

2026 Annual Security Report



Wilmington Campus

411 N. Front Street, Wilmington, NC 28401

North Campus

4500 Blue Clay Road, Castle Hayne, NC 28429

Alston W. Burke Center

621 NC Highway 210 East, Hampstead, NC 28443

Burgaw Center

100 E. Industrial Drive, Burgaw, NC 28425

FROM THE OFFICE OF CAMPUS SAFETY

The Cape Fear Community College's Office of Campus Safety prepares this report in compliance with the Jeanne Clery Disclosure of Campus Security and Crime statistics Act (The Clery Act) and the Higher Education Opportunity Act. The report is designed to provide you with important information about your safety and security, along with containing statistics about crime on campus. The data is representative of activities of the previous three years on campus.

The safety and well-being of the students, employees, and visitors are important to the learning and work environment. Safety is a shared responsibility and we rely on every community member to contribute to campus security by reporting suspicious activities and remaining vigilant when going about their daily activities.

Although no community can be completely risk-free in today's society, our department works toward reinforcing partnerships with local law enforcement, contracted security, students, faculty, staff, administration and guests in creating an atmosphere that promotes safety and remains conducive to the learning environment.

Cape Fear Community College is committed to the core values of professionalism, respect, integrity, and responsibility; therefore, we ask that you always adhere to all established rules and regulations governing conduct and behavior while on campus.

Contact Information:

Emergency	911
Downtown Campus Security	910.362.7855
North Campus Security	910.362.7580
Burgaw Center Security	910.800.1666
Alston W. Burke Center Security	910.362.7931

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Clery Act / Legal Requirements

Clery Act requires colleges and universities to:

- Publish an annual report every year by October 1st that contains three years of campus crime statistics and certain campus security policy statements.
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus and certain non-campus facilities and remote classrooms. The statistics must be gathered from campus police or security, local law enforcement and other college officials who have “significant responsibility for student and campus activities.”
- Provide “timely warning” notices of those crimes that have occurred and pose an ongoing threat to student and employees.
- Disclose in a public crime log “any crime that occurred on campus or within the patrol jurisdiction of the campus police or the campus security department and is reported to the campus police or security department.”
- Prohibit the institution or an officer, employee or agent of the institution, participating in any program under this title from relating, intimidating, threatening, coercing or otherwise discriminating against any individual with respect to the implementation of any provision of the Clery Act.

Cape Fear Community College distributes an annual notice to all current students and employees informing them of the availability of the Annual Security Report and providing instructions for accessing the report electronically. Prospective students and employees are informed of the report's availability through the College's Campus Safety & Security Office and may obtain a printed copy upon request.

It is the policy of the Trustees of Cape Fear Community College to allow citizens to use campus buildings and facilities for civic, cultural, educational, recreational, and other activities if the users preserve and properly care for the facilities, and the activities do not conflict with the use of these facilities or grounds for college purposes and activities or with local ordinances or laws of the State or Federal government and other policies adopted by the Trustees.

Campus Safety & Security

The goal of Cape Fear Community College's Campus Safety & Security Office is to provide students, faculty, staff and visitors with a safe educational environment. The Campus Safety & Security Office assists in coordinating the efforts of both sworn New Hanover/Pender County Law Enforcement Officers and non-sworn Campus Security Officers, as well as CFCC Parking Enforcement.

Law Enforcement

Cape Fear Community College has partnered with the New Hanover County Sheriff's Office (NHCSO) to provide law enforcement services at the Downtown and North Campuses, which are located in New Hanover County, North Carolina. The NHCSO has dedicated nine full-time College Resource Officers (CRO's) to patrol the two campuses during operational hours and respond to law enforcement calls for service. The CRO's are sworn Deputy Sheriffs with full jurisdictional authority and powers of arrest in New Hanover County. They fall under the command of the Uniform Patrol Division of the Sheriff's Office.

For the Alston W. Burke and Burgaw Centers located in Pender County, North Carolina, Cape Fear Community College has partnered with the Pender County Sheriff's Office, Surf City Police Department and the Burgaw Police Department to provide law enforcement service at those locations. The Pender County centers are patrolled by these listed agencies as part of their daily duties. These agencies also work together to respond to law enforcement calls for service when necessary.

Expectations for such services are set forth by written agreements between CFCC and all law enforcement agencies involved.

Security

Non-sworn Campus Security Officers are unarmed and are identified by the yellow and black uniforms with a distinctive Allied Universal shoulder patch and security badge. They perform many of the same tasks as sworn police officers with the exception of effecting arrest. An arrest (if necessary) will be referred to a sworn officer. Security Officers normally do not wear civilian or plain clothes while conducting security business on the campus. Security Officers are required to complete a training course approved and authorized by the North Carolina Private Protective Services Bureau. Extensive on the job training is presented to security officers serving at the college to enable them to perform their duties more efficiently, effectively and safely. Campus security is currently contracted with a professional firm to provide personnel on the downtown Wilmington Campus, the North Campus and Burgaw Center, employing foot and mobile patrol to more thoroughly canvas the campus for security purposes. Roving guards are equipped with portable radios. The security contractor provides 24 hour, seven days per week patrol and security coverage at the Downtown and North Campuses.

Parking Enforcement

Parking Attendants are unarmed and are identified by the white and black uniforms with a distinctive black and white shoulder patch, in addition to a black security officer badge patch. They assist with parking management and enforcement throughout campuses, to include: ticketing, booting and towing for violations. The Parking Attendants routinely patrol the parking decks and lots. The college strives to ensure adequate patrolling and lighting in these areas. Anyone observing a safety or security concern is encouraged to contact the Campus Safety Office. It is the duty of each of us to help keep our campus safe and to report violations of law or policy or suspicious activities to the appropriate personnel.

Campus Locksmith

It is the intention of Cape Fear Community College to promote security for campus personnel and equipment by maintaining and controlling appropriate access to college property. The CFCC Key Control Policy is designed to provide access to needed resources, while maintaining reasonable personal safety and security for all members and guests of the college. This will ensure the protection of personal and college property through control of keys/electronic access to offices, buildings and other secured assets at various campus locations.

The CFCC Campus Locksmith is a certified, licensed locksmith. The locksmith is responsible for lock matrix, key fabrication and electronic access control. Issuance of keys and inventory is maintained by the Campus Locksmith.

Reporting Suspicious or Criminal Incidents

All students, employees, and guests are encouraged to promptly report criminal incidents, threats, acts of violence, accidents, and other emergencies to Campus Safety & Security. Reports may be made in person at the Campus Safety & Security Office, located in Building A, Room A-220, by telephone, or through the College's online Incident Reporting Form: [CFCC Incident Report](#).

Any situation involving an imminent threat to life, safety, or property, or requiring immediate emergency assistance, should be reported directly to 911. When appropriate, individuals should also notify Campus Safety & Security as soon as it is safe to do so. Reports may also be reported to Campus Security Authorities (CSA); CSA's are college officials who have responsibility for campus security or who have significant responsibility for students or campus activities such as: Executive Director of Campus Safety & Auxiliary Services, Director of Campus Safety & Security, Sr. Vice President of Student Services, Dean of Student Affairs, Athletics Director, Coaches, faculty advisors to all clubs, instructors and academic advisors, Human Resources, etc. CSA's have an obligation to report all crimes occurring on campus or at satellite locations.

There are no exceptions to this requirement. They are required to forward non-identifying information for inclusion in the Annual Security Report, regardless of whether the victim chooses to file a report with law enforcement or press charges.

CFCC will make reasonable efforts to honor requests for confidentiality and anonymity to the extent permitted by law and campus safety obligations.

Emergency Phones (Blue Phones)

The emergency blue light boxes provide users with a simple way to call for emergency assistance. Press the large red button and speak clearly into the speaker. The call goes directly to the local 911 center. The phones are located at strategic points around campus grounds and on each floor of the parking decks.

Campus Escort Program

If you need to travel across campus alone, the CFCC Campus Escort Program provides a safe and reliable way to get to your destination. To request an escort, contact CFCC Security at:

Wilmington Campus: 910.362.7855

North Campus: 910.362.7580

Burgaw Center: 910.362.7855

Alston W. Burke Center: 910.328.7580

Campus escorts are available at any time upon request and are not limited to nighttime hours. Escort services are limited to CFCC property.

Annual Fire Safety Report

Cape Fear Community College is a non-residential institution of higher education. Therefore, the college is not required by the Campus Safety and Security Reporting Act to maintain a fire report.

Missing Student Notification Policy

The requirement to have a missing student notification policy applies only to institutions that maintain on-campus student housing. CFCC does not have on-campus or off-campus residential housing; therefore, no policy is required.

Security of and Access to Campus Facilities

Cape Fear Community College is committed to maintaining a safe and secure environment for students, employees, and visitors through a combination of physical security measures, facility maintenance practices, safety inspections, and partnerships with local law enforcement agencies. The College works closely with the New Hanover County Sheriff's Office, Pender County Sheriff's Office, local law enforcement agencies, and contracted security personnel to promote

campus safety and monitor campus facilities. The College's Campus Safety Office serves as a primary liaison between the institution and law enforcement agencies regarding security and emergency response matters.

Security of Campus Facilities

College buildings and facilities are generally accessible to students, employees, and visitors during normal operating hours and for approved College activities. Access to certain facilities may be limited based on operational needs, class schedules, special events, or safety considerations. During emergencies, the College may implement access-control measures including building lockdowns, shelter-in-place procedures, evacuations, restricted access areas, and other protective actions as directed by law enforcement, campus officials, or incident command personnel. The College utilizes emergency notification systems and established emergency procedures to communicate security-related instructions to the campus community.

Access Control Procedures

Access to campus facilities is managed through administrative controls, operational procedures, and security oversight. During emergency situations, authorized personnel may secure exterior doors, restrict building access, establish controlled perimeters, or implement lockdown procedures when an imminent threat exists. The College's emergency procedures provide for locking exterior doors, securing classrooms and offices, restricting entry to facilities, and limiting access to affected areas when necessary to protect the campus community. Law enforcement agencies, the Campus Safety Office, and contracted security personnel assist in implementing these measures as circumstances warrant.

Maintenance of Security Measures

Cape Fear Community College recognizes that physical security and environmental design contribute significantly to campus safety. The College conducts biannual campus safety inspections through its Safety Committee, which includes representatives from faculty, staff, maintenance, and campus safety. These inspections are conducted to identify unsafe conditions, security concerns, and facility deficiencies that may affect the safety of students, employees, and visitors. Identified issues and corrective actions are documented and maintained by the Campus Safety Office. Employees are encouraged to report safety and security concerns through the Maintenance & Facility work order system, so that conditions can be addressed promptly.

The College's Maintenance and Facilities personnel routinely assess campus buildings and grounds to identify and address security-related concerns. Maintenance staff are responsible for inspecting facilities, securing buildings when necessary, managing repairs, and responding to issues that could affect campus safety. Security considerations include, but are not limited to, building and door hardware, locking mechanisms, exterior and interior lighting, grounds maintenance, visibility around facilities, emergency equipment, and other environmental conditions that may impact personal safety or emergency response capabilities.

The College also works with local law enforcement agencies to maintain building surveys and facility information that support emergency response planning and incident management. Through ongoing inspections, maintenance operations, security assessments, and collaboration with public safety partners, Cape Fear Community College seeks to ensure that campus facilities remain reasonably safe, secure, and accessible for their intended use.

Campus Weapon Policy

As stated in the North Carolina General Statute, G.S.14-269.2, it is unlawful for any person to possess or carry, openly or concealed, any weapon on campus, or on any educational property. This includes any person knowingly to possess or carry, whether openly or concealed, any gun, rifle, pistol, or other firearm of any kind on educational property or to a curricular or extracurricular activity sponsored by the school. Weapons include, but are not limited to; BB gun, stun gun, taser, air rifles, air pistol, bowie knife, dirk, dagger, slingshot, leaded cane, switchblade knife, blackjack, metallic knuckles, razors and razor blades, fireworks, any sharp-pointed or edged instrument or any other weapon of like kind. Exceptions may include instructional supplies or tools that are required for instructional activities, laboratory demonstrations, maintenance on the educational property and the preparation of food.

Timely Warning Notices

In the event that a situation arises, either on or off campus, that, in the judgment of the Campus Safety Office or their designee, constitutes an ongoing or continuing threat to health or safety of the college, a campus wide “timely warning” will be issued. Members of the college who know of a crime or other serious incident should report the incident immediately by phone (910.362.7855) to Cape Fear Community College Security so that a Campus Safety Alert can be issued, if warranted. The college has adopted an Emergency Alert and Mass Notification System as part of its Emergency Notification Plan. This system allows Campus Safety personnel to notify faculty/staff/students quickly by sending voice, email and text messages should an emergency situation occur.

In the event of an emergency and upon activation of the system, participants will receive notification at any and all of the contact numbers provided. Furthermore, periodic testing of the system will be conducted for safety measures. However, no personal information will be used for any other purposes(s) and will not be disseminated for any reason.

Emergency Response, Immediate Notification, and Evacuation Procedures

Cape Fear Community College (CFCC) is committed to providing a safe and secure environment for students, employees, and visitors. The College maintains a comprehensive emergency management program through its Emergency Operations Plan (EOP), which is designed to prepare for, respond to, mitigate, and recover from significant emergencies or dangerous situations that may threaten the health or safety of the campus community. The EOP utilizes an all-hazards approach and is aligned with the National Incident Management System (NIMS) and the Incident Command System (ICS).

Confirmation of a Significant Emergency or Dangerous Situation

When information is received regarding a potential emergency or dangerous situation occurring on campus, the College promptly evaluates and confirms the nature and extent of the threat. Confirmation may be made by local law enforcement agencies, emergency responders, Campus Safety personnel, College administrators, or other appropriate authorities. Emergency situations may include, but are not limited to, active threats, fires, severe weather, hazardous materials incidents, utility failures, natural disasters, or other events posing an immediate threat to the health or safety of students or employees. Upon confirmation of a significant emergency or dangerous situation, College officials determine the appropriate protective actions necessary to safeguard the campus community.

Determining Who Receives Emergency Notifications

Following confirmation of an emergency, authorized College officials assess the scope of the incident and identify the segment or segments of the campus community that may be affected. Depending on the circumstances, notifications may be directed to a specific building, campus, center, or the entire College community. The College will, without delay and taking into account the safety of the community, distribute emergency notifications unless issuing a notification would compromise efforts to assist a victim, contain the emergency, respond to the incident, or otherwise mitigate the situation.

Emergency Notification Methods

Cape Fear Community College utilizes multiple communication systems to immediately notify students, faculty, staff, and visitors of significant emergencies or dangerous situations. Emergency notifications may be disseminated through:

- CFCC Alerts (RAVE Emergency Alert System) via text messages and email messages;
- Campus-wide telephone and public-address announcements;
- Emergency notices posted on the CFCC website;
- Emergency messages through the myCFCC portal;
- Computer on-screen alerts;
- Social media platforms;
- The College emergency information telephone line; and
- Other communication methods deemed appropriate based on the nature of the emergency.

The content of emergency notifications is developed based on the nature of the emergency, the areas affected, and the protective actions necessary to safeguard the campus community. Notifications may include instructions to evacuate, shelter in place, lockdown, avoid affected areas, or take other appropriate protective measures.

Individuals Responsible for Emergency Notifications

The emergency notification process is coordinated through the Campus Safety Office and the College's Incident Command structure. Individuals and offices with responsibilities related to emergency notification may include:

- President or designee;
- Incident Commander;
- Campus Safety Office;
- Executive Director of Safety and Auxiliary Services;
- Vice President of Marketing and Community Relations;
- Information Technology Services personnel responsible for emergency communication platforms; and
- Trained administrators authorized to activate the CFCC Alert (RAVE) Emergency Notification System.

Authorized personnel determine the appropriate content of notifications, select the communication methods to be utilized, and initiate emergency messaging systems as necessary.

Dissemination of Emergency Information to the Larger Community

In addition to notifying the campus community, the College disseminates emergency information to the broader community when appropriate. The Community Relations Office serves as the primary point of contact for public information and media relations during emergencies. Emergency information may be communicated through:

- The CFCC website;
- Official social media accounts;
- News releases distributed to local media outlets;
- Public announcements and media briefings;
- The College emergency information phone line; and
- Coordination with local law enforcement, emergency management agencies, and public information officers.

Information released to the public is coordinated, when appropriate, with responding law enforcement and emergency response agencies to ensure the accuracy and consistency of emergency communications.

Testing of Emergency Response and Evacuation Procedures

Cape Fear Community College conducts and documents emergency response and evacuation exercises on a regular basis to evaluate the effectiveness of its emergency management plans, communication systems, and evacuation procedures. Students and employees are expected to participate in emergency drills and training exercises as appropriate. Employees are required to review the Emergency Operations Plan annually and participate in applicable emergency preparedness training. The College conducts exercises and drills to familiarize members of the campus community with emergency procedures and to test operational readiness. Following exercises, the College evaluates performance, identifies opportunities for improvement, and updates procedures as necessary.

Information regarding the College's emergency response and evacuation procedures is publicized annually as part of the Annual Security Report and is available through College safety and emergency preparedness resources.

Daily Crime Log

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Cape Fear Community College maintains a Daily Crime Log that records all criminal incidents and alleged criminal incidents reported to Campus Safety and Security. The Daily Crime Log includes the nature, date, time, and general location of each reported crime, as well as the disposition of the complaint, if known. The Daily Crime Log is maintained by the Office of Campus Safety and is available for public inspection during normal business hours. Members of the public may review the log in person at the Campus Safety Office located in A-220 on the Downtown Campus. The log is available Monday through Friday, excluding College holidays and closures, from 8am-5pm.

Upon request, a copy of the Daily Crime Log or portions of the log may be provided. Entries are generally made within two business days of receiving a report, unless disclosure is prohibited by law or would jeopardize an ongoing criminal investigation, the safety of an individual, cause a suspect to evade detection, or result in the destruction of evidence.

The most recent 60 days of crime log information are readily available for public inspection. Crime log records older than 60 days will be made available within two business days of a request.

Adverse Weather

The decision to cancel any portion or all of Cape Fear Community College classes due to inclement weather or other emergencies is the responsibility of the President and/or her/his designated representative. Announcements will be made on local television and radio stations at the earliest possible time once a decision is made to cancel or close. Messages will be sent according to the guidelines established in the timely warning notice listed in the above paragraph.

Crime Prevention Education and Awareness

Crime prevention is a top priority of the agency operating under the model of Community Oriented Policing. The campus's crime-prevention strategy rests on a multilayered foundation of a proactive area patrol of campus buildings and parking lots, crime prevention education and identification of potential criminal activity.

This approach relies on the dual concepts of eliminating or minimizing criminal opportunities, whenever possible and encouraging community members to take responsibility of their own and others safety. The Director of Campus Safety & Security is available to assist any individual or group in planning, presenting and coordinating programs of interest or concern.

College Fire Prevention

All campus buildings have smoke detectors and some are equipped with sprinkler systems. All buildings have a Fire Alarm Control Panel which identifies the area of the building that is in alarm. Newer buildings have alarm panels which automatically call the fire department when activated. Officers respond to all alarms, assist in the evacuation of the building and direct responding emergency services personnel to the scene.

The following procedures are to be followed in the event that an emergency evacuation becomes necessary in any building or classroom owned and/or operated by CFCC:

1. When an alarm sounds, the entire building will evacuate by designated routes.
2. Occupants will exit the building and congregate at their designated evacuation area, as directed by security, law enforcement officers or fire department officials, allowing clear access for Emergency Responders.
3. Occupants will wait until an "all clear" signal has been sounded/given.
4. During an evacuation, entry to the facility will not be permitted until an "all clear" signal has been sounded/given.
5. If an emergency evacuation is created, 911 and/or New Hanover/Pender County Sheriff's Office should be notified immediately. They will contact the Fire Department and other necessary emergency services to respond accordingly. The Switchboard will notify Student Accessibility Services.
6. Employees will leave their work area and aide students and guests in exiting the building(s).
7. Contracted security services will conduct a "sweep" of the building(s) and assist people in exiting. They will also assist New Hanover/Pender County Sheriff's Office and/or any other responding law enforcement agencies in verifying that all occupants have left the building(s).
8. CFCC maintenance personnel, contracted security, law enforcement officers or fire department officials will respond to the alarm panel to announce the location of the activation. Once the emergency has been resolved, contracted security, law enforcement officers or fire department officials will give the "all clear" signal and occupants will be allowed to re-enter the building.

In the event that the evacuation emergency lasts for an extended period of time, occupants will be directed to pre-designated staging areas.

Hazing Policy

Cape Fear Community College (CFCC) strictly prohibits hazing in any form. Hazing, regardless of consent, is any intentional, knowing, or reckless act committed in connection with initiation into, affiliation with, maintenance of

membership in, or advancement within any group or organization that causes or creates a risk of physical or psychological harm, humiliation, degradation, or interference with a student's academic success. A student's consent or willingness to participate does not excuse or mitigate hazing behavior.

Hazing is inconsistent with the values of the College and is prohibited by North Carolina law, including G.S. 14-35 (Harrison's Law), and federal law, including the Stop Campus Hazing Act. This prohibition applies to all students, student organizations, clubs, athletic teams, CFCC employees, and individuals acting on behalf of the College, whether the conduct occurs on or off campus.

Reporting Hazing

Any individual who experiences, witnesses, or otherwise becomes aware of hazing is encouraged to report the incident promptly to the Dean of Students, Campus Security, Athletics, Human Resources, or another appropriate College official. Reports may be made regardless of whether the individual reporting the incident participated in or consented to the conduct. CFCC will review and investigate reports of hazing in accordance with applicable College policies and procedures. Student and student organization allegations are addressed through the applicable student conduct processes, while allegations involving employees or other individuals are addressed through applicable College administrative and employment procedures. When appropriate, incidents may also be referred to law enforcement or other external agencies.

CFCC prohibits retaliation against any individual who, in good faith, reports hazing, participates in an investigation, or otherwise assists with the College's response to a hazing allegation.

Applicable Law

North Carolina law prohibits hazing. Under G.S. 14-35, it is unlawful for a student attending a university, college, or school in North Carolina to engage in hazing or to aid or abet another student in hazing. The statute also prohibits school personnel from engaging in or aiding or abetting hazing. North Carolina law defines hazing as subjecting a student to physical or serious psychological injury as part of an initiation or as a prerequisite to membership in an organized school group. Violations may result in criminal penalties.

Hazing Prevention and Awareness

CFCC is committed to preventing hazing through education, awareness, training, and other prevention strategies. In accordance with the Stop Campus Hazing Act, CFCC provides research-informed, campus-wide hazing prevention and awareness programming designed to reach students, faculty, and staff. These efforts include information regarding the College's hazing policy and reporting procedures, applicable laws, the potential consequences of hazing, bystander intervention, ethical leadership, and strategies for developing positive group relationships and cohesion without hazing.

CFCC evaluates and updates its hazing prevention and awareness efforts as appropriate to promote a safe and supportive campus environment and to reduce the risk of hazing before it occurs.

Registered Sex Offender Information

Pursuant to Section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921), members of the CFCC community may obtain information regarding registered sex offenders through the [North Carolina State Bureau of Investigation](#) website. The Campus Sex Crimes Prevention Act states that sex offenders who are required to register in a state must provide notice, as required under State law, to each institution of higher education in that state at which the person is employed, volunteers, or is a 17 student. North Carolina law requires sex offenders to register with the sheriff of the county where they reside. The Sheriff maintains a registry of this information that is available to the public upon request. An offender who is a non-resident student or non-resident employee must maintain registration with the sheriff of the county where the offender works or attends school and must also identify any school of attendance or place of employment. To learn more about the North Carolina Sex Offender and Public Protection Registration Programs, click [here](#).

Title IX, Sexual Misconduct, and Grievance Procedures

Cape Fear Community College is committed to maintaining an educational and employment environment free from sex

discrimination, sexual harassment, sexual assault, dating violence, domestic violence, stalking, and retaliation. The College prohibits all forms of sex-based misconduct and provides prompt, fair, and equitable responses to reports of prohibited conduct. Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in any educational program or activity receiving federal financial assistance. The College's Title IX Coordinator oversees compliance with Title IX and coordinates the institution's prevention, response, investigation, and resolution efforts related to complaints of sex discrimination and sexual harassment.

The Dean of Student Affairs serves as the College's Title IX Coordinator and is responsible for receiving reports, coordinating supportive measures, overseeing investigations, and ensuring compliance with institutional policies and applicable federal requirements. Individuals may report concerns in person, by telephone, by email, through the College's online reporting system, or through local law enforcement agencies. Reports may be made by students, employees, applicants, visitors, or third parties. The College encourages prompt reporting; however, there is no time limitation for reporting allegations of sexual harassment or sex discrimination.

Definitions

For purposes of Title IX, sexual harassment includes:

- Quid pro quo harassment by an employee conditioning an educational or employment benefit on participation in unwelcome sexual conduct;
- Sexual assault;
- Dating violence;
- Domestic violence;
- Stalking; or
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College's educational program or activity.

The College defines consent as explicit approval to engage in sexual activity demonstrated through clear actions or words. Consent must be given freely and voluntarily by all participants. Silence, passivity, lack of resistance, or prior sexual activity do not constitute consent. Consent cannot be obtained through force, coercion, intimidation, manipulation, or when an individual is incapacitated due to drugs, alcohol, disability, or other factors affecting the ability to make informed decisions.

Reporting and Supportive Measures

Any individual who experiences or witnesses conduct that may constitute sexual harassment, sexual assault, dating violence, domestic violence, stalking, or other forms of sex discrimination is encouraged to report the incident to the Title IX Coordinator and/or local law enforcement. The College will promptly assess reports and provide supportive measures to protect the safety and educational access of all parties involved.

Supportive measures are available regardless of whether a formal complaint is filed and may include:

- Counseling resources;
- Academic accommodations;
- Modifications to class or work schedules;
- No-contact directives;
- Campus escort services;
- Increased safety or security measures;
- Leaves of absence; and
- Other individualized services designed to preserve equal access to educational programs and activities.

Investigation and Resolution Process

Upon receiving a report that falls within the scope of Title IX, the College will conduct a prompt and equitable review. Individuals accused of misconduct are presumed not responsible unless and until a determination is made through the applicable grievance process. Both complainants and respondents are afforded equal opportunities to participate in the process, provide evidence, identify witnesses, and receive written notice regarding proceedings.

The College utilizes the preponderance of the evidence standard in resolving Title IX complaints. Under this standard, a

determination is made based on whether it is more likely than not that a policy violation occurred.

During an investigation, the College may implement interim actions and supportive measures necessary to protect the parties and the campus community. The College also prohibits retaliation against any individual for reporting discrimination, participating in an investigation, or exercising rights protected under Title IX. Retaliation is a separate violation of College policy and may result in disciplinary action.

Possible Sanctions

Students and employees found responsible for violating College policies related to sexual harassment, sexual assault, dating violence, domestic violence, stalking, or retaliation may be subject to disciplinary action. Possible sanctions for students include conduct warning, conduct probation, suspension, expulsion, required counseling, no-contact directives, or other appropriate remedies. Employee sanctions may include written warnings, required training, reassignment, suspension, demotion, termination, or other corrective actions deemed appropriate by the College.

Prevention and Education

Cape Fear Community College provides annual awareness, prevention, and educational programming designed to promote a safe learning and working environment and to educate students and employees regarding the prevention of sexual misconduct, available reporting options, institutional grievance procedures, risk reduction strategies, bystander intervention, and available support resources. The College is committed to fostering a culture of respect, responsibility, and accountability while ensuring that all individuals have equal access to educational opportunities and employment free from sex discrimination.

Rights of Complainants and Respondents in Cases Involving Sexual Assault, Dating Violence, Domestic Violence, and Stalking

Cape Fear Community College is committed to providing a prompt, fair, and impartial process for addressing reports of sexual assault, dating violence, domestic violence, and stalking. Individuals who report these offenses will be treated with dignity, respect, sensitivity, and fairness throughout all institutional disciplinary proceedings. The College will provide written notification of rights, options, and available resources to individuals reporting such incidents.

Written Notification of Rights and Available Resources

Individuals reporting sexual assault, dating violence, domestic violence, or stalking will receive written information regarding:

- Available counseling, health, mental health, advocacy, victim assistance, legal assistance, visa and immigration assistance, and other support services;
- Available institutional and community resources;
- Options for reporting incidents to law enforcement and campus officials;
- The availability of supportive and protective measures; and
- The College's complaint resolution and disciplinary procedures.

Supportive and Protective Measures

Regardless of whether a formal complaint is filed or a criminal report is pursued, Cape Fear Community College will provide supportive measures designed to restore or preserve equal access to educational programs and activities.

Supportive measures may include:

- Academic accommodations;
- Modifications to class schedules;
- Changes in work assignments or employment schedules;
- Mutual no-contact directives;
- Counseling services;
- Campus escort services;
- Increased campus safety and monitoring;
- Leaves of absence; and
- Other reasonable measures determined by the Title IX Coordinator.

Institutional Disciplinary Procedures

The College's grievance process provides a prompt, fair, and impartial investigation and resolution of allegations involving sexual assault, dating violence, domestic violence, stalking, and other forms of sexual harassment. Proceedings are conducted by officials who receive annual training on issues related to sexual misconduct, domestic violence, dating violence, sexual assault, stalking, trauma-informed practices, and methods for conducting investigations and hearings that protect the safety of victims and promote accountability. The College uses the preponderance of the evidence standard when determining responsibility.

Both the complainant and respondent are entitled to:

- Equal opportunities to participate in proceedings;
- Timely written notice of meetings, interviews, hearings, and outcomes;
- The opportunity to present witnesses and evidence;
- The right to be accompanied by an advisor of their choice; and
- Access to applicable appeal procedures.

Simultaneous Notification of Outcomes

The College will provide both the complainant and respondent with simultaneous written notification of the results of institutional disciplinary proceedings arising from allegations of sexual assault, dating violence, domestic violence, or stalking. Written notification will include the determination, any sanctions imposed, available appeal procedures, any changes to the results that occur before the decision becomes final, and when the decision becomes final.

Appeals

Both parties have equal rights to appeal determinations and sanctions in accordance with College procedures. Written notice of appeal rights, procedures, and applicable deadlines will be provided to the complainant and respondent. Both parties will receive simultaneous written notification of the outcome of any appeal.

Assistance with Academic, Employment, Transportation, and Other Arrangements

Upon request and when reasonably available, Cape Fear Community College will assist individuals affected by sexual assault, dating violence, domestic violence, or stalking with changes to academic situations, course schedules, transportation arrangements, employment situations, and other protective measures, regardless of whether the incident is reported to law enforcement. The College will maintain the confidentiality of accommodations and protective measures to the extent permitted by law and institutional need.

Confidentiality and Protection from Retaliation

The College will make reasonable efforts to protect the privacy of individuals involved in reports of sexual misconduct and will maintain confidentiality of information in accordance with applicable law. Retaliation against any individual who reports prohibited conduct, participates in an investigation, or exercises rights under Title IX, VAWA, or College policy is strictly prohibited and may result in disciplinary action.

Drug and Alcohol Abuse Prevention Program

Cape Fear Community College is committed to maintaining a safe, healthy, and productive educational and work environment. The unlawful manufacture, distribution, dispensation, possession, sale, use, or transfer of controlled substances or alcoholic beverages on College property, at College-sponsored events, or while conducting College business is prohibited. Students and employees who violate federal, state, local, or College drug and alcohol policies are subject to disciplinary action and may be referred to law enforcement authorities for criminal prosecution.

The College does not differentiate among individuals who unlawfully use, possess, distribute, sell, or transfer controlled substances or alcohol. Any student or employee found responsible for violating the College's drug and alcohol policies may be subject to disciplinary sanctions up to and including suspension, expulsion, termination of employment,

mandatory participation in treatment or rehabilitation programs, and referral for criminal prosecution. Individuals may also be suspended pending the outcome of criminal or institutional proceedings when their continued presence poses a threat to the health, safety, or welfare of the College community.

Legal Sanctions

The illegal use, possession, manufacture, distribution, or sale of controlled substances and alcoholic beverages is prohibited by federal and North Carolina law. Violations may result in criminal penalties, including imprisonment, fines, community service, forfeiture of property, loss of driving privileges, and loss of certain federal benefits. North Carolina law prohibits the purchase, possession, and consumption of alcoholic beverages by individuals under the age of 21 and establishes criminal penalties for providing alcohol to underage persons. Federal and state drug laws impose significant penalties for the unlawful possession, manufacture, or distribution of controlled substances.

In addition to criminal penalties, a conviction involving drugs or alcohol may adversely affect educational opportunities, professional licensure, employment eligibility, and eligibility for certain forms of financial aid or federal benefits.

Health Risks Associated with Alcohol and Drug Abuse

The misuse of alcohol and controlled substances poses significant health and safety risks. Substance abuse can impair judgment, memory, coordination, perception, and decision-making abilities and may contribute to accidents, injuries, violence, academic difficulties, and poor work performance.

The use of illegal drugs may result in physical and psychological dependence, damage to the brain and other vital organs, increased risk of infectious diseases, overdose, and death. Alcohol abuse can impair motor skills and cognitive functioning, increase the risk of motor vehicle accidents and injuries, contribute to aggressive behavior, and cause long-term health complications affecting the liver, heart, brain, and other body systems. Chronic alcohol misuse may also result in dependence, serious withdrawal symptoms, and life-threatening medical conditions.

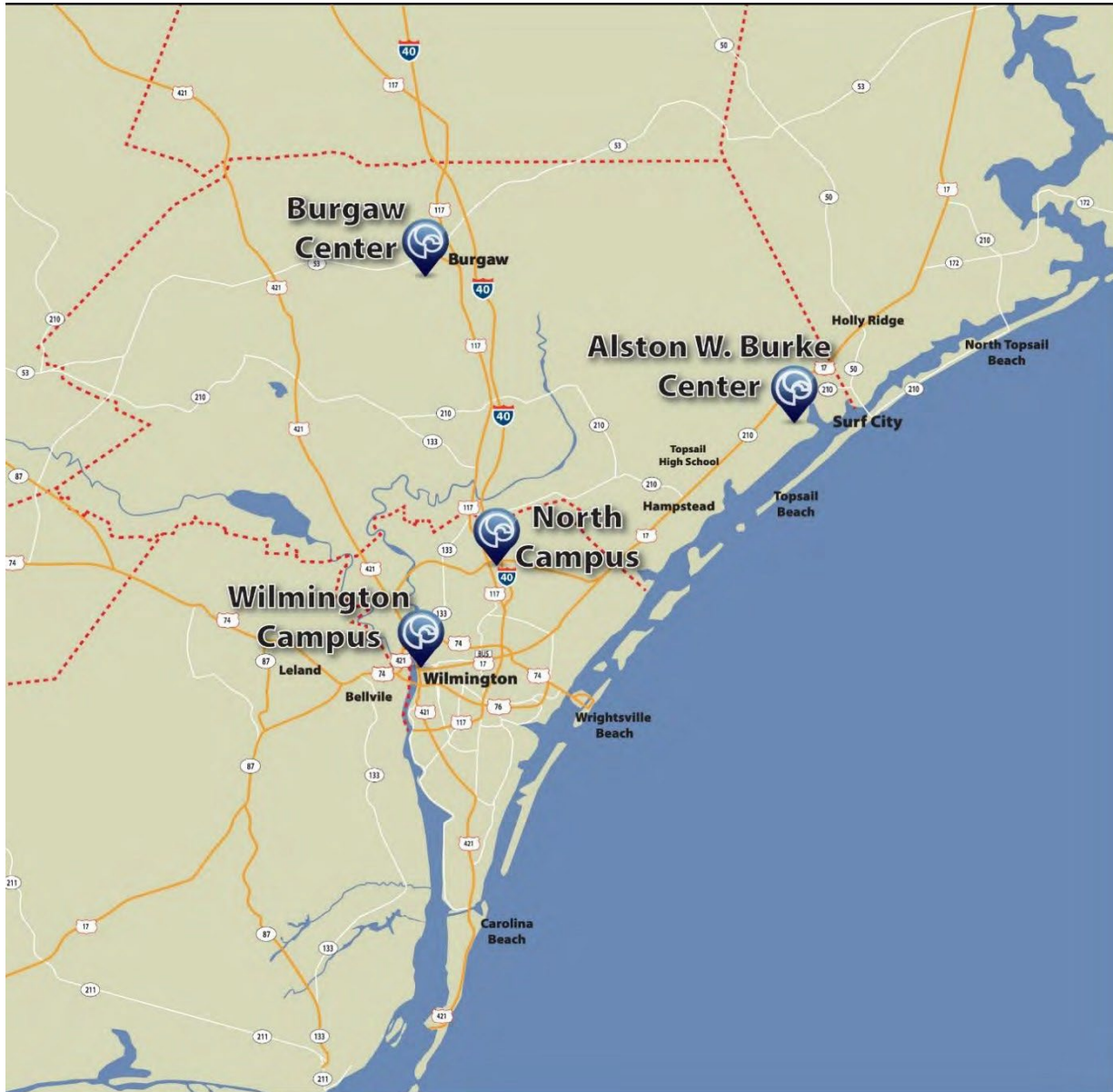
Counseling, Treatment, and Rehabilitation Resources

Cape Fear Community College encourages students and employees experiencing alcohol or drug-related concerns to seek assistance. Information regarding counseling, treatment, and referral services is available through Student Services and other community resources.

Community resources include:

- New Hanover County: (910) 251-6530
 - Brunswick County: (910) 253-4485
 - Pender County: (910) 259-5476
 - Alcohol and Drug Council of North Carolina Information and Referral Service: (800) 688-4232
- The College also encourages individuals experiencing emotional distress, substance abuse concerns, or mental health crises to utilize available support services, including:
- Suicide and Crisis Lifeline: Dial 988
 - Crisis Text Line: Text HOME to 741741
 - NC Peer Warmline: 1-855-PEERS-NC (1-855-733-7762)
- Students, faculty, and staff may obtain information regarding available counseling, education, intervention, treatment, and rehabilitation programs through the College's Student Services and/or Human Resources divisions.

Campus Information



Wilmington/Downtown Campus: 411 N. Front Street, Wilmington, NC 28401 North Campus: 4500 Blue Clay Road, Castle Hayne, NC 28429

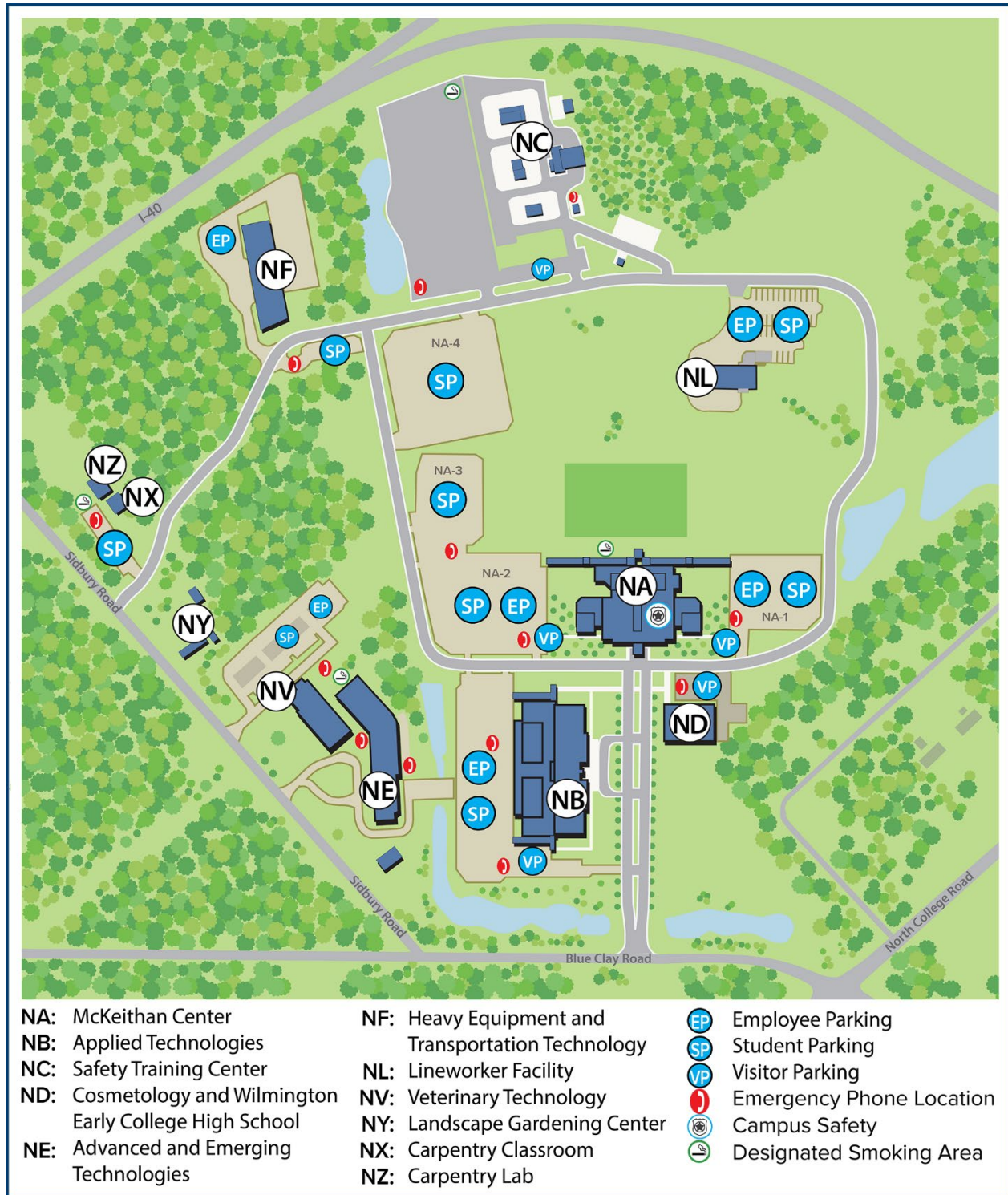
Alston W. Burke/Surf City Center: 621 NC Highway, 210 East, Hampstead, NC 28443* Burgaw Center: 100 E. Industrial Drive, Burgaw, NC 28425

* Do not use Google Maps to find the Alston W. Burke/Surf City Center. [For directions, please visit https://cfcc.edu/maps-directions](https://cfcc.edu/maps-directions)

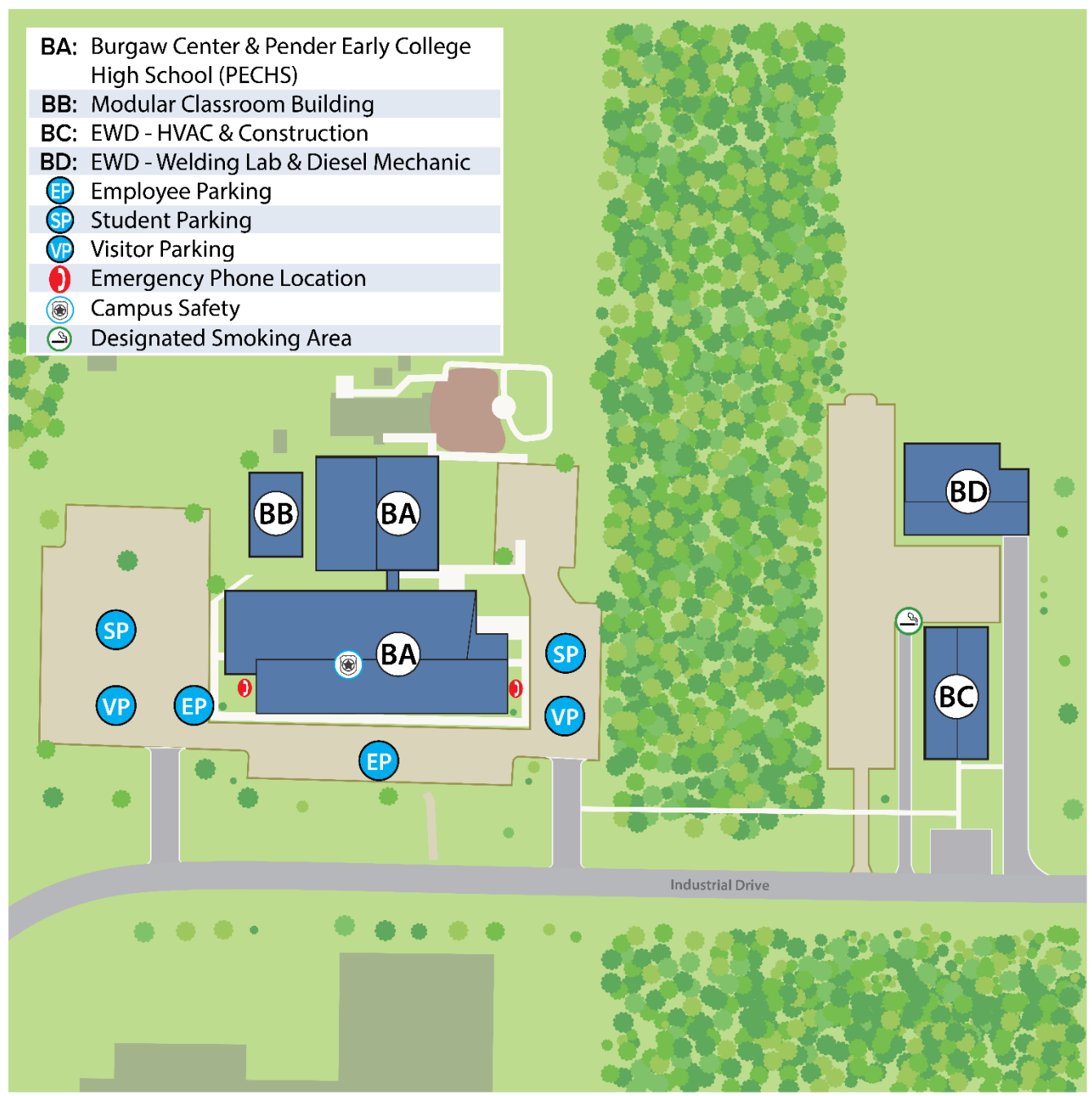
Wilmington Campus Map



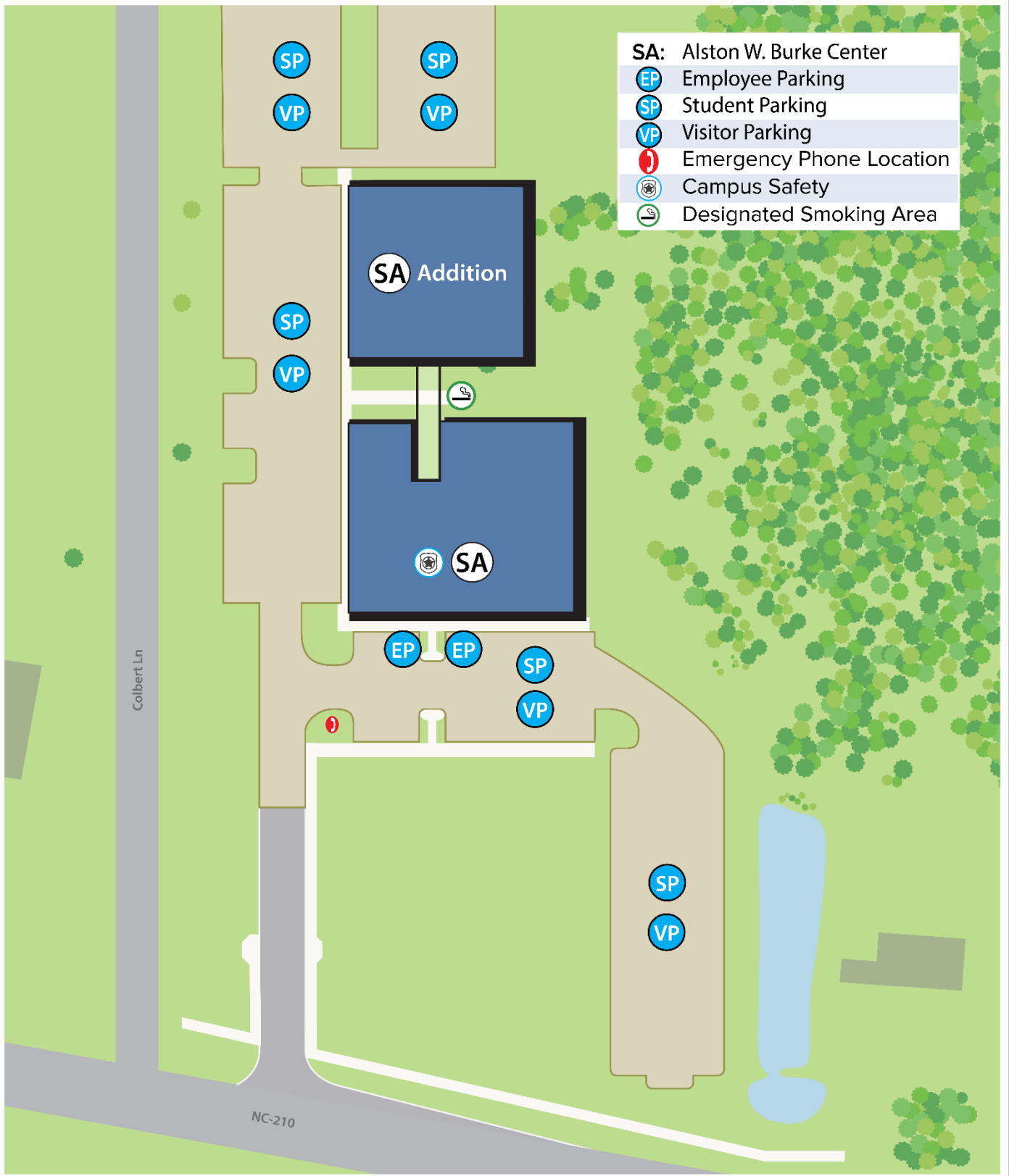
North Campus Map



Burgaw Center Map



Alston W. Burke Center Map



Crime Statistics - Wilmington Campus

Criminal Offenses - Wilmington Campus

Downtown Campus	2023	2024	2025
Murder/non-negligent manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	1	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0

Hate Crimes - Wilmington Campus

Downtown Campus	2023	2024	2025
Murder/non-negligent manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	1	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0
Intimidation	0	0	0
Destruction/damage/vandalism of property	0	0	0

VAWA Offenses – Wilmington Campus

Downtown Campus	2023	2024	2025
Domestic violence	0	1	0
Dating violence	0	0	0
Stalking	0	1	1

Arrests – Wilmington Campus

Downtown Campus	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions – Wilmington Campus

Downtown Campus	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	1
Drug abuse violations	0	0	1
Liquor law violations	0	0	0

Unfounded Crimes – Wilmington Campus

Downtown Campus	2023	2024	2025
Unfounded Crimes	0	1	0

Hazing – Wilmington Campus

Downtown Campus	2023	2024	2025
Hazing	N/A	N/A	0

Crime Statistics - North Campus

Criminal Offenses – North Campus

North Campus	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	1	0
Arson	0	0	0

Hate Crimes – North Campus

North Campus	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0
Intimidation	0	0	0
Destruction/damage/vandalism of property	0	0	0

VAWA Offenses – North Campus

North Campus	2023	2024	2025
Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	0

Arrests – North Campus

North Campus	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions – North Campus

North Campus	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Unfounded Crimes – North Campus

North Campus	2023	2024	2025
Unfounded Crimes	0	0	0

Hazing – North Campus

Downtown Campus	2023	2024	2025
Hazing	N/A	N/A	0

Crime Statistics - Burgaw Campus

Criminal Offenses – Burgaw Campus

Burgaw Campus	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0

Hate Crimes – Burgaw Campus

Burgaw Campus	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0
Intimidation	0	0	0
Destruction/damage/vandalism of property	0	0	0

VAWA Offenses – Burgaw Campus

Burgaw Campus	2023	2024	2025
Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	0

Arrests – Burgaw Campus

Burgaw Campus	2023	2024	2025
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Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions – Burgaw Campus

Burgaw Campus	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Unfounded Crimes – Burgaw Campus

Burgaw Campus	2023	2024	2025
Unfounded Crimes	0	0	0

Hazing – Burgaw Campus

Downtown Campus	2023	2024	2025
Hazing	N/A	N/A	0

Crime Statistics - Surf City Campus

Criminal Offenses – Surf City Campus

Surf City Campus	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0

Hate Crimes – Surf City Campus

Surf City Campus	2023	2024	2025
Murder/Non-negligent manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0
Intimidation	0	0	0
Destruction/damage/vandalism of property	0	0	0

VAWA Offenses – Surf City Campus

Surf City Campus	2023	2024	2025
Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	0

Arrests – Surf City Campus

Surf City Campus	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Disciplinary Actions – Surf City Campus

Surf City Campus	2023	2024	2025
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0

Unfounded Crimes – Surf City Campus

Surf City Campus	2023	2024	2025
Unfounded Crimes	0	0	0

Hazing – Surf City Campus

Downtown Campus	2023	2024	2025
Hazing	N/A	N/A	0