

2025 Annual Security Report

Information for 2025–2026 Academic Year and
Crime Statistics for 2022, 2023, and 2024



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Preparing the Annual Disclosure of Crime Statistics

The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the College community obtained from the following sources: the Chesapeake Police Department, the Title IX Coordinator, Dean of Academic Affairs, the College Leadership Team or administrators on call, and Campus Security Authorities. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities (as defined by federal law). Statistical information is requested from the Chesapeake Police Department by the employees at the College.

All the statistics are collected, compiled, and reported to the College community via this report, published by Sentara College of Health Sciences. Sentara College of Health Sciences submits the annual crime statistics published in this brochure to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

Sentara College of Health Sciences does not have student housing facilities. Therefore, the College is not required to provide information on Missing Students, a Daily Fire Log, or a Fire Safety Report.

Reporting Criminal Actions or Other Emergencies

All members of the Sentara College of Health Sciences community and all visitors are encouraged to accurately and promptly report potential criminal activity, suspicious behavior, and any emergencies on campus, on public property running through or immediately adjacent to the campus, or in other property that is owned or controlled by Sentara College of Health Sciences to a member of the College Leadership Team or the administrators on-call. The College Leadership Team includes: the President, Deans, Associate Deans, Assistant Deans, Chairs, and Directors. The administrator on-call includes a subset of the College Leadership Team. Additionally, any crimes and emergencies in progress should be reported to the Chesapeake Police Department by dialing 911.

At the clinical facilities, suspicious activities should be reported to the facility's security department or local police. Below is a list of Sentara Healthcare Hospital Security Department's contact information. Only Sentara Healthcare Hospitals will have a Security Department they can contact. Other Sentara Healthcare facilities that are not hospitals will not have a Security Department on-site and will need to contact the local police department. For crimes in progress, please dial 911, to contact the closest police department for a response.

Location Name	Address	Phone Number	Local Police Department
Sentara Medical Group (Edinburg Family Medicine and Pediatrics)	1933 Edwin Drive, Ste 208, Chesapeake, VA, 23322	No on-site Security Department Dial 911 for emergencies	- Chesapeake Police Department 757.382.6161 - Chesapeake Sheriff's Office 757.382.6159

Location Name	Address	Phone Number	Local Police Department
Sentara Albermarle	1144 N. Road Street, Elizabeth City, NC, 27909	292.690.4000 Request Security Department	- Elizabeth City Police Department 252.335.4321 - Pasquotank County Sheriff's Office 252.338.2191
Sentara Careplex	3000 Coliseum Drive, Hampton, VA, 23666	757.736.1000 Request Security Department	- Hampton Police Department 757.727.6111 - Hampton Sheriff's Office 757.926.2540
Sentara Rockingham Memorial Hospital/Sentara RMH Medical Center	2010 Health Campus Drive, Harrisonburg, VA, 22801	540.689.1000 Request Security Department	- Harrisonburg Police Department 540.437.2600 - Rockingham County Sheriff's Office 540.575.4969
Sentara Medical Group (Port Warwick)	11803 Jefferson Avenue, Newport News, VA, 23606	No on-site Security Department Dial 911 for emergencies	- Newport News Police Department 757.975.5000 - Newport News Sheriff's Office 757.926.8535
Sentara Heart Hospital – Norfolk, VA	600 Gresham Drive, Ste 8630A, Norfolk, VA, 23507	757.388.3000 Request Security Department	- Norfolk Police Department 757.664.3277 - Norfolk Sheriff's Office 757.664.4700
Sentara Leigh Hospital	830 Kempsville Road, Norfolk, VA, 23502	757.261.6000 Request Security Department	- Norfolk Police Department 757.664.3277 - Norfolk Sheriff's Office 757.664.4700
Sentara Medical Group (Fort Norfolk Internal Medicine)	301 Riverview Avenue, Norfolk, VA, 23510	No on-site Security Department Dial 911 for emergencies	- Norfolk Police Department 757.664.3277 - Norfolk Sheriff's Office 757.664.4700
Sentara Medical Group (Kempsville Internal Medicine)	850 Kempsville Road, Ste 200A, Norfolk, VA, 23502	No on-site Security Department Dial 911 for emergencies	- Norfolk Police Department 757.664.3277 - Norfolk Sheriff's Office 757.664.4700
Sentara Norfolk General Hospital	600 Gresham Drive, Ste 8630A, Norfolk, VA, 23507	757.388.3000 Request Security Department	- Norfolk Police Department 757.664.3277 - Norfolk Sheriff's Office 757.664.4700

Location Name	Address	Phone Number	Local Police Department
Sentara Northern Virginia Medical Center	2300 Opitz Boulevard, Woodbridge, VA, 22191	703.523.1000 Request Security Department	- Prince William County Police Department 703.792.6650
Sentara Medical Group (St. Luke's Family Medicine)	20209 Sentara Way, Carrollton, VA, 23314	No on-site Security Department Dial 911 for emergencies	- Isle of Wight County Sheriff's Office 757.357.2151 - Smithfield Police Department 757.365.9508
Sentara Medical Group (Belle Harbour Family Medicine)	3920A Bridge Road, Ste 207, Suffolk, VA, 23435	No on-site Security Department Dial 911 for emergencies	-Suffolk Police Department 757.514.7915 -Suffolk Sheriff's Office 757.514.7840
Sentara Medical Group (Suffolk Family Medicine)	2760 Godwin Boulevard, Ste 100, Suffolk, VA, 23434	No on-site Security Department Dial 911 for emergencies	- Suffolk Police Department 757.514.7915 -Suffolk Sheriff's Office 757.514.7840
Sentara Obici – Suffolk, VA	2800 Godwin Boulevard, Ste 207, Suffolk, VA, 23434	757.934.4000 Request Security Department	- Suffolk Police Department 757.514.7915 -Suffolk Sheriff's Office 757.514.7840
Sentara Medical Group (Physicians NIMMO)	2301 General Booth Boulevard, Virginia Beach, VA, 23456	No on-site Security Department Dial 911 for emergencies	- Virginia Beach Police Department 757.385.4141 - Virginia Beach Sheriff's Office 757.385.4555
Sentara Medical Group (Providence Road Family Medicine)	5320 Providence Road, Ste 301 & 101, Virginia Beach, VA, 23456	No on-site Security Department Dial 911 for emergencies	- Virginia Beach Police Department 757.385.4141 - Virginia Beach Sheriff's Office 757.385.4555

Location Name	Address	Phone Number	Local Police Department
Sentara Princess Anne	2025 Glenn Mitchell Drive, Virginia Beach, VA, 23456	757.507.1000 Request Security Department	- Virginia Beach Police Department 757.385.4141 - Virginia Beach Sheriff's Office 757.385.4555
Sentara Virginia Beach General Hospital	1060 First Colonial Road, Virginia Beach, VA, 23454	757.395.8000 Request Security Department	- Virginia Beach Police Department 757.385.4141 - Virginia Beach Sheriff's Office 757.385.4555
Sentara Martha Jefferson Hospital	500 Martha Jefferson Drive, Charlottesville, VA, 22911	434.654.7000 Request Security Department	- Albemarle County Police Department 434.296.5807 - Albemarle County Sheriff's Office 434.972.4001 - Charlottesville Police Department 434.970.3280
Sentara Williamsburg Regional Hospital/Medical Center	100 Sentara Circle, Williamsburg, VA, 23188	757.984.6000 Request Security Department	- James City County Police Department 757.253.1800 - Williamsburg Police Department 757.220.2331 - York County Sheriff's Office 757.890.3630

Response to a Report

A staff member is on site during all hours of operation. A report can be made with a staff member at the reception desk, and a College Leadership Team member (if not on-site) will respond to the report. A staff member will help community members with filing a non-criminal, administrative or criminal report by calling the Chesapeake Police Department. Chesapeake Police Dispatchers are available at their respective telephone numbers 24 hours a day. In response to a call, the Chesapeake Police Department will take the required action by dispatching an officer or asking the victim to report to the Chesapeake Police Department to file an incident report. All reported crimes will be investigated by the Chesapeake Police Department and may become a matter of public record. If assistance is required from the Chesapeake Police Department or the County, Sentara College of Health Sciences will help contact the appropriate unit. If a dating violence, domestic violence, sexual assault, or stalking occurs, the Title IX Coordinator is available to offer the victim a variety of services. All reported incidents are reviewed, and applicable information is collected and presented to the proper authority.

Additionally, any security department operating on Sentara Healthcare facilities functions as the College's security department at the applicable locations utilized by Sentara for clinical purposes. Sentara Hospital security departments are available at their respective telephone numbers 24 hours a day to answer your calls. The list of applicable phone numbers is listed in the "Reporting Crimes and Other Emergencies" section above. The Security Officers provide a physically safe and secure environment for patients, visitors and employees at Sentara Hospitals and Free-standing Emergency Departments. The Security Officer actively patrols campus and monitors activity in and around buildings and grounds and

responds appropriately to routine and emergency situations. This individual performs camera surveillance, maintains department logs and records, uses computer skills for documentation of daily activities, conducts security investigations, evaluates situations, and takes appropriate steps for professional and timely resolution. In response to a call, the security department will take the required action, either dispatching an officer or asking the victim to report to the security department office. If local law enforcement is needed, the security officers will assist the reporting party.

When Sentara Healthcare security departments receive a report of a crime, they have been asked to notify Sentara College so that the report can be assessed by applicable College officials for purposes of considering the report for inclusion on the Daily Crime Log, determining whether a Timely Warning is required, and determining whether the report should be included in the College's annual crime statistics. All Sentara Healthcare security department incident reports, once forwarded to Sentara College, will be reviewed for potential action, as appropriate. The Sentara Healthcare security department will also notify local law enforcement to investigate a report when it is deemed appropriate. Additional information obtained by Sentara Healthcare security departments will also be forwarded to Sentara College. All reported crimes involving College students or employees will be investigated by a Sentara College Leadership Team member or administrator on-call and may become a matter of public record. If a sexual assault or rape should occur, the staff/officer on the scene, will offer the victim a variety of services.

Reporting to Meet Disclosure Requirements

Members of the community are helpful when they immediately report crimes or emergencies to the Chesapeake Police Department and/or to the College Leadership Team (also referred to as administrators on-call), the Title IX Coordinator, or a Campus Security Authority for purposes of including them in the annual statistical disclosures and assessing them for the issuance of Emergency Alerts, Timely Warning Notices, and Public Service Announcements.

- Administrators On-Call
 - Phone: 757-388-6275
- Title IX Coordinator
 - Email: title9@sentara.edu
- Office of Operations
 - Email: operations@sentara.edu

Accurate and Prompt Reporting

Members of the Sentara College of Health Sciences community are encouraged to accurately and promptly report crime and emergencies to a member of the College Leadership Team or the administrator on-call, and to the appropriate police agency, when the victim of a crime elects to, or is unable to, make such a report.

Voluntary Confidential Reporting

Victims of a crime who do not want to pursue action within the College system or the criminal justice system should consider making a confidential report with the Chesapeake Police Department. Law enforcement officers can file a report on the details of an incident without revealing the victim's identity. The purpose of a confidential report is to comply with the victim's request to keep the matter confidential,

while taking steps to enhance the future safety of the victim and the community. With such information, Sentara College of Health Sciences can keep an accurate record of the number of incidents involving students, employees, and visitors; determine where there is a pattern of crime about a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Pastoral and Professional Counselors

Campus “Professional Counselors,” when acting as such, are not considered to be a campus security authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of policy, the professional counselors at Sentara College of Health Sciences are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary confidential basis to Sentara College of Health Sciences.

Pastoral Counselor

An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community, and who is functioning within the scope of his or her license or certification.

The College does not have any pastoral counselors.

Please note that reports of sexual violence and other violations that may be sex- or gender-based will be reported to the Title IX Coordinator and cannot be held in confidence.

The College encourages professional counselors to notify individuals they are counseling of the option to report crimes on an anonymous or confidential basis for inclusion in the annual statistical disclosure of crime statistics.

Security and Access of Campus Facilities

The Chesapeake campus is a secure facility. Access to the college requires an ID badge specifically coded for the building. The college has a total of nine (9) secured doors that have a badge reader attached to the locking mechanism of the doors. During regular business hours, the administrative and academic facilities at Sentara College of Health Sciences are open to students, staff, faculty, and visitors to the College. Visitors must call the receptionist upon arrival at the main entrance to be screened before they are granted access. Once inside the lobby, they must present a picture ID, which is used to create a temporary badge while the visitor is on campus. The college uses Sentara’s enterprise-wide FastPass visitor management system to create temporary badges and monitor non-employees who come on campus. Sentara staff conduct routine security and safety patrols of the academic and administrative building to monitor conditions and report any unusual circumstances.

Security of Campus

During regular business hours, students, faculty, and staff should only enter and exit through the front door. Students are required to wear their student identification, and employees are required to wear their employee identification badges at all times while in the building and at all Sentara sites. All visitors entering the building must check in at the front desk and obtain a visitor's sticker to access the building. The back doors of the campus are not to be used for entrance/exit. In case of an emergency, the back doors may be used to exit the building. Door alarms and motion detectors are activated when the last authorized person leaves the building. If alarms/motion detectors are set off after regular business hours, the alarm company will notify the Administrator on-call to determine if the police need to be dispatched to the building. If the administrator on-call does not respond to the notice from the call-center within 2 minutes, the Chesapeake Police are contacted to dispatch an officer. In both cases, the administrator on-call will meet the police on campus when needed. Sentara College of Health Sciences conducts routine patrols of campus buildings to evaluate and monitor security related matters.

Access of Campus

The campus facilities are typically open and accessible to students, staff, and visitors during regular building hours and into the evening hours, depending on class and activity schedules. Although the building is open to students, staff, and visitors, all visitors are required to check in at the front door to be let into the building. The College does not have residential facilities.

Security Considerations Used in the Maintenance of Campus Facilities

Sentara College of Health Sciences maintains campus facilities in a manner that minimizes hazardous and unsafe conditions. Parking lots and pathways are illuminated. Sentara College of Health Sciences works closely with Sentara Facilities Services or property managers, to address burned-out lights promptly, as well as malfunctioning door locks or other physical conditions that enhance security. Other members of the College community are helpful when they report equipment problems to Facilities Services.

Campus Law Enforcement Policies

Sentara College of Health Sciences does not have a campus police or security department. Sentara College of Health Sciences sends the Chesapeake Police Department an annual request for crime statistics associated with any of the College's Clery geography. The Chesapeake Police Department does not enforce College policies and will only respond to calls made by the public. There are no written agreements or memorandums of understanding regarding any topics, including the investigation of criminal incidents, between Sentara College of Health Sciences and the Chesapeake Police Department.

Additionally, Sentara College of Health Sciences operates within facilities that are owned by its parent organization, Sentara Healthcare. Therefore, the hospital security departments at the Sentara-associated facilities function as the College's security department for Clery Act purposes when such locations are utilized. Sentara College of Health Sciences sends the local law enforcement agencies with jurisdiction over Sentara-associated Hospitals an annual request for crime statistics associated with any of the College's Clery geography (refer to the "Reporting Criminal Actions or Other Emergencies" section above for a list of hospitals and applicable local law enforcement agencies).

Officers working for Sentara Healthcare Hospital Security Departments do not have arrest authority. If an officer is a Department of Criminal Justice Services (DCJS) Special Conservator of the Peace (SCOP), then the officer will have arrest authority. The Security Departments are comprised of Security Officers and Armed Security Officers. The Security Officers do not carry weapons, but Armed Security Officers do. Their jurisdiction is limited to property owned or controlled by Sentara Healthcare. Hospital Security Departments do not enforce College policies. However, they enforce Sentara Healthcare policies regarding access and follow expectations outlined in Sentara Healthcare's Policies. Hospital Security Department personnel will only respond to calls made by the public at the applicable Sentara-associated Hospital.

Sentara Healthcare security departments have no written agreements or memorandums of understanding regarding any topics, including the investigation of criminal incidents, between Sentara Healthcare security departments and the applicable local police departments. The Sentara Healthcare security departments maintain a strong working relationship with state and local police agencies.

Security Awareness and Crime Prevention Programs

One of the essential ingredients of any successful crime prevention program is an informed public. Sentara College of Health Sciences intends to inform students of good crime prevention and security awareness practices.

During the 2024-2025 academic year, Sentara College of Health Sciences offered approximately 13 crime prevention and security awareness programs. Topics such as personal safety, drug and alcohol abuse awareness, and sexual assault prevention are some examples of programs offered during the prior academic year. The Office of Operations sends out general safety newsletters and links to resources on a variety of topics related to crime prevention and personal safety tips throughout the year. These are sent periodically during each term, as well as in response to specific security related events. Additionally, in 2024, the College offered training on use of the "Stop the Bleed" kits.

All crime prevention and security awareness programs encourage students and employees to be responsible for their own security and the security of others. Participants in these programs are asked to be alert, security-conscious, and involved and advised to call a member of the College Leadership Team or the administrator on-call at 757-388-6275 to report suspicious behavior.

Monitoring and Recording of Criminal Activity by Students at Noncampus locations of Recognized Student Organizations

Sentara College of Health Sciences does not have any officially recognized student organizations that own or control housing facilities outside of the core campus. Therefore, local PD is not used to monitor and record criminal activity since there are no Noncampus locations of student organizations.

Timely Warnings

In the event a crime is reported within the Sentara College of Health Sciences Clery Geography (On Campus, Public Property and Noncampus property), that, in the judgment of a College Leadership Team member(s) or the administrator on-call (see membership below), the administrator, or their designees,

believe constitutes a serious or continuing threat, a campus wide “timely warning” notice (referred to as Crime Alerts) will be issued.

College Leadership Team members include:

- President
- Dean, Academic Affairs
- Dean, Institutional Effectiveness & Compliance
- Associate Dean, Administration & Finance
- Assistant Dean, Student Services
- Assistant Dean, Enrollment Services
- Director, Marketing & Business Development
- Chair, School of Allied Health
- Chair, School of Continuing Education
- Chair, School of Nursing
- Director, Center for Education, Teaching & Learning
- Director, Library Services

Timely Warnings are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

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

Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences.

Timely Warning Notices are typically written by a College Leadership Team member or their designees and distributed by the Office of Information Technology.

Timely Warning Notices will be issued to the campus community via email blast to all Sentara College of Health Sciences assigned email accounts. Timely warnings may also be issued using some or all of the following methods of communication: text messages or emails sent through the Sentara College of Health Sciences ALERT system, posted as an alert on the college's website and social media accounts, or building postings throughout the campus.

The institution is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Emergency Response and Evacuation Procedures

Sentara College of Health Sciences maintains policy and procedures that govern an emergency response plan, evacuation procedures and business continuity. These documents outline the responsibilities of the College during emergencies.

The Office of Operations and the College Leadership Team are responsible for developing emergency response and continuity of operations plans for the college community. Emergencies occurring on campus should be reported to the Chesapeake Police Department by dialing 911, followed by notifying the college administrator on-call.

In conjunction with other emergency agencies, the College conducts emergency response drills and exercises each year, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution.

Each test is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced.

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

Emergency Evacuation Procedures

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

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

General Evacuation Procedures

At the sound of a fire alarm, occupants are instructed to evacuate immediately and proceed to the nearest exit and leave the building. If an individual is the first to recognize a fire situation, they should activate the alarm, evacuate to a safe location using the nearest exit, and call 911 to notify emergency services.

1. Remain Calm
2. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
3. Make sure all personnel are out of the building.
4. Do not re-enter the building.

Shelter-in-Place Procedures – What it Means to “Shelter-in-Place”

If an incident occurs and the buildings or areas become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors than risk exposure by leaving the building. Thus, to “shelter-in-place” means to make a shelter of the building that you are in.

Basic “Shelter-in-Place” Guidance

If an incident occurs and the building is not damaged, stay inside an interior room until an official has determined it is safe to leave. If the building is damaged, take personal belongings (purse, wallet, access card, etc.) and follow the evacuation procedures for the college. Close the class, meeting room, and office doors and proceed to the nearest exit. In such cases, use the stairs instead of the elevators. Once evacuated, seek shelter at the nearest building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to “Shelter-in-Place”

A shelter-in-place notification may come from several sources, such as the Chesapeake Police Department, Chesapeake Fire Department, Sentara College of Health Sciences employees, or other authorities utilizing the College’s emergency communications tools.

How to “Shelter-in-Place”

Should the need arise, follow these general steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be:
 - An interior room;
 - Above ground level; and
 - Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.

3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems where possible. (College staff are responsible for this activity)
6. Faculty and staff are expected to bring attendance rosters so roll call for building occupants can be completed at the designated meeting space. Any reports of individuals missing should be communicated to the college's team leader or the appropriate authority on the scene.
7. Turn on a radio or TV and listen for further instructions.

Fire Safety Plan

In case of fire, activate the fire alarm via the nearest pull station. Follow the evacuation plan listed below.

1. Exit the building via the nearest exit. Emergency exit routes are posted by the door in each classroom and meeting room.
 - a. When leaving an office, meeting room, or classroom, leave the lights on and leave the door(s) open and unlocked. Doors should remain open to allow Team Leaders to ensure the room is clear of personnel.
 - b. Students and instructors will stay with their class, and meeting attendees will stay with the meeting leader when evacuating the building. Whenever possible, a roster of participants (classroom or meeting) should be taken out of the building upon evacuation.
2. Evacuate to the outside grounds as indicated below:
 - a. When exiting via the front of the building, gather beyond the second and third rows of the parking lot.
 - b. When exiting via the rear of the building, gather beyond the parking lot to the grassy area.
3. A Team Leader will meet your group and verify that everyone has been accounted for.
4. The Fire Department will issue an "ALL CLEAR" when it is safe to return to the building.

Emergency (Immediate) Notification

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

Individuals can report emergencies occurring at Sentara College of Health Sciences to the Chesapeake Police Department by calling 911. Then, notify Sentara College of Health Sciences administrator on-call as soon as possible.

In the event of an emergency, Sentara College of Health Sciences will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the College community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees, and visitors.

A College Leadership Team member or administrator on-call is responsible for responding to reported emergencies and confirming the existence of an emergency in conjunction with local first responders and/or the national weather center, where applicable.

College Leadership Team members include:

- President
- Dean, Academic Affairs
- Dean, Institutional Effectiveness & Compliance
- Associate Dean, Administration & Finance
- Assistant Dean, Student Services
- Assistant Dean, Enrollment Services
- Director, Marketing & Business Development
- Chair, School of Allied Health
- Chair, School of Continuing Education
- Chair, School of Nursing
- Director, Center for Education, Teaching & Learning
- Director, Library Services

If a member of the College Leadership Team or their designee(s), in conjunction with other College administrators, local first responders, Public Health Officials and/or the National Weather Service, confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the Sentara College of Health Sciences community, the College Leadership Team will collaborate or a single member will determine the content of the message and the Office of Information Technology will use some or all of the systems described below to communicate the threat to the Sentara College of Health Sciences Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

Sentara College of Health Sciences will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: Chesapeake PD, and/or the Chesapeake Fire Department and Emergency Medical Services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Notification will be made by using some or all of the following methods depending on the type of emergency: Finalsight Connect (which contains email, cell phone text, and voice message alerts); fire alarm (where available), public address systems (where available), social media, local media, webpage and/or in person communication. If any of these systems fail or the College deems it appropriate, in-person communication may be used to communicate an emergency.

Sentara College of Health Sciences students, faculty, and staff are automatically enrolled to receive emergency text and voice messaging if they have a cell phone number in their admissions file. Students are responsible for verifying emergency contact information and keeping that information up to date. Visitors cannot opt-in to receive emergency text and voice messaging but may refer to the local news or the College's website and or social media accounts.

The content of the message will vary depending on the situation. At a minimum, the messages will describe the emergency, provide basic instructions to the community, and will direct them to where they can receive additional information.

Follow-up information will be distributed using some or all of the identified communication systems (except for the fire alarm).

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the Sentara College of Health Sciences homepage and/or social media.

If there is an immediate threat to the health or safety of students or employees occurring on campus, the college will follow its emergency notification procedures. In this instance, the college is not required to issue a timely warning based on the same circumstances; however, the college will provide adequate follow-up information to the community as needed.

Drug and Alcohol Policy

Sentara College of Health Sciences prohibits the unlawful possession, use, and sale of alcoholic beverages and illegal drugs on campus. The Chesapeake Police Department is responsible for the enforcement of state underage drinking laws and the enforcement of Federal and State drug laws.

Drug Free Schools and Communities Act

In compliance with the Drug Free Schools and Communities Act, Sentara College of Health Sciences publishes information regarding the College's prevention programs related to drug and alcohol abuse prevention which include standards of conduct that prohibit the unlawful possession, use, and distribution of alcohol and illegal drugs on campus and at institution-associated activities; sanctions for violations of federal, state, and local laws and College policy; a description of health risks associated with alcohol and other drug use and abuse; and a description of available counseling, treatment, rehabilitation and/or re-entry programs for Sentara College of Health Sciences students and employees. A complete description of these topics, as provided in the College's annual notification to students and employees, is available online at: <https://drive.google.com/file/d/1IKIS24XYTXA9qRc8TtxPJMJoomppDJFa/view>.

(HEOA) Notification to Victims of Crimes of Violence

The College will, upon written request, disclose to the alleged victim of a crime of violence, or a 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 the result of such crime or offense, the next of kin of the victim shall be treated as the alleged victim for purposes of this paragraph.

Sex Offender Registration

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex

offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services, or is a student.

In Virginia, convicted sex offenders must register with the Virginia State Police. This information is available via the Virginia State Police website, <https://www.vspso.com/>.

Hazing Policy Statements

Sentara College of Health Sciences prohibits students, employees, officers, contractors, and volunteers from engaging, or attempting to engage in Hazing. The College defines hazing as:

1. any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—
 - is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
 - causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
 1. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 2. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 3. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 4. causing, coercing, or otherwise inducing another person to perform sexual acts;
 5. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 6. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 7. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.
2. Hazing also involves any other activity not addressed by (1) of this definition that is expected of someone joining or participating in a student organization that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate. This includes, but is not limited to, the following:
 - a. Hazing may be physical, verbal or psychological
 - b. Physical hazing may take the form of:
 - i. physical activity used to harass, punish, or harm an individual
 - ii. brutality of a physical nature (paddling, whipping, beating, forced or encouraged calisthenics, burning, branding, or tattooing any part of the body)
 - iii. exposure to potentially dangerous or hazardous circumstances;
 - iv. tests of physical endurance, which may include sleep deprivation or activities requiring abnormal stamina;
 - v. spraying, painting, or pelting with any substance;

- vi. physically limiting activities, which include burying in any substance, confinement, binding, or preventing an individual from moving on their own, and/or servitude;
- vii. nudity with the intent or potential to cause embarrassment;
- viii. forcing or encouraging consumption of any food, liquor, drug, or other substance, legal or illegal, and regardless of the amount being consumed;
- ix. wearing, in public, of apparel which is conspicuous and/or indecent; or
- x. any conduct which removes a student from campus or related activities with no or limited ability to return to campus or the activity.

For purposes of the College's Hazing policy, the phrase "student organization" means an organization at SCOHS "(such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the" College. While student organizations that are not recognized or established by SCOHS are not subject to the College's disciplinary authority, individuals who engage in any prohibited conduct outlined in this policy will be held accountable regardless of whether the student organization in which the Hazing activities occurred is recognized by, registered with, or established by the institution.

Any student organization recognized or established by the College that is found to be responsible for violating the College's Hazing policy will be recorded in the Campus Hazing Transparency Report. However, all reports of hazing involving student organizations that occur in the College's Clery Geography will be included in the crime statistics regardless of whether the organization is established or recognized by the institution.

SCOHS reserves the right to hold a sub-group of an organization accountable for Hazing policy violations, rather than the entire student organization, when circumstances reasonably indicate a sub-group, not the entire student organization, committed a Hazing policy violation. For example, affinity groups or position groups within an athletic team that meet the definition of student organization may be held accountable for Hazing in lieu of the entire athletic team.

While each report will be evaluated on a case-by-case basis, the College generally considers the following non-exhaustive criteria when determining whether conduct might reasonably be associated with a student organization:

- The conduct is sanctioned by the student organization and/or any of its officers ("sanctioned by" may include, but is not limited to, the following: active or passive consent or encouragement; having prior knowledge that the conduct was likely to occur; or helping to plan, advertise, or promote the conduct); or
- The conduct is committed during the course of an activity financed by the organization, or financed as a result of one (1) or more members of the student organization contributing personal funds in support of the activity or conduct in question; or
- The conduct occurred on property owned, controlled, rented, leased, or used by the organization or any of its members; or
- The purpose of the activity was related to initiation, admission into, affiliation with, or as a condition for continued membership in the student organization; or
- Non-members of the student organization learned of the activity through members, advertisements, or communications associated with the student organization, or otherwise formed

a reasonable belief that the conduct or activity was affiliated with or sanctioned by the student organization; or

- Members of the student organization attempted to conceal the activity or protect other members who were involved; or
- One (1) or more officer(s) of the organization had prior knowledge or reasonably should have known that the incident would take place.

How to Report Hazing

Any individual who experiences or witnesses Hazing is strongly encouraged to report the incident immediately. Any incident involving an in-progress crime or emergency should be reported immediately to the local law enforcement agency with jurisdiction by dialing 911.

- *Reporting Options.* Reports can be made in person, by phone, or by email using the contact information below. The identity of individuals who report Hazing will not be shared to the fullest extent possible.
 - Any member of the college community who is subjected to, observes, or becomes aware of conduct believed to be hazing shall report it to one of the following:
 - Administrator On-call (757) 388-6275, Option 1
 - Center for Student Success (757) 388-2875
 - Online Reporting: <https://sites.google.com/sentara.edu/complaints/>

Reporting suspected violations of this policy is of primary importance. Alcohol and/or drug violations should not deter reporting or cooperating in an investigation or adjudication of hazing incidents. Disciplinary action under this policy or for personal consumption of drugs or alcohol will not be taken against a non-participating bystander who reports in good faith in advance of or during an incident of hazing that causes, or is likely to cause, injury to a person.

Process Used to Investigate Hazing Reports

Upon receipt of a report alleging Hazing, the Dean of Institutional Effectiveness & Compliance, or designee, will review the report and determine if the alleged behavior, as described in the report, would constitute Hazing as defined in this policy. The Dean of Institutional Effectiveness & Compliance, or designee, will also determine which College official(s) or office(s) have jurisdiction over the respondent(s). As it relates to the College's Hazing policy, the term "respondent" refers to a student, a recognized or registered student organization, or an employee who is alleged to have engaged in Hazing.

The Dean of Institutional Effectiveness & Compliance, or designee, is empowered to take reasonable steps to obtain additional information that may be necessary to determine if a policy violation has been alleged or to determine if an investigation is warranted. The Dean of Institutional Effectiveness & Compliance may consult with applicable College officials when determining which individual(s) or office(s) have jurisdiction over the respondent(s). When determining jurisdiction, the Dean of Institutional Effectiveness & Compliance, or designee, will consider:

- the nature of the alleged conduct,
- the circumstances of the report, and
- whether the respondent is a person or a student organization subject to the College's conduct standards.

These factors will also inform whether the procedures outlined in the Professional Code of Conduct will be utilized to resolve the alleged misconduct. Allegations of Hazing involving a student or a student

organization that is officially recognized by, or registered with, the College will be resolved using the procedures outlined in the Professional Code of Conduct. Allegations involving other respondents will be resolved using the policies and procedures applicable to the respondent's status.

Interim Action

In response to the report, the Dean of Institutional Effectiveness & Compliance, or designee, may impose an interim administrative action on a respondent prior to the resolution when a threat of imminent harm to persons or property exists, and/or there is potential for significant disruption to the community that exists during the course of investigation. If the respondent is an employee, the applicable College official(s) may impose interim administrative action consistent with the policies and procedures applicable to the employee.

Interim action is not a sanction. It is taken to protect the safety and well-being of individuals and the College community. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the matter. The respondent may challenge the interim action in writing to the next level of conduct authority within five (5) days of the imposition of the interim action. The interim action will be in effect during the challenge.

Restrictions that may be imposed include:

1. exclusion from campus;
2. limitation of privileges; and/or
3. no contact orders.

Investigation

If an investigation is warranted, the Dean of Institutional Effectiveness & Compliance, or designee, shall appoint one (1) or more investigators to conduct a prompt, thorough, and impartial investigation. External investigators may be appointed at the discretion of the Dean of Institutional Effectiveness & Compliance. Reports of alleged Hazing that also allege violations of the College's Title IX Policy and Procedure Governing Students and Employees will be coordinated between the Dean of Institutional Effectiveness & Compliance or designee, and the Assistant Dean of Student Services to determine the appropriate investigation and/or resolution procedures.

The respondent (typically the president for a registered/recognized student organization, or its equivalent for an established organization) will be sent a written notice of the allegations by way of their College supplied e-mail account. If the student organization has a national or oversight entity, that entity may be apprised of the College's investigation at the discretion of the Dean of Institutional Effectiveness & Compliance or designee. The national or oversight entity cannot speak on behalf of or represent the student organization.

Reasonable efforts will be made to complete the investigation in a timely manner. Typically, the College will aim to complete an investigation into allegations of Hazing within 45 business days of providing written notice of the investigation to the respondent. However, investigations may extend beyond 45 business days as circumstances require.

During the investigation, the respondent will be provided with an opportunity to: provide information through an in-person or virtual interview, submit a written account, provide the names of incident witnesses for possible interviews with the investigator(s), provide witness statements, and provide any documentation that may be relevant to the facts of the allegations. However, the investigator(s) may consider information from any sources the investigator(s) deem relevant and credible. The investigator(s) will make reasonable efforts to obtain relevant supporting documentation related to the allegations from other College official(s) or available resources.

Upon completion of the investigation, the investigator(s) will prepare an investigation report. The investigation report will summarize the information gathered and include detailed findings-of-fact regarding the behaviors in question.

The investigator(s) will determine whether each respondent violated the College's Hazing policy and document these findings in the investigation report. The Dean of Institutional Effectiveness & Compliance or designee will impose appropriate sanctions in accordance with the Professional Code of Conduct for students or student organizations found to have violated the College's Hazing policy. If the Professional Code of Conduct does not provide the investigator(s) with sanctioning authority over a respondent, the investigation report will be forwarded to the College official(s) authorized to impose appropriate sanctions.

All respondents will be informed, in writing, of the College's findings and any sanctions imposed. Any opportunity for the respondent to appeal will follow the relevant policies and procedures applicable to the respondent.

Respondents who violate the College's Hazing policy will be subject to conduct sanctions, which may include probation, loss of privileges, loss of recognized/registered status, mandatory training or education, suspension, expulsion, administrative leave, revocation of tenure, or termination. Respondents can also face sanctions under other College policies as well as criminal or civil penalties imposed under applicable law.

Information Regarding Applicable Local, State, and Tribal Laws on Hazing

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

Local Laws

There are no applicable local laws relating to Hazing in the College's jurisdiction.

State Laws

Virginia Code §18.2-56 – Hazing unlawful; civil and criminal liability; duty of school, etc., officials; penalty:

It shall be unlawful to haze so as to cause bodily injury, any student at any school or institution of higher education.

Any person found guilty thereof shall be guilty of a Class 1 misdemeanor.

Any person receiving bodily injury by hazing shall have a right to sue, civilly, the person or persons guilty thereof, whether adults or infants.

The president or other presiding official of any school or institution of higher education receiving appropriations from the state treasury shall, upon satisfactory proof of the guilt of any student hazing another student, sanction and discipline such student in accordance with the institution's policies and procedures. The institution's policies and procedures shall provide for dismissal or other appropriate discipline based on the facts and circumstances of each case and shall be consistent with the model policies established by the Department of Education or the State Council of Higher Education for Virginia, as applicable. The president or other presiding official of any school or institution of higher education receiving appropriations from the state treasury shall report hazing which causes bodily injury to the attorney for the Commonwealth of the county or city in which such school or institution of higher education is, who shall take such action as he deems appropriate.

For the purposes of this section, "hazing" means to recklessly or intentionally endanger the health or safety of a student or students or to inflict bodily injury on a student or students in connection with or for the purpose of initiation, admission into or affiliation with or as a condition for continued membership in a club, organization, association, fraternity, sorority, or student body regardless of whether the student or students so endangered or injured participated voluntarily in the relevant activity. Hazing shall be reported to the Commonwealth's Attorney for the City of Chesapeake for possible criminal prosecution.

Findings of violation of this policy or of federal or state laws pertaining to hazing shall be published on the Sentara College of Health Sciences website as required by Virginia Code § 23.1-822.

Hazing prevention training will be made available to student organization advisors and current, new, and potential members as required by Virginia Code §23.1-820 (known as Adam's law).

Tribal Laws

There are no applicable Tribal laws relating to Hazing in the College's jurisdiction.

Campus Hazing Transparency Report

As required by the Stop Campus Hazing Act, the College publishes a Campus Hazing Transparency Report that summarizes findings concerning student organizations established or recognized by the College that have been found responsible for violating the SCOHS's Hazing policy. The Transparency Report will be updated to include new findings of organizational responsibility at least twice a year following a final determination that a student organization has violated the College's Hazing policy. The first Transparency Report will be published by December 23, 2025, unless no organizations have been found responsible for Hazing at that time, as the College is not required to publish a Transparency Report until a student organization has been found responsible for violating the College's Hazing policy on or after July 1, 2025.

Each entry published to the Transparency Report will include, at a minimum, the following information:

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

Once an organization is found responsible for Hazing, a Transparency Report will be published on Sentara College's website. The webpage created will include additional information, including:

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

Hazing Prevention and Awareness Programs

The College provides Hazing prevention and awareness programs that are informed by research, campus-wide in scope, and designed to reach all students, staff, and faculty. Programs address various topics, including:

- the College's definition of Hazing, including a clear statement that the College prohibits Hazing;
- the definition of Student Organization, as it applies to the College's Hazing policy;
- how to report Hazing;
- the process the College will use to investigate reports of Hazing;
- information on applicable local, State, and Tribal laws regarding Hazing; and
- primary prevention strategies intended to stop Hazing before it occurs.

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

Specifically, the College is committed to maintaining a safe, respectful, and inclusive environment for all members of its community. As part of this commitment, the College provides hazing prevention and awareness programs through multiple platforms and communication channels. These include online educational videos, email and newsletter campaigns, and posters displayed in common areas throughout the campus.

These efforts are designed to inform students, faculty, and staff of the dangers and consequences of hazing, to promote a culture of respect and accountability, and to ensure compliance with state and institutional policies prohibiting hazing in any form.

Daily Crime Log

Sentara College of Health Sciences maintains a Daily Crime Log which is available to the public for review, at the front desk in the LOCATION, from 8 a.m.– 5 p.m. Monday through Friday, excluding holidays. A version may of the Daily Crime Log is also available online at: [Sentara College of Health Sciences Daily Crime Log](#).

Crime Definitions

The following definitions are to be used for reporting the crimes listed in the Clery Act, in accordance with the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program. The definitions for murder, rape, robbery, aggravated assault, burglary, motor vehicle theft, weapons: carrying, possessing, etc., law violations, drug abuse violations, and liquor law violations are from the "Summary Reporting System (SRS) User Manual" from the FBI's UCR Program. The definitions of fondling, incest, and statutory rape are excerpted from the "National Incident-Based Reporting System (NIBRS) User Manual" from the FBI's UCR Program. The definitions of larceny-theft (except motor vehicle theft), simple assault, intimidation, and destruction/damage/vandalism of property are from the "Hate Crime Data Collection Guidelines and Training Manual" from the FBI's UCR Program.

Crime Definitions from the Summary Reporting System (SRS) User Manual from the FBI's UCR Program

Arson

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle, or aircraft, personal property of another, etc.

Criminal Homicide—Manslaughter by Negligence

The killing of another person through gross negligence.

Criminal Homicide—Murder and Nonnegligent Manslaughter

The willful (nonnegligent) killing of one human being by another.

Rape

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

Robbery

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

Aggravated Assault

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

Burglary

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

Motor Vehicle Theft

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

Weapons: Carrying, Possessing, Etc.

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug Abuse Violations

The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Liquor Law Violations

The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Crime Definitions from the National Incident-Based Reporting System (NIBRS) User Manual from the FBI's UCR Program**Sex Offenses**

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

A. *Fondling*—The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

B. *Incest*—Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

C. *Statutory Rape*—Sexual intercourse with a person who is under the statutory age of consent.

Crime Definitions from the Hate Crime Data Collection Guidelines and Training Manual from the FBI's UCR Program**Larceny-Theft (Except Motor Vehicle Theft)**

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Simple Assault

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

Intimidation

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

Destruction/Damage/Vandalism of Property

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

Crime Definition for Hazing from the Stop Campus Hazing Act and Jeanne Clery Campus Safety Act as Amended**Hazing**

Hazing: (vi) The term ‘Hazing’, for purposes of reporting statistics on Hazing incidents that were reported to campus security authorities or local police agencies, means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

- a) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- b) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including –
 - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - e. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - f. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - g. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

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Crime Statistics Tables for 2024, 2023, and 2022

Primary Crimes	Year	On Campus	Noncampus ¹	Public Property	Total	Residential Facilities*
Murder/Non-Negligent Manslaughter	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Manslaughter by Negligence	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Rape	2024	0	2	0	2	N/A
	2023	0	4	0	4	N/A
	2022	0	0	0	0	N/A
Fondling	2024	0	1	0	1	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Incest	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Statutory Rape	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Robbery	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Aggravated Assault	2024	0	1	0	1	N/A
	2023	0	2	0	2	N/A
	2022	0	0	0	0	N/A
Burglary	2024	0	1	0	1	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Motor Vehicle Theft	2024	0	3	0	3	N/A
	2023	0	8	0	8	N/A
	2022	0	0	0	0	N/A
Arson	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A

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¹ See Appendix A for a detailed breakdown of crime statistics occurring at any Noncampus locations owned by Sentara Healthcare that are used by the College for clinical or practical experiences. The statistical breakdowns only apply to locations at which one or more Clery crimes were reported. Please note: the disclosures in the Appendix A supplement the data in the crime statistics tables on pages 27 and 28 and are provided for the benefit of the consumer. They are not required by law.

Arrests and Referrals for Disciplinary Action	Year	On Campus	Noncampus ¹	Public Property	Total	Residential Facilities*
Liquor Law Violation Arrests	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Drug Law Violation Arrests	2024	0	3	0	3	N/A
	2023	0	2	0	2	N/A
	2022	0	0	0	0	N/A
Weapons Law Violation Arrests	2024	0	1	0	1	N/A
	2023	0	1	0	1	N/A
	2022	0	0	0	0	N/A
Liquor Law Violation Referrals for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Drug Law Violation Referrals for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Weapons Law Violation Referrals for Disciplinary Action	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A

VAWA Offenses	Year	On Campus	Noncampus ¹	Public Property	Total	Residential Facilities*
Domestic Violence	2024	0	2	0	2	N/A
	2023	0	1	0	1	N/A
	2022	0	0	0	0	N/A
Dating Violence	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A
Stalking	2024	0	0	0	0	N/A
	2023	0	0	0	0	N/A
	2022	0	0	0	0	N/A

*Sentara College of Health Sciences does not have any Residential Facilities.

Note: The College made a good-faith effort to request 2024 calendar year Clery Act crime statistics from multiple law enforcement agencies with jurisdiction on or within the College's Clery Geography. Some agencies did not respond to the College's request. Other agencies responded to the request, but indicated no Clery Act crimes were reported to their agency for the requested location(s).

Some agencies provided Clery Act crime statistics for the requested locations. Those statistics were included in the College's 2024 data (i.e., the statistics from these agencies were combined with statistics compiled from the College's Campus Security Authorities).

One agency responded to the College's request for crime statistics, but the statistics were not provided in a usable format. The College could not determine if data provided by this agency pertained to Clery Act crimes occurring on or within the College's Clery Geography. Therefore, these statistics were not included in the College's 2024 annual disclosure of crime statistics.

Hate Crimes

There were no reported Hate Crimes for calendar years 2022, 2023, or 2024.

Unfounded Crimes

For Clery Act purposes, the standard for unfounding a reported crime is very high. You may classify a crime as unfounded only after a full investigation by sworn or commissioned law enforcement personnel.

A crime is considered unfounded for Clery Act purposes only if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless.

There were zero (0) unfounded crimes in 2022, one (1) unfounded crime in 2023, and zero (0) unfounded crimes in 2024.

PREVENTION PROGRAMS AND INSTITUTIONAL DISCIPLINARY PROCEDURES ADDRESSING DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT, OR STALKING

Sentara College of Health Sciences prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act). It reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the campus community. Toward that end, the College issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a College official.

Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

- **Domestic Violence:**
 - i. A Felony or misdemeanor crime of violence committed—
 - A) By a current or former spouse or intimate partner of the victim;
 - B) By a person with whom the victim shares a child in common;
 - C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
 - E) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
 - ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - ii. For the purposes of this definition—
 - A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - B) Dating violence does not include acts covered under the definition of domestic violence.
 - iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Sexual Assault** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."
 - **Rape** is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
 - **Fondling** is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
 - **Incest** is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent.
- **Stalking:**
 - i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - A) Fear for the person's safety or the safety of others; or
 - B) Suffer substantial emotional distress.
 - ii. For the purposes of this definition—
 - A) *Course of conduct* means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

- B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
- C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
- iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

- **Domestic Violence:** The Commonwealth of Virginia defines domestic violence as follows:

§ 18.2-57.2. Assault and battery against a family or household member; penalty.

- A. Any person who commits an assault and battery against a family or household member is guilty of a Class 1 misdemeanor.
- B. Upon a conviction for assault and battery against a family or household member, where it is alleged in the warrant, petition, information, or indictment on which a person is convicted, that such person has been previously convicted of two offenses against a family or household member of (i) assault and battery against a family or household member in violation of this section, (ii) malicious wounding or unlawful wounding in violation of § 18.2-51, (iii) aggravated malicious wounding in violation of § 18.2-51.2, (iv) malicious bodily injury by means of a substance in violation of § 18.2-52, (v) strangulation in violation of § 18.2-51.6, or (vi) an offense under the law of any other jurisdiction which has the same elements of any of the above offenses, in any combination, all of which occurred within a period of 20 years, and each of which occurred on a different date, such person is guilty of a Class 6 felony.

§ 18.2-51.6. Strangulation or suffocation of another; penalty.

Any person who, without consent, impedes the blood circulation or respiration of another person by knowingly, intentionally, and unlawfully applying pressure to the neck of such person resulting in the wounding or bodily injury of such person is guilty of strangulation, a Class 6 felony.

§ 18.2-51.2. Aggravated malicious wounding; penalty.

- A. If any person maliciously shoots, stabs, cuts or wounds any other person, or by any means causes bodily injury, with the intent to maim, disfigure, disable or kill, he shall be guilty of a Class 2 felony if the victim is thereby severely injured and is caused to suffer permanent and significant physical impairment.
- B. If any person maliciously shoots, stabs, cuts or wounds any other woman who is pregnant, or by any other means causes bodily injury, with the intent to maim, disfigure, disable or kill the pregnant woman or to cause the involuntary termination of her pregnancy, he shall be guilty of a

Class 2 felony if the victim is thereby severely injured and is caused to suffer permanent and significant physical impairment.

- C. For purposes of this section, the involuntary termination of a woman's pregnancy shall be deemed a severe injury and a permanent and significant physical impairment.

- **Dating Violence:** The Commonwealth of Virginia does not have a definition of dating violence, however, acts that could constitute “dating violence” may be addressed using other criminal statutes.
- **Sexual Assault:** The Commonwealth of Virginia defines sexual assault as follows:

§ 18.2-61. Rape.

- A. If any person has sexual intercourse with a complaining witness, whether or not his or her spouse, or causes a complaining witness, whether or not his or her spouse, to engage in sexual intercourse with any other person and such act is accomplished (i) against the complaining witness's will, by force, threat or intimidation of or against the complaining witness or another person; or (ii) through the use of the complaining witness's mental incapacity or physical helplessness; or (iii) with a child under age 13 as the victim, he or she shall be guilty of rape.

§ 18.2-67.1. Forcible sodomy.

- A. An accused shall be guilty of forcible sodomy if he or she engages in cunnilingus, fellatio, anilingus, or anal intercourse with a complaining witness whether or not his or her spouse, or causes a complaining witness, whether or not his or her spouse, to engage in such acts with any other person, and
1. The complaining witness is less than 13 years of age; or
 2. The act is accomplished against the will of the complaining witness, by force, threat or intimidation of or against the complaining witness or another person, or through the use of the complaining witness's mental incapacity or physical helplessness.

§ 18.2-67.2. Object sexual penetration; penalty.

- A. An accused shall be guilty of inanimate or animate object sexual penetration if he or she penetrates the labia majora or anus of a complaining witness, whether or not his or her spouse, other than for a bona fide medical purpose, or causes such complaining witness to so penetrate his or her own body with an object or causes a complaining witness, whether or not his or her spouse, to engage in such acts with any other person or to penetrate, or to be penetrated by, an animal, and
1. The complaining witness is less than 13 years of age; or
 2. The act is accomplished against the will of the complaining witness, by force, threat or intimidation of or against the complaining witness or another person, or through the use of the complaining witness's mental incapacity or physical helplessness.

§ 18.2-67.3. Aggravated sexual battery; penalty.

- A. An accused is guilty of aggravated sexual battery if he or she sexually abuses the complaining witness, and
1. The complaining witness is less than 13 years of age; or
 2. The act is accomplished through the use of the complaining witness's mental incapacity or physical helplessness; or
 3. The offense is committed by a parent, stepparent, grandparent, or step-grandparent and the complaining witness is at least 13 but less than 18 years of age; or

4. The act is accomplished against the will of the complaining witness by force, threat or intimidation, and
 - a. The complaining witness is at least 13 but less than 15 years of age; or
 - b. The accused causes serious bodily or mental injury to the complaining witness; or
 - c. The accused uses or threatens to use a dangerous weapon; or
5. The offense is not a recognized form of treatment in the profession, and is committed, without the express consent of the patient, by (i) a massage therapist, or a person purporting to be a massage therapist, during an actual or purported practice of massage therapy, as those terms are defined in § 54.1-3000; (ii) a person practicing or purporting to practice the healing arts, during an actual or purported practice of the healing arts, as those terms are defined in §§ 54.1-2900 and 54.1-2903; or (iii) a physical therapist, or a person purporting to be a physical therapist, during an actual or purported practice of physical therapy, as those terms are defined in § 54.1-3473.

- **Stalking:** The Commonwealth of Virginia defines stalking as follows:

§ 18.2-60.3. Stalking; penalty.

- A. Any person, except a law-enforcement officer, as defined in § 9.1-101, and acting in the performance of his official duties, and a registered private investigator, as defined in § 9.1-138, who is regulated in accordance with § 9.1-139 and acting in the course of his legitimate business, who on more than one occasion engages in conduct, either in person or through any other means, including by mail, telephone, or an electronically transmitted communication, directed at another person with the intent to place, or when he knows or reasonably should know that the conduct places that other person in reasonable fear of death, criminal sexual assault, or bodily injury to that other person or to that other person's family or household member is guilty of a Class 1 misdemeanor. If the person contacts or follows or attempts to contact or follow the person at whom the conduct is directed after being given actual notice that the person does not want to be contacted or followed, such actions shall be prima facie evidence that the person intended to place that other person, or reasonably should have known that the other person was placed, in reasonable fear of death, criminal sexual assault, or bodily injury to himself or a family or household member.
- **Consent:** The Commonwealth of Virginia does not have a definition of consent in relation to sexual activity.
 - **Incest:** Incest is defined by the Commonwealth of Virginia in

§ 18.2-366. Sexual intercourse by persons forbidden to marry; incest; penalties.

- A. Any person who engages in sexual intercourse with any person whom he is forbidden by law to marry is guilty of a Class 1 misdemeanor except as provided by subsection B.
- B. Any person who engages in sexual intercourse with his daughter or granddaughter, son or grandson, or father or mother is guilty of a Class 5 felony. However, if a parent or grandparent engages in sexual intercourse with his child or grandchild, and such child or grandchild is at least 13 years of age but less than 18 years of age at the time of the offense, such parent or grandparent is guilty of a Class 3 felony.

C. For the purposes of this section, parent includes stepparent, grandparent includes step-grandparent, child includes a stepchild, and grandchild includes a step-grandchild.

- Statutory Rape is defined by the Commonwealth of Virginia as

§ 18.2-63. Carnal knowledge of child between thirteen and fifteen years of age.

- A. If any person carnally knows, without the use of force, a child thirteen years of age or older but under fifteen years of age, such person shall be guilty of a Class 4 felony.
 - B. If any person carnally knows, without the use of force, a child thirteen years of age or older but under fifteen years of age who consents to sexual intercourse and the accused is a minor and such consenting child is three years or more the accused's junior, the accused shall be guilty of a Class 6 felony. If such consenting child is less than three years the accused's junior, the accused shall be guilty of a Class 4 misdemeanor. In calculating whether such child is three years or more a junior of the accused minor, the actual dates of birth of the child and the accused, respectively, shall be used.
 - C. For the purposes of this section, (i) a child under the age of thirteen years shall not be considered a consenting child and (ii) "carnal knowledge" includes the acts of sexual intercourse, cunnilingus, fellatio, anilingus, anal intercourse, and animate and inanimate object sexual penetration.
- The College's definition of consent as used in the institutional policy and procedure to resolve allegations of sexual harassment reads as follows:

Consent is sexual permission and is required for all acts of sexual contact between parties. Consent is demonstrated through mutually understandable words and/or actions that clearly indicate a willingness to engage in, and continue to engage in, a specific sexual activity. In order to be valid, consent must be knowing, voluntary, active, present, and ongoing. Consent must exist from the beginning to the end of each instance of sexual activity. To give consent, a person must be awake, of legal age, and have the capacity to reasonably understand the nature of their actions. Individuals who are physically or mentally incapacitated cannot give consent.

Some indicators that an individual is incapacitated due to intoxication may include, but are not limited to, vomiting, unresponsiveness, inability to communicate coherently, inability to dress/undress without assistance, inability to walk without assistance, slurred speech, loss of coordination, or inability to perform other physical or cognitive tasks without assistance. When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence of or impaired by the use of the drug. Alcohol and other drugs impact individuals differently. Determining whether an individual is incapacitated requires individualized determination.

Silence, without actions evidencing permission, does not demonstrate consent. Where force or coercion is alleged, the absence of resistance does not demonstrate consent. The responsibility of obtaining consent rests with the person initiating sexual activity. The College encourages verbal consent to be present at all times at each step of sexual activity. Consent to engage in sexual activity may be withdrawn by either person at any time. A previous or current dating or sexual relationship, by itself, is not sufficient to

constitute consent. Once withdrawal of consent has been expressed, the sexual activity must cease. Consent is automatically withdrawn by a person who is no longer capable of giving consent (due to falling asleep or passing out into a state of unconsciousness, for example). Consent may also not be present even when a person doesn't verbalize the words "no" or "stop." If a party has stopped participating, for example, is no longer moving their body in a reciprocal way to sexual touching, is no longer engaged/is no longer actively participating, then consent to sexual activity is suspect. The initiator of the sexual activity, upon observing that consent could no longer be present, should immediately stop sexual activity and check in with the other person(s) to ensure consent is still active. When determining whether a person has the capacity to provide consent, the College will consider whether a sober, reasonable person in the same position knew or should have known that the other party could or could not consent to the sexual activity.

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it."² We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do, even if we want to help. Below is a list³ of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another, and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

With no intent to victim-blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
3. **Walk with purpose**. Even if you don't know where you are going, act like you do.
4. **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be

² Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex Roles*, 60, 779-792.

³ Bystander intervention strategies adapted from Stanford College's Office of Sexual Assault & Relationship Abuse

reached by calling 911 in most areas of the U.S.).

5. **Try not to load yourself down** with packages or bags, as this can make you appear more vulnerable.
6. **Make sure your cell phone is with you** and charged, and that you have transportation money.
7. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together.
10. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
11. **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
12. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
13. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
14. If you need to get out of an uncomfortable or scary situation here, are some things that you can try:
 - a. **Remember that being in this situation is not your fault.** You did not do anything wrong; it is the person who is making you uncomfortable that is to blame.
 - b. **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
 - c. **Have a code word with your friends or family** so that if you don't feel comfortable, you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - d. **Lie.** If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
15. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

16. **If you and/or the other person have been drinking**, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

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

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

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

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees, and ongoing awareness and prevention campaigns for students that:

- A. A statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act);
- B. The definitions of domestic violence, dating violence, sexual assault, and stalking according to any applicable jurisdictional definitions of these terms;
- C. What behavior and actions constitute consent, in reference to sexual activity, in the State of Virginia;
- D. The institution's definition of consent AND the purposes for which that definition is used.
- E. A description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- F. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- G. Information regarding:
 - a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault, and stalking occurs (as described in "Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs" elsewhere in this document)
 - b. how the institution will protect the confidentiality of victims and other necessary parties (as described in "Assistance for Victims: Rights and Options" elsewhere in this document);
 - c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims,

- both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document); and
- d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
- e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document);

Primary Prevention and Awareness Programs

The College provides primary prevention and awareness programs to the College community. This is achieved through orientation programming for new students and new employees.

Ongoing Prevention and Awareness Campaigns

The College has developed an annual educational campaign consisting of offering guest speakers, print campaigns, and course-specific presentations.

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault, and Stalking Occurs

After an incident of sexual assault, dating violence, or domestic violence, the victim should consider seeking medical attention as soon as possible at any area emergency room. This is a list of area hospitals with SANE nurses, who are specially licensed nurses who understand the legal and medical processes for collecting evidence from persons who have been sexually assaulted, trafficked, and/or physically assaulted by an intimate partner (and additional locations may be accessed [here](#)).

- Sentara Virginia Beach General Hospital 1060 First Colonial Rd., Virginia Beach, VA, 23454
757-395-8000
- Sentara Norfolk General Hospital 600 Gresham Dr., Norfolk, VA, 23507
757-388-3000
- Sentara Independence 800 Independence Blvd., Virginia Beach, VA, 23455
757-363-6100
- Sentara Leigh Hospital 830 Kempsville Rd., Norfolk, VA, 23502
757-261-6000
- Sentara Belle Harbour 3920A Bridge Rd., Suffolk, VA, 23435
757-983-0000
- Sentara Obici Hospital 2800 Godwin Blvd., Suffolk, VA, 23434
757-934-4000
- Bon Secours Maryview Medical Center 3636 High St., Portsmouth, VA, 23707
757-398-2200
- Bon Secours Health Center at Harbour View 5818 Harbour View Blvd., Suffolk, VA, 23435 757-673-5800
- Bon Secours - Southampton Medical Center 100 Fairview Dr., Franklin, Virginia, 23851

757-569-6100

- Chesapeake Regional Medical Center 736 N Battlefield Blvd. Chesapeake, VA 23320
757-312-8121

In Virginia, evidence may be collected even if you choose not to make a report to law enforcement. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 120 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may help obtain a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to College adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the College at a later date to assist in proving that the alleged criminal offense occurred or that may help obtain a protection order.

Involvement of Law Enforcement and Campus Authorities

Although the College strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the Title IX Coordinator will assist any victim with notifying law enforcement if the victim so desires. The Chesapeake Police Department may also be contacted by using the off-campus resource chart located in this document.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault and Stalking

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly by submitting a complaint/concern on the "Get Help" page on the college's website. Other ways to contact the Title IX Coordinator are by calling, writing or coming into the office to report in person. Reports of all domestic violence, dating violence, sexual assault and stalking made to other campus administrators or faculty members will automatically be referred to the Title IX Coordinator for outreach to the Complainant.

SCoHS Title IX Team Members	
Title IX Coordinator	
Cindy Mabie, MBA, BSN, RN Assistant Dean, Student Services Title IX Coordinator Chesapeake Campus, Office 302 Phone: (757) 388-2857 title9@sentara.edu	
Deputy Title IX Coordinators	
Chris Nelson, MEd, RN, RCIS, FSICP Associate Dean, Administration and Finance Deputy Title IX Coordinator Chesapeake Campus, Office 303 Phone: (757) 388-5731 Email: cnelson@sentara.edu	
To Contact Law Enforcement in Emergencies, Call 9-1-1 For non-emergencies: ○ Chesapeake City Police (757) 382-6161 ○ Charlottesville Police (434) 970-3280 ○ Hampton Police (757) 727-6111 ○ Harrisonburg Police (540) 454-4436 ○ Newport News Police (757) 247-2500 ○ Norfolk Police (757) 664-3277 ○ Portsmouth Police (757) 393-5300 ○ Virginia Beach Police (757) 385-5000 ○ Williamsburg Police (757) 220-2331 Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking Emergency Protective Orders. Although a police report may be made at any time, complainants should be aware that a one- year statute of limitations may apply to certain misdemeanors in Virginia.	

Procedures the College Will Follow When a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is Reported

Sentara College of Health Sciences has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as changes to housing, academic, protective orders, transportation and working situations, if reasonably available. The College does not provide housing accommodations as we do not have on-campus student housing facilities. Additionally, there are no accommodations related to protective orders, transportation and working situations as the College does not have resources to offer this. However, the College will make applicable accommodations or protective measures, if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to local law enforcement. Students should contact the Title IX Coordinator to request such accommodations or protective measures. Employees should contact Sentara's Human Resources to request such accommodation or protective measures.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the College, below are the procedures that the College will follow:

1. If not reported to the Title IX Coordinator, the employee receiving the report will either report the information to the Title IX Coordinator or if a confidential employee, will provide the reporter with the necessary information to contact the Title IX Coordinator.
2. The Title IX Coordinator will contact the Complainant, offer supportive measures, and explain the process for filing a formal complaint.
3. The Complainant will be provided with a written explanation of rights and options. The Complainant will be provided with the institutional policy and resolution procedure applicable to the alleged complaint.
4. The Complainant will be offered/sent for medical attention if appropriate and the opportunity to contact law enforcement and will be assisted by the Title IX Coordinator in such contact if requested.
5. The Complainant will be provided with additional information on orders of protection, including where to bring a copy of said order if they should obtain one so that if the respondent is also a College member, the order may be observed and enforced on campus.
6. Depending on the nature of the report, the institution may need to evaluate safety measures and will assess the complaint for a Timely Warning Notice or Emergency Notification if appropriate and required.
7. Engage in any other actions determined by the College based on the details of the individual report.

Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, the College will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;
- information about how the institution will protect the confidentiality of victims and other necessary parties;
- a statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- a statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures; and
- an explanation of the procedures for institutional disciplinary action.

Rights of Victims and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, Restraining Orders, or Similar Lawful Orders Issued by a Criminal, Civil, or Tribal Court or by the Institution

Sentara College of Health Sciences complies with Virginia law in recognizing orders of protection, and any person who obtains an order of protection from any state should provide a copy to the Title IX Coordinator. A complainant may meet with the Title IX Coordinator (or designee) to develop a Safety

Action Plan, which is a plan for the College and the victim to reduce the risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to, escorts, special parking arrangements, providing a temporary cellphone, changing classroom location, or allowing a student to complete assignments from home, etc.) The College cannot apply for a legal order of protection, no contact order or restraining order for a victim from the applicable jurisdiction(s).

In Virginia, a Protective Order is a legal order issued by a magistrate or judge to protect the health and safety of an abused person and his/her family or household members. The person filing for a protective order is called the “petitioner” and the person the protective order is filed against is called the “respondent”.

In Virginia, there are 3 kinds of Protective Orders that can protect you and others in your family or home:

- Emergency Protective Order (expires at the end of the third day following issuance or the next day court is in session, whichever is later)
- Preliminary Protective Order (lasts 15 days or until a full hearing)
- Protective Order (may last up to 2 years)

Emergency Protective Orders (EPO)

A law enforcement officer or the abused person may petition for (request) an EPO. This order will most likely be requested by a law enforcement officer if an arrest has been made or if the officer finds that there is probable danger of further acts of family abuse, or violence, force or threat. An EPO can only be issued by a magistrate or a judge. The person being abused can also petition for an EPO at the magistrate’s office, even if an arrest has not been made. An EPO lasts for 72 hours or until the next court session whichever is later. The date and time the EPO ends can be found on the order. In order to protect one’s health and safety, an EPO, in all cases, can impose the following conditions on the respondent (abuser):

- Prohibiting all contacts by the respondent with the victim or the victim’s family or household members;
- Prohibiting acts of violence, force, or threat or criminal offenses resulting in injury to person or property;
- Possession of a companion animal if the petitioner meets the definition of owner (See Code of Virginia §3.2-6500) and;
- Other conditions the judge or magistrate deems necessary to protect you and family/household members.

In cases of family abuse, an EPO can also:

- Grant temporary possession of the residence to family/ household members.

Preliminary Protective Orders (PPO)

Only a judge can issue a PPO. One must obtain a PPO within a short time after they have been the victim of family abuse or other acts of violence, force, or threat. A judge will decide if the PPO will be granted, based on the victims/reporting party’s sworn statement. They do not have to have an EPO to get a PPO, and the respondent (abuser) does not have to be at the hearing. If a PPO is granted, it will last 15 days, or

until the final Protective Order hearing. The judge will give them the date for the final hearing, and it will also be included on the PPO.

In order to protect one's health and safety, a PPO, in all cases, can impose the following conditions on the respondent (abuser):

- Prohibiting all contacts by the respondent with the victim or the victim's family or household members;
- Prohibiting acts of violence, force, or threat or criminal offenses resulting in injury to person or property;
- Possession of a companion animal if the petitioner meets the definition of owner (See Code of Virginia §3.2-6500) and;
- Other conditions the judge deems necessary to protect you and family/household members. In cases of family abuse, a PPO can also:
- Grant temporary possession of the residence to family/ household members.
- Require that the respondent maintain utility services for the household, or if appropriate, order respondent to restore such services.
- Grant temporary possession of a jointly owned vehicle.
- Require the respondent to provide suitable alternative housing for the family/household members. Require any other relief necessary for the protection of the victim and family/household members of the victim.

“Permanent” Protective Order (PO)

A judge can grant a PO that lasts for up to two years. In order to obtain this PO, one must attend the final Protective Order hearing, which is scheduled at the time of their PPO hearing. The judge will subpoena the respondent (abuser) to be at the PO hearing. Both the victim and the respondent will be asked to describe what happened. This PO can also be extended for an additional two years if the petitioner requests an extension and a judge finds that there is a need to extend protection. There is no limit to the number of protective order extensions that can be granted by a judge. In order to protect the victim's health and safety, a PO can impose all of the same conditions on the respondent (abuser) as are detailed in the PPO section, for a period of up to two years at a time.

In addition, in cases of family abuse, a PO can:

- Require respondents to participate in treatment, counseling, or other programs required by the court.
- Provide for temporary custody or visitation of a minor child

I-CAN! Virginia

Virginia has an Online Forms Completion Program for protective orders called I-CAN! Virginia. It is a free online program that helps individuals complete the forms necessary to obtain protective orders from the courts. I-CAN! Virginia is available on Virginia's Judicial System Website at the following link: <https://www.vacourts.gov/courtadmin/aoc/djs/programs/afapo/home>.

For additional information, assistance, and referrals, you may call the following statewide toll-free numbers and/or view the listed websites:

Virginia Victim Assistance Network www.vanetwork.org

Victim Assist Virginia Helpline 1-888-887-3418

Virginia Sexual and Domestic Violence Action Alliance www.vsdvalliance.org
Statewide Hotline 1-800-838-8238

Virginia Legal Aid www.valegalaid.org 1-866-534-5243

Virginia Poverty Law Center (Family & Sexual Violence) www.vplc.org 1-800-868-8752

Virginia State Bar Lawyer Referral Service www.vsb.org/vlrs/index.php/public/vlrs 1-800-552-7977

Virginia Victims Fund (Officially the Criminal Injuries Compensation Fund)
www.virginiavictimsfund.org 1-800-552-4007

In addition, the College may issue an institutional no contact order if deemed appropriate or at the request of the complainant or respondent. If the College receives a report that such an institutional no contact order has been violated, the College will initiate disciplinary proceedings appropriate to the status of the accused (student, employee (with the assistance/guidance from Sentara Human Resources), etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

Accommodations and Protective Measures Available for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault, or stalking, the College will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders, and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim's request, and to the extent of the victim's cooperation and consent, College offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, working, protective measures (e.g., no contact order), or transportation (e.g., park in a different spot) situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. The College is unable to provide living accommodations as the College does not have on-campus student housing facilities. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Possible changes to work situations may include changing working hours (handled by Sentara's Human Resources). Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, transportation, and/or working situations or protective measures, a student victim should contact the Title IX Coordinator and a victim who is an employee should contact Sentara's Human Resources. If the victim wishes to receive assistance in requesting these accommodations, they should contact the Title IX Coordinator (students) or Human Resources (employees). The College is unable to provide living accommodations as the College does not have on-campus student housing facilities.

On and Off-Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, the College will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

On Campus Resources		
<i>Resource Type</i>	<i>Name of Resource</i>	<i>Contact Information for Resource</i>
Health	This resource is not available on campus.	
Mental Health	Dr. Adelia Gregoire	Phone: 757-388-2926 agregoire@sentara.edu
Counseling	Dr. Adelia Gregoire	Phone: 757-388-2926 agregoire@sentara.edu
Visa & Immigration Assistance	This resource is not available on campus.	
Legal Assistance	This resource is not available on campus.	
Victim Advocacy	Dr. Adelia Gregoire	Phone: 757-388-2926 agregoire@sentara.edu
Financial Aid	Office of Financial Aid: Mary Ann Rivera	Phone: 757-388-3015 financial_aid@sentara.edu
Other Services Available	Center for Student Success: Victoria Briosio-Ang	Phone: 757-388-2864 studentsuccess@sentara.edu
Off Campus Resources		
<i>Resource Type</i>	<i>Name of Resource</i>	<i>Contact Information for Resource</i>
Health	- Sentara Virginia Beach General Hospital 1060 First Colonial Rd., Virginia Beach, VA, 23454 757-395-8000 - Sentara Norfolk General Hospital 600 Gresham Dr., Norfolk, VA, 23507 757-388-3000 - Sentara Independence 800 Independence Blvd., Virginia Beach, VA, 23455 757-363-6100 - Sentara Leigh Hospital 830 Kempsville Rd., Norfolk, VA, 23502 757-261-6000 - Sentara BelleHarbour 3920A Bridge Rd., Suffolk, VA, 23435 757-983-0000	

	• Sentara Obici Hospital 2800 Godwin Blvd., Suffolk, VA, 23434 757-934-4000 • Bon Secours Maryview Medical Center 3636 High St., Portsmouth, VA, 23707 757-398-2200 • Bon Secours Health Center at Harbour View 5818 Harbour View Blvd., Suffolk, VA, 23435 757-673-5800 • Bon Secours - Southampton Medical Center 100 Fairview Dr., Franklin, Virginia, 23851 757-569-6100 • Chesapeake Regional Medical Center 736 N Battlefield Blvd. Chesapeake, VA 23320 757-312-8121	
Mental Health	• EVMS Neuropsychology Program 721 Fairfax Ave, Suite 461 Norfolk, VA 23507 757.446.8400 www.evmsmedicalgroup.com • Community Psychological Associates 919 W. 21st Street, Suite B Norfolk, VA 23510 757.622.6794 • Oceans Psychiatric Group 770 Lynnhaven Parkway Virginia Beach, VA 23452 757.802.4500 • Solutions Psychotherapy 923 First Colonial Road, Suite 1821 Virginia Beach, VA 23454 757.425.5010	
Counseling	• Coastal Counseling Center 1417 North Battlefield Blvd., Suite 260 Chesapeake, VA 757.436.0605	
Visa & Immigration Assistance	U.S. Department of State	https://www.state.gov/visas/ https://travel.state.gov/content/travel/en/contact-us/us-visas.html
Legal Assistance	Virginia Legal Aid	https://www.valegalaid.org/
Victim Advocacy	Virginia Victim Assistance Network virginia-victim-assistance-directory.pdf	1-855-4-HELP-VA (855-443-5782) VictimAssistVirginia@vanetwork.org
Financial Aid	U.S. Department of Education, Financial Aid	https://studentaid.gov/

Confidentiality

Victims may request that directory information on file with the College be withheld by request by contacting the Title IX Coordinator.

Regardless of whether a victim has opted-out of allowing the College to share “directory information,” personally identifiable information about the victim and other necessary parties will be treated as

confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The College does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the *Jeanne Clery Campus Safety Act*. Furthermore, if a Timely Warning Notice is issued based on a report of domestic violence, dating violence, sexual assault, or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Adjudication of Violations

The College's disciplinary process includes a prompt, fair, and impartial investigation and resolution process. In all instances, the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault, and stalking complaints are completed within the timeframe specified in each policy the institution maintains. However, each procedure allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. College officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault, and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking, as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each provides that:

1. The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present;
2. The accuser, the accused, and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meetings and hearings;
3. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
4. The accuser and the accused will have the same opportunities to have others present during any institutional disciplinary proceeding. The accuser and the accused each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding. The College will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding. However, the role of the advisor is limited to providing support, advice and/or guidance to a party, and the advisor cannot act as a proxy for a party;
5. The accuser and the accused will be notified simultaneously, in writing, of any initial, interim and final decision of any disciplinary proceeding; and
6. Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing of the procedures for the accused and the victim to appeal the

result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final, as well as of the final result once the appeal is resolved.

Types of Disciplinary Proceedings Utilized in Cases of Alleged Domestic Violence, Dating Violence, Sexual Assault and Stalking

Whether or not criminal charges are filed, the College or a person may file a complaint under the following policy and associated procedure.

Policy Title: Title IX Policy and Procedure Governing Students and Employees (“2020 Title IX Policy and Procedure”) (As of the date of publishing this document, educational institutions in the Commonwealth of Virginia are enjoined from adopting the 2024 Amended Title IX Regulations. Consequently, the College will resolve all applicable cases under the 2020 regulations.)

1. How to File a Disciplinary Complaint Under this Policy

Any person may report an incident of sexual harassment as defined by this policy to the College’s Title IX Coordinator. Non-confidential College employees must report information witnessed or reported to them that could constitute Prohibited Conduct to the Title IX Coordinator within 24 hours. Reports can be made in person, via email, or via telephone and reports may be made at any time (including during non-business hours). A report is not a complaint. A complaint is needed to proceed with the formal or informal grievance procedures. The full policy may be accessed here: https://drive.google.com/file/d/1FBkw-nos6xFJh_7_hHvIoWqG7Nq8IoSH/view

2. How the College Determines Whether This Policy will be Used

While any person may report an incident of sex-based harassment or discrimination, incidents of sex-based harassment and discrimination that are reported to have occurred outside of the educational program, outside the United States, or that involve persons not affiliated with the College are outside the scope of this policy for purposes of resolution, however, those incidents may be considered under the Student Conduct Code or the Employee Handbook.

3. Steps in the Disciplinary Process

Filing a Formal Complaint

A person who wishes to pursue a formal or informal resolution process at the College must file a formal complaint. A “formal complaint” is made when the Title IX or Deputy Title IX Coordinator has received a complaint signed by the complainant whereby the complainant states the grounds of the allegation and asks the College to proceed to investigate or otherwise resolve the complaint. Additionally, the College may sign a complaint on behalf of the College to initiate a formal resolution process when a complainant does not wish to participate if the reported behavior has the potential to interfere with the educational mission

of the College. At the time of filing a formal complaint, a complainant must be participating in or attempting to participate in the education program or activity of the College.

At the time of the filing of the formal complaint, the complainant may request that the complaint be considered under the formal or informal resolution process. The College reserves the right to determine that a complaint is inappropriate to resolve under the informal resolution process, and if so, the complaint will proceed under the formal resolution process.

Dismissals of the Formal Complaint

Upon receipt of a formal complaint, the Title IX Coordinator will conduct an assessment to determine if the complaint constitutes a potential violation of this policy. If it does not, the complaint will be dismissed (or could be referred to another department or grievance process if the complaint constituted a violation of another SCoHS policy). This includes complaints that would not constitute Prohibited Conduct as defined by this policy, even if proven, did not occur within the College's education program or activity, or did not occur against a person in the United States.

Additionally, a formal complaint may be dismissed at any time during the investigation or hearing if a complainant notifies the Title IX Coordinator in writing that they would like to withdraw the formal complaint, the respondent is no longer enrolled or employed by the College, or specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

The decision on dismissal will be made by the Title IX Coordinator but may be appealed by either party based on new evidence that was not reasonably available at the time the determination regarding dismissal was made, that could affect the dismissal decision. The appeal will utilize the appeals process outlined in this policy, i.e., new evidence will not be evaluated beyond the appeal period granted by this policy and procedure. Upon a dismissal required or permitted pursuant to this section, the Title IX Coordinator will promptly send written notice of the dismissal and reason(s) simultaneously to the parties.

Investigation

If the complaint could constitute a violation of this policy and the complainant has requested a formal resolution process, the complainant and respondent will receive written notice from the Title IX Coordinator of the allegations, including sufficient details known at the time with sufficient time to prepare before any initial interview. The parties will receive written simultaneous notification of additional allegations as appropriate.

A fair and impartial investigation will be conducted by at least one trained investigator appointed by the Title IX Coordinator. SCoHS reserves the right to employ external investigators if it determines that the investigation would be best conducted in this way. The parties will be provided with the name(s) of the investigator(s) and allowed three business days to request the removal and replacement of an investigator based on bias or conflict of interest. Any request for a change in an investigator must be accompanied by supporting information and the decision to assign a new investigator will be made at the sole discretion of the Title IX Coordinator based on information provided by the party.

Throughout the grievance process, the Title IX Coordinator will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of meetings, investigative interviews, and hearings, with sufficient time for the party to prepare to participate as well as advise the party of the opportunity to present evidence and witness information, if applicable.

A complainant and respondent have the right to an advisor of choice to be present at any meeting or disciplinary proceeding in which either party is required to be present. SCoHS will not restrict who this advisor is, although the advisor can only have one role in the process (i.e., the advisor cannot be a witness and an advisor.) SCoHS can and will restrict the role the advisor plays within the meeting or proceeding and will do so equally for both parties.

The investigation will typically include interviewing all involved parties (respondent, complainant, witnesses) and collecting any documentation or evidence relevant to the allegation. The College will not restrict either party from discussing allegations under investigation or from presenting relevant evidence or identifying relevant witnesses.

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant and will not be requested by the investigator or allowed at the hearing, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent. Additionally, the investigation and the hearing will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

At the conclusion of the investigation, the investigator and the Title IX Coordinator or Deputy Title IX Coordinator shall meet to determine if the preliminary investigation is complete. If the preliminary investigation is complete, the Title IX Coordinator will send to each party and the party's advisor, if any, a preliminary investigative report containing any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint.

The parties will be given 10 days to correct any information that is factually inaccurate or to present any new information to the investigator at this time. If new information is presented that prompts the need for further investigation, the investigator will complete the investigation based on the new information shared. At the conclusion of the supplemental investigation or if no further investigation needs to occur, the investigator will provide the final investigative report to the Title IX Coordinator, who will distribute it to the respective parties and the parties' advisors, if any, at least 10 days prior to the hearing. The Investigator will include in the final investigative report a summary of relevant evidence.

Live Hearing

Upon completion of the final investigative report, the case will be assigned to a hearing. The Title IX Coordinator will appoint a trained decision-maker to adjudicate the matter who is not the Title IX Coordinator, a Deputy Title IX Coordinator who was in some way involved in the case, or the investigator for that particular complaint. The parties will be provided with the

name of the decision-maker and will be allowed 5 days to request the removal and replacement of the decision-maker based on bias or conflict of interest. Any request for a change in a decision-maker must be accompanied by supporting information and the decision to assign a new decision-maker will be made by the Title IX Coordinator.

At the live hearing, each party's advisor will be permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including questions that challenge credibility. If a party does not have an advisor, the College will appoint one on behalf of the party free of charge. In this capacity, the advisor will be appointed for the sole purpose of conducting cross-examination of the other party and witnesses. If any advisor violates the rules or engages in behavior or advocacy that harasses, abuses, or intimidates either party, a witness, or the decision-maker, that advisor may be prohibited from further participation and another advisor will be assigned.

At the hearing, the decision-maker is responsible for maintaining an orderly, fair, impartial, and respectful hearing. The decision-maker has broad authority to respond to disruptive or harassing behaviors, including adjourning the hearing or excluding any offending person. The decision-maker will determine the method for questioning at the hearing. Only relevant cross examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination question, the decision-maker must first determine whether the question is relevant and will explain any decision to exclude a question as not relevant. The decision-maker may also ask questions of the parties and witnesses.

In the absence of good cause, as determined by the decision-maker, information, witnesses, and other evidence discoverable through the exercise of due diligence that is not provided to the investigator during the investigation will not be considered at the hearing.

All hearings are closed to the public. A recording will be made by the College in accordance with law, but all other recordings are prohibited.

A complainant, respondent, or witness may decline to participate in the hearing. If a party does not appear at the hearing, the decision-maker may still rely on any previous statement of that party or witness to reach a determination as to responsibility. The decision-maker will not draw an inference about the responsibility determination based solely on a party's or witness's absence from the hearing or refusal to submit to questions. If a party does not attend the hearing, their advisor must still attend.

At the conclusion of the hearing, the decision-maker will determine responsibility. Both parties have the right to appeal.

4. *Anticipated Timelines*

Typically, the investigation, resolution, and appeal will not exceed 60 days although SCoHS reserves the right to exceed this timeframe in order to conduct a thorough investigation. If the grievance process does or is anticipated to exceed 60 days, SCoHS will notify the complainant and respondent in writing and will advise them of the reason for the delay and the anticipated timeframe for the completion of the investigation.

5. *Decision-Making Process*

If the decision-maker has determined that it is more likely than not that sex-based harassment occurred in violation of this policy, the decision-maker will find the respondent “in violation” of policy and decide on the appropriate sanctions and remedies (if the decision maker does not believe it is more likely than not that the behavior occurred in violation of the policy, then the decision maker will find the respondent “not in violation” of the policy.) After making a finding, the decision-maker will issue the determination, to include the reason for the finding and the associated sanctions and remedies, if any, in writing and simultaneously to the complainant and respondent. The decision maker will issue their finding and any associated sanctions within five (5) business days of the hearing. The standard of proof used to determine whether or not a violation of this policy has occurred is the preponderance of evidence, which means it is more likely than not the misconduct occurred. Both parties will have five (5) business days from notification to appeal in writing to the next level of authority, whose decision is final. The decision-maker on appeal will not have been involved in the process up to the point of appeal.

Both individuals will be informed in writing and simultaneously of any change to the results that occur prior to the time that such results become final and when such results become final.

6. *Standard of Evidence*

The standard of proof used to determine whether or not a violation of this policy has occurred is the preponderance of evidence, which means it is more likely than not the misconduct occurred.

7. *Possible Sanctions*

Student Sanctions

The Decision-maker is responsible for determining sanctions and remedies. The decision-maker may confer with the Center for Student Success in determining the sanction for student respondents. The following sanctions and remedies may be imposed, individually or in any combination, when a student respondent is found responsible for violating this policy:

- Education/Training Requirement
- Loss of Privileges
- Permanent Supportive Measures
- Restitution
- Probation
- Suspension
- Expulsion

Staff within the Center for Student Success will impose the sanctions as identified by the Decision-Maker. The Title IX Coordinator will be responsible for implementing any remedies for the complainant.

Employee Sanctions

The Decision-maker is responsible for determining sanctions and remedies. The decision-maker may confer with Human Resources in determining the sanction for employee as the respondent complaints. The following sanctions and remedies may be imposed, individually or in any combination, when an employee respondent is found responsible for violating this policy:

- Education/Training Requirement
- Permanent Supportive Measures
- Restitution
- Verbal Counseling
- Written Counseling
- Suspension in employment
- Termination of employment

Human Resources will impose the sanctions as identified by the Decision-Maker. The Title IX Coordinator will be responsible for implementing any remedies for the complainant.

8. *Range of Protective Measures Available to a Victim Alleging Misconduct*

Examples of protective measures include but are not limited to a College order of no contact, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved.

College -Initiated Protective Measures

In addition to those protective measures previously described the Title IX Coordinator or their designee will determine whether interim interventions and protective measures should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include but are not limited to a College order of no contact, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or protective measures may constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by Sentara College of Health Sciences.

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APPENDIX A: Noncampus Statistics for Sentara Healthcare-Associated Locations

2024 Calendar Year

Primary Crimes	Sentara Heart Hospital/Sentara Norfolk Hospital	Sentara Leigh Hospital	Sentara Northern Virginia Medical Center	Sentara Albermarle	Sentara Rockingham Memorial Hospital	Sentara Virginia Beach General Hospital
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	1	1	0	0	0	0
Fondling	1	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	1	0	0	0	0	0
Burglary	0	0	0	1	0	0
Motor Vehicle Theft	1	2	0	0	0	0
Arson	0	0	0	0	0	0

Arrests and Referrals for Disciplinary Action	Sentara Heart Hospital/Sentara Norfolk Hospital	Sentara Leigh Hospital	Sentara Northern Virginia Medical Center	Sentara Albermarle	Sentara Rockingham Memorial Hospital	Sentara Virginia Beach General Hospital
Liquor Law Violation Arrests	0	0	0	0	0	0
Drug Law Violation Arrests	0	0	1	0	1	1
Weapons Law Violation Arrests	0	0	1	0	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0	0

VAWA Offenses	Sentara Heart Hospital/Sentara Norfolk Hospital	Sentara Leigh Hospital	Sentara Northern Virginia Medical Center	Sentara Albermarle	Sentara Rockingham Memorial Hospital	Sentara Virginia Beach General Hospital
Domestic Violence	0	0	2	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Hate Crimes

No hate crimes were reported at any Sentara Healthcare locations that are used by the College for clinical or practical experiences during the 2024 calendar year.

Unfounded Crimes

There were zero (0) Unfounded crimes reported to have occurred at Sentara Healthcare locations that are used by the College for clinical or practical experiences during the 2024 calendar year.

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2023 Calendar Year

Primary Crimes	Sentara Heart Hospital/Sentara Norfolk Hospital	Sentara Leigh Hospital	Sentara Northern Virginia Medical Center	Sentara Williamsburg Hospital	Sentara Careplex
Murder/Non-Negligent Manslaughter	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0
Rape	2	2	0	0	0
Fondling	0	0	0	0	0
Incest	0	0	0	0	0
Statutory Rape	0	0	0	0	0
Robbery	0	0	0	0	0
Aggravated Assault	1	0	1	0	0
Burglary	0	0	0	0	0
Motor Vehicle Theft	3	5	0	0	0
Arson	0	0	0	0	0

Arrests and Referrals for Disciplinary Action	Sentara Heart Hospital/Sentara Norfolk Hospital	Sentara Leigh Hospital	Sentara Northern Virginia Medical Center	Sentara Williamsburg Hospital	Sentara Careplex
Liquor Law Violation Arrests	0	0	0	0	0
Drug Law Violation Arrests	0	0	0	1	1
Weapons Law Violation Arrests	0	0	1	0	0
Liquor Law Violation Referrals for Disciplinary Action	0	0	0	0	0
Drug Law Violation Referrals for Disciplinary Action	0	0	0	0	0
Weapons Law Violation Referrals for Disciplinary Action	0	0	0	0	0

VAWA Offenses	Sentara Heart Hospital/Sentara Norfolk Hospital	Sentara Leigh Hospital	Sentara Northern Virginia Medical Center	Sentara Williamsburg Hospital	Sentara Careplex
Domestic Violence	0	1	0	0	0
Dating Violence	0	0	0	0	0
Stalking	0	0	0	0	0

Hate Crimes

No hate crimes were reported at any Sentara Healthcare locations that are used by the College for clinical or practical experiences during the 2023 calendar year.

Unfounded Crimes

There was 1 Unfounded crime reported to have occurred at Sentara Williamsburg Regional Hospital. No other unfounded crimes were reported at any Sentara Healthcare locations that are used by the College for clinical or practical experiences during the 2023 calendar year.