods for Issuing Timely Warnings and Emergency Notifications

The method(s) listed below may be utilized when the College issues a timely warning or emergency notification to the campus community.

Method	Sign Up Instructions
UARM Alert Emergency Notification System, Rave Alert System	All enrolled students and employees are automatically included
AppArmor Desktop Alert System	Automatically installed on all on-campus computer systems
Emergency Alert System: Text, phone, email	Automatically pulled from Workday for enrolled students and employees
UARM Website Notification	No sign-up required.
Social Media and all local media outlets	No sign-up required.

Testing & Documentation

Testing Emergency Response and Evacuation Procedures

The College tests its emergency response and evacuation procedures at least twice each calendar year, typically following the census date of each semester. These tests and exercises are designed to assess and evaluate the effectiveness of the College's emergency response and evacuation procedures and may be announced or unannounced.

In addition to these tests, the College's Emergency Management Team meets periodically to train, review, test, and evaluate the College's emergency response plan and related procedures. Information and observations obtained through tests, exercises, and training activities may be used to identify areas for improvement and to make appropriate revisions to the College's emergency response and evacuation procedures.

Through these activities, the College ensures that its emergency response and evacuation procedures are tested at least twice each calendar year and that appropriate College personnel have opportunities to review and practice their responsibilities under the emergency management plan.

The Chief Information Officer, Bryan Carnahan, 479-394-7622 x. 1100, bcarnahan@uarichmountain.edu, maintains records of these tests and training exercises, including a description of them, the dates and times they were held, and whether they were announced or unannounced. In connection with at least one such test, the College will distribute to its students and employees information to remind them of the College's emergency response and evacuation procedures.

Stop Campus Hazing Policy and Programming

The College is committed to providing a safe and supportive educational environment. **Hazing is strictly prohibited at UA Rich Mountain.** All students, faculty, staff, alumni, volunteers, and other members of the College community are expected to understand that hazing is unacceptable, violates College policy, and may constitute a violation of Arkansas law.

UA Rich Mountain prohibits hazing whether it occurs **on or off College property** and whether it is conducted by an individual or by members of an organization, extracurricular activity, athletic team, or other group.

For purposes of College policy, **“hazing”** includes a willful act committed by a student, faculty or staff member, alumnus, volunteer, or employee of a fraternal organization acting on behalf of or in the name of the organization, either alone or with others, when the conduct is directed toward another student and is intended to intimidate, threaten, ostracize, shame, disgrace, frighten, humiliate, discourage continued enrollment, or cause physical harm.

Hazing also includes conduct involving striking, beating, bruising, maiming, or seriously threatening or attempting to cause physical violence to another student when such conduct is undertaken for purposes associated with hazing.

The term “hazing” does not include customary athletic events or similar contests or competitions. Hazing is limited to actions taken or situations created in connection with initiation into or affiliation with an organization, extracurricular activity, or sports program, consistent with applicable Arkansas law.

Consent does not excuse hazing. A student's willingness to participate in an activity does not make conduct that otherwise constitutes hazing permissible under College policy or Arkansas law.

Complaints or concerns about hazing reported to the institution will be investigated and handled using the process identified in the Student Code of Conduct, or Employee Handbook if an employee is involved. The Student Code of Conduct is found on page 83 of the College Catalog/Student Handbook. <https://www.uarichmountain.edu/catalog-student-handbook.html>

Arkansas Law Regarding Hazing

UA Rich Mountain complies with applicable Arkansas laws concerning hazing, including **Arkansas Code Annotated §§ 6-5-201 and 6-5-202.**

Arkansas law prohibits students from knowingly engaging in hazing or encouraging, aiding, or assisting another person in hazing. Arkansas law also prohibits a person from knowingly permitting, encouraging, aiding, or assisting another person in committing hazing; knowingly acquiescing in hazing; or failing to promptly report known or reasonably known information about the presence or practice of hazing to an appropriate administrative official of the educational institution.

A violation of Arkansas's hazing law is a **Class B misdemeanor**. In addition to any criminal penalty, a student convicted of hazing is subject to **expulsion from the school, college, university, or other educational institution the student is attending.**

(a) A student, alumnus, or volunteer, or employee of a fraternal organization of a school, college, university, or other educational institution in Arkansas shall not knowingly engage in hazing or encourage, aid, or assist any other student, alumnus, or volunteer, or employee of a fraternal organization in hazing.

(b)(1) A person shall not knowingly permit, encourage, aid, or assist another person in committing the offense of hazing, or knowingly acquiesce in the commission of the offense of hazing, or fail to report his or her knowledge or any reasonable information within his or her knowledge of the presence and practice of hazing in this state to an appropriate administrative official of the school, college, university, or other educational institution in Arkansas.

Hazing is a Class B misdemeanor in Arkansas. It requires expulsion of the student convicted of hazing from the school, college, university, or other educational institution they attend.

Reporting Hazing

Report complaints or concerns about hazing to the Executive Vice Chancellor or local police. You can contact the Executive Vice Chancellor at cfielding@uarichmountain.edu or 479-394-7622 x/ 1400. You may also file complaints online at <https://www.uarichmountain.edu/compliments-concerns.html>

Reports may be made regardless of whether the alleged conduct occurred on or off College property or whether it involved a College-sponsored activity, organization, athletic program, or another group. Victims, witnesses, observers, or any individual who has information regarding a suspected hazing incident should report the matter, regardless of whether the person accused of hazing is a student, faculty member, staff member, employee, or other member of the College community. If you are a victim of hazing or are in immediate danger, **go to a safe location and call 911**

The College prohibits retaliation against any individual who, in good faith, reports suspected hazing, participates in an investigation, or otherwise assists in addressing a hazing concern.

Investigation and Disciplinary Process

Individuals found responsible for violating the College's hazing policy may be subject to disciplinary sanctions in accordance with applicable College policies and procedures. Depending on the circumstances, sanctions may include disciplinary probation, suspension, dismissal, removal from an organization or activity, removal from campus housing, or other appropriate disciplinary action.

Hazing that may constitute a criminal offense may also be referred to the appropriate law enforcement agency. College disciplinary proceedings and criminal proceedings are separate processes and may occur concurrently.

Arkansas law prohibits students from knowingly engaging in hazing or encouraging, aiding, or assisting another person in hazing. Arkansas law also prohibits a person from knowingly permitting, encouraging, aiding, or assisting another person in committing hazing; knowingly acquiescing in hazing; or failing to promptly report known or reasonably known information about the presence or practice of hazing to an appropriate administrative official of the educational institution.

When a report of hazing is received, the Executive Vice Chancellor or Director of Human Resources will review the report and determine whether an investigation is warranted. This determination will consider the nature and circumstances of the allegations, the information available, and the individuals involved.

When an investigation is initiated, an investigator will be assigned to gather relevant information, review available documentation, and conduct interviews with the complainant, respondent, witnesses, and other individuals as appropriate. The investigation will be conducted in accordance with the College's applicable policies and procedures, including the Student Code of Conduct when the respondent is a student.

Upon completion of the investigation, the investigator will document the findings and make a recommendation regarding appropriate sanctions, when warranted. The findings and recommendations will be provided to the appropriate administrator for review and implementation in accordance with applicable College policies and procedures. Disciplinary decisions may include sanctions authorized under the applicable policy or code, and reports may be referred to law enforcement when the alleged conduct may constitute a violation of Arkansas law.

The College strives to complete hazing investigations within 30 days of determining that an investigation is warranted. The actual timeframe may vary depending on the complexity of the allegations, the number of individuals involved, the availability of witnesses, and other circumstances that may affect the investigation.

An individual may appeal a disciplinary decision to the Chancellor within five (5) days of being notified of the decision. The Chancellor, serving as the appeal officer, will review the appeal and render a decision within fourteen (14) days of receiving the appeal. The Chancellor's decision as appeal officer is final.

Hazing Prevention and Awareness Program

The College is committed to preventing hazing and maintaining an educational environment in which all members of the campus community are treated with dignity and respect. College policy prohibits hazing, and the College provides research-informed, campus-wide prevention and awareness programming designed to reach students, faculty, and staff.

The College provides hazing prevention and awareness education annually to students and each semester to students participating in intercollegiate athletics. Training is provided through online educational modules available through Blackboard under the University of Arkansas System's contract with Vector Solutions. Available training includes the **Hazing Awareness and Prevention Course for Students** and the **Hazing Awareness and Prevention Course for Faculty and Staff**.

Hazing prevention and awareness programming informs College community members about the institution's definition of hazing, the prohibition against hazing, how to recognize and report suspected hazing, the College's procedures for responding to and investigating reports of hazing, and applicable local, state, and federal laws related to hazing.

As part of its primary prevention efforts, the College provides research-informed education and strategies intended to prevent hazing before it occurs. Prevention programming includes:

- **Bystander Intervention:** Students and employees are provided information and strategies for recognizing potentially harmful or hazing-related behavior, safely intervening when appropriate, supporting individuals who may be at risk, and reporting concerns to College officials. Programming emphasizes community members' responsibility to look out for others' safety and well-being and to take appropriate action when they observe conduct that may put another person at risk.
- **Ethical Leadership:** Prevention programming promotes ethical decision-making and responsible leadership within student organizations, athletic teams, campus groups, and the broader College community. Students and employees are encouraged to model respectful behavior, recognize and challenge unhealthy group practices, understand the responsibilities associated with positions of leadership and influence, and foster organizational cultures that prioritize safety, dignity, accountability, and respect.
- **Building Group Cohesion Without Hazing:** The College promotes positive alternatives to hazing for developing trust, belonging, teamwork, and group identity. Students and employees are encouraged to use inclusive team-building activities, mentoring, service activities, shared goals, social and educational programming, and other constructive practices that strengthen relationships without humiliation, coercion, intimidation, physical risk, or other hazing behaviors.

Through these prevention and awareness efforts, the College aims to educate the campus community about its prohibition against hazing and to address attitudes, behaviors, and group dynamics that may contribute to hazing. The College encourages all students, faculty, and staff to share responsibility for creating a campus culture in which hazing is recognized, reported, challenged, and prevented.

Hazing State Laws

Summary (Code of Arkansas)

- a. ... "hazing" means:
1. A willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others when the conduct is directed against any other student and done for the purpose of intimidating the student attacked by threatening him or her with social or other ostracism or of submitting such student to ignominy, shame, or disgrace among his or her fellow students, and acts calculated to produce such results;
 2. The playing of abusive or truculent tricks on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others, upon another student to frighten or scare him or her;
 3. A willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others which is directed against any other student done for the purpose of humbling the pride, stifling the ambition, or impairing the courage of the student attacked or to discourage him or her from remaining in that school, college, university, or other educational institution, or reasonably to cause him or her to leave the institution rather than submit to such acts; or
 4. A willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim; or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution; or any assault upon any such student made for the purpose of committing any of the acts, or producing any of the results, to such student as defined in this section.
- b. The term "hazing" as defined in this section:
1. Does not include customary athletic events or similar contests or competitions; and
 2. Is limited to those actions taken and situations created in connection with initiation into or affiliation with an organization, extracurricular activity, or sports program. Ark. Code Ann. § 6-5-201

Arkansas statute also prohibits hazing as follows:

- a. A student, alumnus, or volunteer or employee of a fraternal organization of a school, college, university, or other educational institution in Arkansas shall not knowingly

Summary (Code of Arkansas)	
	engage in hazing or encourage, aid, or assist any other student, alumnus, or volunteer or employee of a fraternal organization in hazing.
b.	1. A person shall not knowingly permit, encourage, aid, or assist another person in committing the offense of hazing, or knowingly acquiesce in the commission of the offense of hazing, or fail to report promptly his or her knowledge or any reasonable information within his or her knowledge of the presence and practice of hazing in this state to an appropriate administrative official of the school, college, university, or other educational institution in Arkansas. 2. An act of omission or commission is hazing under this subsection.
c.	A violation of this section is a Class B misdemeanor.
d.	In addition to any penalty provided by this section, a student convicted of hazing shall be expelled from the school, college, university, or other educational institution that he or she is attending. Ark. Code Ann. § 6-5-202.

Missing Student Policy

Reporting a Missing Residential Student

If a member of the College community, including a student, employee, or other individual, has reason to believe that a student who resides in on-campus housing is missing, the individual should report the information immediately to one of the following:

- **Campus Security Officer:** 479-394-7622, ext. 1700
- **Executive Vice Chancellor:** 479-394-7622, ext. 1400

Individuals do not need to wait 24 hours before reporting a student missing. Any concern regarding the whereabouts or safety of a residential student should be reported as soon as possible.

Any College employee or official who receives a report that a student residing in on-campus housing may be missing must immediately refer the report to the Campus Security Officer. Campus Security will promptly investigate the student's whereabouts and take appropriate action in accordance with the College's Missing Student Notification Policy.

If a student residing in on-campus housing is determined to have been missing for 24 hours, the College will initiate the notification procedures established in its Missing Student Notification Policy and in accordance with applicable federal requirements.

Confidential Missing Student Contact

Each student residing in on-campus housing may confidentially identify a contact person or persons whom the College will notify if the student is determined to be missing. The College provides this option to residential students at least annually, and the designation is separate from the designation of a general emergency contact. A student may designate the same individual as both the student's general emergency contact and confidential missing student

contact; however, the College will not assume that a general emergency contact is also the student's missing student contact.

The College will register confidentially the contact information provided by a student for this purpose. The information will be accessible only to authorized campus officials and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

Students living on campus will have the opportunity at least once a year to designate or update their confidential missing student contact. Students may designate or update their confidential missing student contact by contacting the Executive Vice Chancellor at 479-394-7622, ext. 1400.

Notification Procedures for a Missing Residential Student

If, after investigating a missing person report, Campus Security or a local law enforcement agency determines that a student residing in on-campus housing is missing, the College will initiate the required notification procedures.

The College will notify the appropriate local law enforcement agency within twenty-four (24) hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination.

If the missing student is under eighteen (18) years of age and is not emancipated, the College will notify the student's custodial parent or guardian within twenty-four (24) hours of the determination that the student is missing. This notification will be made in addition to notifying any confidential missing student contact person or persons designated by the student.

For any residential student who has designated a confidential missing student contact, the College will notify the designated contact person or persons within twenty-four (24) hours of the determination that the student is missing.

University of Arkansas Community College Rich Mountain

Crime Statistics

The statistical summary of crimes for this College over the past three calendar years follows:

[illegible]

Crime	On Campus			On Campus Housing			Non Campus			Public Property		
	2025	2024	2023	2025	2024	2023	2025	2024	2023	2025	2024	2023
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Hazing	0	N/A	N/A	0	N/A	N/A	0	N/A	N/A	0	N/A	N/A
Arrest - Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Arrest - Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Arrest - Weapon Violation	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Liquor Law Violation	0	0	0	3	0	0	0	0	0	0	0	0
Disciplinary Referral - Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Weapon Violation	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0

Hate crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Crimes unfounded by the College:

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

Statistics for unfounded crimes provided by law enforcement agencies:

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

Data from law enforcement agencies:

- The data above reflects statistics provided by law enforcement agencies related to crimes that occurred on the College's Clery Geography.

Annual Fire Safety Report

Housing Facilities and Fire Safety Systems

The College maintains on-campus housing for its students. Below is a description of fire safety systems and the number of fire drills conducted during the previous calendar year.

Campus: University of Arkansas Community College Rich Mountain, 1100 College Dr, Mena, AR 71953

Facility	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Number of evacuation (fire) drills in previous calendar year
Bucks Crossing, 1341 Mena Street, Mena, AR 71953	X		X	X	X	X	2
Building 1: Bean Hall, 1100 College Drive, Mena, AR 71953	X		X	X	X	X	2
Building 2: No Name, 1100 College Drive, Mena, AR 71953	X		X	X	X	X	2
Building 3: No Name, 1100 College Drive,	X		X	X	X	X	2

Facility	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Number of evacuation (fire) drills in previous calendar year
Mena, AR 71953							
Building 4: Ward Maddox, 1100 College Drive, Mena, AR 71953	X		X	X	X	X	2

Policies on Portable Appliances, Smoking and Open Flames

Fire Safety Policies for Student Housing

The University of Arkansas Rich Mountain maintains fire safety policies for all on-campus student housing. Residents must comply with these requirements to reduce fire risk and protect the health and safety of residents and other members of the campus community.

Open Flames and Smoking. Open flames and burning materials are prohibited in campus housing. This prohibition includes, but is not limited to, candles, incense, and other items that produce an open flame or are designed to burn. Smoking is prohibited in campus housing.

Portable Electrical and Cooking Appliances. Only approved portable cooking appliances may be used in campus housing. Permitted cooking appliances are limited to microwaves, air fryers, and crockpots. Other portable cooking appliances are prohibited unless the College specifically authorizes them. Extension cords or similar electrical devices used in campus housing must be surge-protected.

Fire Safety Equipment. Tampering with, disabling, obstructing, damaging, or improperly using fire safety equipment or systems is prohibited. This includes smoke detectors, fire alarms, fire extinguishers, sprinkler systems, and other fire safety equipment. Violations may result in appropriate disciplinary action under applicable College policies.

Inspections and Enforcement. The College reserves the right to conduct periodic inspections of campus housing to ensure fire safety systems are operational and that residents comply with policies regarding prohibited items and fire safety. The College may confiscate prohibited items discovered during an inspection and donate or discard them without reimbursing the resident.

Fire Evacuation Procedures

Student Housing Fire Evacuation Procedures

In the event of a fire, suspected fire, or activation of a fire alarm in on-campus student housing, all residents, guests, and College employees must evacuate the building immediately using the nearest safe exit. Individuals should not delay evacuation to retrieve personal belongings.

When evacuating, close doors behind you when it is safe to do so to help contain the spread of fire and smoke. If a fire or smoke is discovered and the fire alarm has not already been activated, individuals should activate the nearest fire alarm safely, without delaying evacuation. Once safely outside, individuals should call 911 to report the fire unless emergency responders have already been notified.

After exiting the building, individuals should move to a safe location away from the affected facility and remain clear of entrances, roadways, and areas needed by firefighters and other emergency responders. College officials or emergency responders may provide additional instructions regarding designated assembly areas or locations to which students, employees, and guests should relocate.

Individuals must not re-enter an evacuated student housing facility until authorized to do so by college officials, the fire department, or other appropriate emergency response personnel.

Fire Education and Training Programs

Fire Safety Education and Training Programs

The University of Arkansas Rich Mountain provides fire safety education and training for all residents of on-campus student housing and College employees responsible for student housing. The College provides fire safety education at the beginning of each semester as part of its mandatory housing meeting.

The fire safety education and training program familiarizes residents and appropriate employees with the fire safety systems and equipment in each student housing facility, provides instruction on procedures to follow in the event of a fire or fire alarm, and educates participants on the College's fire safety policies.

As part of the training, participants receive information regarding evacuation procedures and routes, the location and use of fire alarms and available fire suppression equipment, and other applicable fire safety measures. Evacuation maps identifying evacuation routes and available fire safety equipment are provided or made available for each student housing facility.

Residents are instructed that, in the event of a fire, suspected fire, or activation of a fire alarm, they must evacuate the building immediately using the nearest safe exit and should close doors behind them when safe to do so. If a fire or smoke is discovered and the fire alarm has not already been activated, individuals should activate the nearest fire alarm if they can do so safely without delaying evacuation. Once safely outside, individuals should call 911 to report the fire unless emergency responders have already been notified. Residents are instructed to move to a safe location away from the building after evacuation and not to re-

enter the facility until authorized to do so by College officials, the fire department, or other appropriate emergency response personnel.

The Mena Fire Department participates in the mandatory housing meeting at the beginning of each semester. It provides instruction and demonstrations regarding fire prevention, fire safety measures, and appropriate responses to a fire emergency. Residents are also advised that participation in College fire drills is mandatory.

The College provides students with disabilities the opportunity to request assistance with emergency evacuation planning. When appropriate, a student may elect to have a designated individual or “buddy” assist the student in accordance with the student's needs and the College's emergency procedures.

Reporting Fires

The College is required to disclose each year statistical data on all fires that occurred in on-campus student housing. When a fire alarm is pulled and/or the fire department responds to a fire, these incidents are captured. If you encounter a fire that presents an emergency, ensure your safety, then call 911.

There may also be instances when a fire is extinguished quickly, and no alarm is pulled, or when a fire department response is not necessary. It is important to record these incidents as well. Therefore, if you are aware of such a fire, see evidence of one or hear about one, you should contact Jason Wood, Sr. Associate Vice Chancellor of Administration/Resides on-campus at jwood@uarichmountain.edu, 479-394-7622 ext. 1801, Mobile 479-216-8728. When providing notification of a fire, give as much information as possible about the location, date, time, and cause of the fire.

Plans for Future Improvements

The College periodically reviews its fire safety protections and procedures. At this time, it has no plans for future improvements.

Fire Statistics

University of Arkansas Community College Rich Mountain

2025

No fires were reported in 2025.

2024

No fires were reported in 2024.

2023

No fires were reported in 2023.