

Alma College Annual Security and Fire Safety Report

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act)

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act) requires Alma College to provide students and employees with information on its security policies and procedures and specific statistics for certain criminal incidents, arrests and disciplinary referrals and to make the information and statistics available to prospective students and employees upon request. It is important to note that the crime classifications for which colleges and universities must provide statistics differ under state and federal law. Statistics for certain crime classifications might appear to be different. For example, the federal statistics for motor vehicle theft differ from the state statistics for the same category because the federal classification includes attempted motor vehicle thefts, while state law requires institutions to separately report attempted motor vehicle thefts.

The crime statistics reported under the Jeanne Clery Act include the following:

Criminal homicide Murder, Non negligent manslaughter, Sex offenses, Forcible Rape: *Sodomy, Sexual assault with an object, Fondling*, Non forcible rape: *Incest, Statutory rape*, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson and Hazing.

Hate Crimes

The law requires the release of statistics by category of prejudice concerning the occurrence of hate crimes in the crime classifications listed in the preceding section and for other crimes involving bodily injury to any person in which the victim is selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability of the victim.

In August of 2008, HOEA S 488, 20 U.S.C.S 1092 (f) (1) F (ii) modified the above hate crimes to include the following additional crimes under the hate crime category:

Larceny Theft: The unlawful taking, carrying, leading, or riding away of property from the possession, or constructive possession, of another.

Threats: Intimidation (includes Stalking); 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.

Vandalism: 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.

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.

College Crime Statistics for Alma College

Every fall each college and university is required to publish its crime statistics for the previous calendar year to the campus community and to any applicant who requests this information. This requirement is part of the Student Right To Know and Campus Security Act of 1990. The law requires institutions to report statistics on the following crimes: murder, sex offenses, robbery, aggravated assault, burglary, and motor vehicle theft. In addition, the institution must report the number of arrests and college judicial actions on campus for liquor law violations, drug abuse violations, weapons possessions, and hazing. Institutions are also required to collect and report information regarding incidents of dating violence, domestic violence, sexual assault, and stalking that occur on an institution's Clery Geography as part of the Violence Against Women Act (VAWA).

**The Clery Act defines Campus as "any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and property within the same reasonably contiguous geographic area of the institution and is owned by the institution but controlled by another person, is used by students, and supports the institutional purposes, such as a food or other retail vendor." On-Campus Residential is a sub-category of Campus showing the number of on-campus incidents that occur "in dormitories or other residential facilities for students on campus." The law defines Non-Campus Building or Property as "any building or property owned or controlled by a student organization recognized by the institution; and any building or property other than a branch campus, owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution's educational purposes, is used by students, and is not within the same reasonable contiguous geographic are of the*

institution.” It defines Public Property as “all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, street, other thoroughfare or parking facility, and is adjacent to a facility owned or controlled by the institution, if the facility is used by the institution in direct support of, or in a manner related to the institution’s educational purposes.”

Statistics

The definition of crimes is taken from the FBI's Uniform Crime Reporting Handbook. A crime or violation of college policy becomes a statistic when the Vice President for Student Affairs the Civil Rights/Title IX Coordinator, Campus Safety, or the Alma Police Department determines that a crime or policy violation has occurred.

Alma College works closely with the Alma Police Department and strongly encourages students, faculty, and staff to report suspected criminal activity to the Vice President for Student Affairs, Civil Rights/Title IX Coordinator, Campus Safety, or the Police Department. Please see the Student Life Handbook for further information. The Student Handbook is available at [Alma College Student Handbook](#)

The most recent data regarding campus crime and fire statistics are available at the following link: <http://ope.ed.gov/campusafety/#/> . or can be found listed below under “clery act crime report statistics (2023-2025)

The college is continually attempting to educate students regarding crime prevention and the dangers of alcohol and drug abuse. Orientation workshops, residence hall programs, residence hall bulletin board displays, Resident Assistant training sessions, fraternity and sorority new-member programs, risk management related to alcohol and alcohol related events training, and the student conduct process are a few of the vehicles used to provide this ongoing educational effort. The Alma College Alcohol Policy and the policy on drugs and narcotics are also found in the [Alma College Student Handbook](#) on pages 3 and 13 respectively. Alma College collects data from our conduct software ,Guardian, and this data is collect by the Director of Students Rights and Responsibility, the Civil Rights and Title IX coordinator and is reviewed by the Dean of Students. Alma Police provides the crime statistics relevant for Clery reporting.

Clery Act Crime Statistics Report (2023–2025)

Below outlines campus safety and crime statistics in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act).

Criminal Offenses

On-Campus

Offense	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	8	9	7
Fondling	2	1	1
Incest	0	0	0

Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	1	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing	0	0	0

On-Campus Student Housing Facilities

Offense	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	6	7	7
Fondling	2	1	1
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing	0	0	0

Non-Campus

Offense	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	2	2	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	1	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing	0	0	0

Public Property

Offense	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0

Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing	0	0	0

Hate Crimes

No hate crimes were reported for any category or location during the years 2023–2025.

Bias categories reviewed: Race, Religion, Sexual Orientation, Gender, Gender Identity, Disability, Ethnicity, National Origin

On-Campus

Offense	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0

On-Campus Student Housing Facilities

Offense	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0

Noncampus

Offense	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0

Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Hazing	0	0	0

Public Property

Offense	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hazing	0	0	0
Simple Assault	0	0	0
Larceny-theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Hazing	0	0	0

VAWA Offenses

On-Campus

Offense	2023	2024	2025
Domestic Violence	0	0	0
Dating Violence	2	2	9
Stalking	5	3	4

On-Campus Student Housing Facilities

Offense	2023	2024	2025
Domestic Violence	0	0	0
Dating Violence	2	2	9

Stalking	5	3	4
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Non-Campus

Offense	2023	2024	2025
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

Public Property

Offense	2023	2024	2025
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	2	0	0

Arrests

On-Campus

Violation	2023	2024	2025
Weapons Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0
Hazing	0	0	0

On-Campus Student Housing, Non-Campus, and Public Property

Violation	2023	2024	2025
Weapons Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0
Hazing	0	0	0

Disciplinary Actions

On-Campus and On-Campus Student Housing Facilities

Violation	2023	2024	2025
Weapons Law Violations	0	1	0
Drug Abuse Violations	6	10	5
Liquor Law Violations	21	28	9
Hazing	0	0	0

Non-Campus and Public Property

Violation	2023	2024	2025
Weapons Law Violations	0	1	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0
Hazing	0	0	0

Unfounded Crimes

Year	Total
2023	0
2024	0
2025	0

Emergency Response and Evacuation Procedures

Report A crime

Please dial 911 directly in case of life-threatening emergencies. Contact Campus Safety and Security at (989) 463-7777.

In case of emergency, students, staff and faculty are to take appropriate, immediate action to protect lives and property. If appropriate, call 911, then make direct contact with Campus Safety. These officials will notify other campus officials such as our members of the on-call staff when necessary.

Students who witness a crime should call 911 for assistance. If you see something, say something. Alma College has a failure to discourage policy that requires students to actively prevent violations of the student handbook if they are made aware. The same should be followed for crimes that students witness.

In the event of a crime, your safety is of greatest importance. Please make sure that you take steps to remain safe. Outlined in this report are several strategies for what to do in an emergency.

Alma College students can report crimes directly to the Alma Police Department or other police agencies. Alma Police Department is located at 525 E Superior St, Alma, MI 48801. Students may also report a crime to Alma College Campus Safety. Alma College Campus Safety is staffed 24/7/365. Alma College also has four blue light phones located on campus, and those phones can directly signal or call campus safety and the Alma Police Department. Alma College utilizes a case management software known as Guardian, and Campus Safety keeps a daily log. Students can report crimes, concerns, violations of Civil Rights/Title IX, and student conduct violation via Guardian.

The systems also give the students the options for anonymous reporting.

For more click [here](#) for more information on Alma College Campus Safety.

On-Call Staff

Alma College contracts with STT Security to provide 24/7/365 campus safety coverage. At all times a Campus Safety Officer is available to respond to incidents on campus, and they can be contacted through an on-call phone. The number for Campus Safety is (989)-463-7777. Campus Safety has an office in the Tyler-Van Dusen building. Campus Safety conducts various rounds of campus, responds to calls for assistance, provides escorts, manages fire alarm responses, and responds to critical incidents on campus. In addition to the Campus Safety Team, Alma College has an on-call team comprising of various staff members. The first tier is known as our Administrators on Duty (AOD). Our AOD team consists of various campus staff from multiple departments. AODs receive training on critical incident responses as well as mental health training. The second tier of on-call professionals is known as our Directors on Duty (DOD). The DOD team consists of experienced on-call professionals who can support the AODs and Campus Safety.

Campus Early Alert System

Alma College uses RAVE as our emergency alert system. All Students, Faculty, and Staff are required to register for our early alert system. The Dean of Students, Assistant Dean of Students, Director of Student Rights and Responsibility, and Senior Director of Marketing and Communication are authorized to send out an emergency alert to campus. In the event of an emergency, the authorized members of the early alert team will send out the emergency alert. Students, faculty, and staff will receive a text message, phone call, and/or email outlining the emergency response that our students, faculty, and staff should follow.

Campus Safety Updates

During November 2025, the campus safety department went through several changes. Alma College utilizes STT security for its 24/7 safety and security services. In November of 2025, the College moved the Director of Campus Safety to be an internal employee of the College, rather than an STT employee. A member of the residence life team and supervisor for student conduct was appointed as the Director of Campus Safety. As a result, campus safety and student conduct were under the same department. This allowed Alma College to align the missions of both departments and center student safety and accountability. The Director of Campus Safety and Student Conduct title was later changed to the Director of Student Rights and Responsibilities.

The Campus safety officer schedule was reviewed and changed to maximize additional coverage during peak potential incident times such as Friday and Saturday nights from 10pm to 1am.

Under the leadership of the new Director of Student Rights and Responsibilities, a review of the emergency management team and protocol was completed. While the old emergency management guidelines focused on after action response, the new emergency management guidelines focus on the role of the team members before, during and after a campus wide emergency. Additional cameras have also been added to various buildings and residential buildings.

Timely Warnings

If a situation arises, either on or off campus, that, in the judgment of the

Early Alert Team constitutes an ongoing or continuing threat; a campus wide timely warning will be issued through telephone contact, the e-mail system, in the residence halls, and to and through faculty and staff. You can update your emergency contact information at inside.alma.edu.

Emergency Preparedness

Emergency preparedness at Alma College is managed by the Director of Student Rights and Responsibilities, who oversees the campus safety team and the Emergency Response Team. The Emergency Response Team's responsibilities are to prevent, prepare for, respond to, and recover from all emergencies that could affect the Alma College campus. This means having a comprehensive plan, extending from all levels of emergency personnel, down through the individuals that make up our community, to prevent situations that cause emergencies. Team responsibilities are to prepare people on the procedures to follow should a crisis occur; develop a well collaborated response approach from College officials, as well as city, state and federal agencies, and to effectively mitigate any crisis.

Emergency Lock-Down Procedures

If an emergency lock-down alert is issued to the campus community, the following guidelines should be implemented:

- Evacuation IS NOT recommended.
- Go to the nearest room/office and lock or block doors.
- Stay away from windows and doors.
- Keep down and stay quiet.
- Set cell phones to vibrate.
- Do not open the door
- If possible, call 911 and stay on the line until the dispatcher tells you otherwise.

Fire/Emergency Evacuation Procedures

In the event that an emergency evacuation is ordered for any campus building:

- When the alarm is sounded, all occupants of the building must exit immediately, regardless of the nature of the alarm.
- Evacuation must be made quickly, calmly and orderly.
- When exiting a smoke filled room or building, stay low to the ground and exit quickly.
- Once outside of the building(s), all evacuees must not be within 35 feet of the building
- Re-entry is permitted only after the "All Clear" Signal has been given by a college official.

Shelter-In-Place Procedures

If a shelter-in-place directive is issued to the campus community, the following guidelines should be quickly implemented:

- Remain indoors, potentially for an extended period of time, because it is safer inside a building or a room than outside.
- Do not attempt to leave the building.
- Maintain Shelter-in-place position until the “all clear” signal has been given by emergency personnel or a college official.

Active Shooter

- Learn the signs of a potentially volatile situation and ways to prevent an incident by reporting concerns to campus safety or the police.
 - Warning signs might be that the subject may make verbal and/or written threats to harm the target
 - Stalking or harassing behavior
 - Physically aggressive acts toward the targets
 - Other possible concerning behaviors could include paranoid ideas, delusional statements, changes in personality or performance, disciplinary problems, depressed mood, suicidal ideation, nonspecific threats of violence, increased isolation, “odd” or “bizarre” behavior, and interest in or acquisition of weapons
- Learn the best steps for survival when faced with an active shooter situation. **RUN-HIDE-FIGHT**
 - Run if it is safe to do so. Run out of the building and move far away until you are in a safe location.
 - Leave personal belongings behind
 - Visualize possible escape routes
 - Take others with you but do not stay behind because others will not go
 - Call 911 when safe to do so & give your location
 - Hide If running is not a safe option, hide in as safe a place as possible.
 - Lock the doors
 - Barricade the doors with heavy furniture
 - Close and lock windows, and close blinds or cover windows
 - Turn off lights
 - Silence all electronic devices
 - Remain silent
 - Use strategies to silently communicate with first responders if possible (e.g., in rooms with exterior windows, make signs to silently signal law enforcement to indicate the status of the room’s occupants)
 - Hide along the wall closest to the exit but out of the view from the hallway (allowing for an ambush of the shooter and for possible escape if the shooter enters the room)
 - Remain in place until given an all clear by identifiable law enforcement
 - Fight If neither running nor hiding is a safe option, as a last resort when confronted by the shooter, adults in immediate danger should consider trying to disrupt or incapacitate the shooter by using aggressive force and items in their environment, such as fire extinguisher, chairs, etc.

- Be prepared to work with law enforcement during the response. When 911 arrives: Remain calm & follow instructions, keep your hands visible at all times, avoid pointing or yelling and know that help for the injured is on its way.

Daily Crime and Fire Log

Campus Safety maintains a log of all incidents reported to Campus Safety. This includes all crimes, fire-related incidents and other serious incidents that occur on campus, including areas jointly patrolled by the Alma Police Department, in non-campus buildings or properties, and on public property immediately surrounding the College campus.

The log includes the incident type, date incident is reported, date and time of the occurrence, and general location of each reported incident type, as well as the disposition of the incident, if this information is known.

The Higher Education Opportunity Act (HEOA) mandates two (2) new safety-related requirements on institutions that participate in federal student financial aid programs. Institutions need to include information on Missing Student Notification and the Annual Fire Safety Report .

Missing Student Notification

Any individual on campus who has information that a student may be missing from Alma College must notify Campus Safety as soon as possible. To report a missing person to Alma College Campus Safety call (989) 463-7777 or you can contact the Alma Police Department at (989) 463-8317. You may report a missing student in person to the Campus Safety Office in Tyler VanDusen. Campus Safety will conduct a thorough investigation and obtain all necessary information.

Campus Safety may also request assistance from the Administrator on Duty (AOD) or others to assist in a search for the student.

Annual Fire Safety Report

Institutions with on-campus student housing facilities must publish annually a fire safety report that provides information on campus fire safety practices and standards. Alma College complies with this regulation by including all fire-related incidents occurring at on-campus student housing facilities as part of the *Annual Security & Fire Safety Report*. Students are required to complete a fire safety training offered through Vector Solutions. Information contained in this annual report includes: number and causes of fires at all on-campus housing facilities; number of fire related deaths; related injuries; value of fire-related property damage; information on evacuation procedures; fire safety education and training programs; fire safety systems in each on-campus housing facility; number of mandatory supervised fire drills; and policies on portable electrical appliance, smoking and open flames. The *Annual Security & Fire Safety Report* must include (3) years of data. Campus Safety responds to all fire alarms triggered on campus.

You can find Alma College's Fire Safety Codes & Fire Drills Policy on pages 16 and 17 of the Alma College Student Handbook. You can find statistics related to fire on the Alma College campus at <http://ope.ed.gov/security/>

There were no reported fires in any campus buildings in 2023, 2024, and 2025.

Residence Hall Safety and Security

Campus Safety, the Student Affairs Office, and the residents themselves share responsibility for the safety and security of the residence halls.

All Alma College residence halls are equipped with electronic security cameras and monitoring system. In addition to Campus Safety, the AOD and Resident Assistants are trained to handle a variety of situations. Residents are obligated to observe all security measures put in place by the Student Affairs Department and Campus Safety. In an emergency, Campus Safety should be notified immediately by calling (989)463-7777.

For the safety of all residents, security policies will be strictly enforced. Specific information regarding policies and procedures for the residence halls can be found in the Alma College Student Handbook.

Safety Policies and Procedures

Alma College expects all members of the campus community to comply with federal, state and local laws. The College's policies and procedures are designed to preserve personal responsibility for oneself and one's actions, as well as respect for the rights of others.

Alma College ensures that campus safety officers are on duty 24 hours a day, seven days a week. In addition, the Alma Police Department also patrols the campus. Officers are trained in CPR and AED, as well as National Incident Management and Incident Command Systems. Further, Alma College has established working relationships with local law enforcement as part of our Crisis Response Plan.

Law Enforcement & Legal Proceedings

The College will cooperate and collaborate with law enforcement officials to the best of its ability. This includes sharing information when legally permissible and/or required, receiving information and documents through the Freedom of Information Act, and involving law enforcement officials when serious infractions occur on campus. All students must comply with federal, state, and local laws and law enforcement officials.

Local Law enforcement does have access to the buildings on Alma Colleges campus. While Alma College does not have a police force, Alma College does have a liaison officer with Alma Police in which the college has regular communication with.

The burden of proof in a Court of Law, (recognized as such by the State of Michigan or the U.S. government) is much more stringent than the preponderance of evidence used in Student Conduct proceedings. Therefore, the College will uphold any admission or finding of guilt made by a student at off-campus proceedings and shall be conclusive for Student Conduct purposes. A verdict of guilty, a plea of no contest (nolo contendere) or similar plea in a court of law by a charged student will operate as a conclusive finding that the student is responsible

for the purpose of Alma College Conduct proceedings. The College may amend its charge(s), decision(s), and sanction(s) based on information obtained through an outside proceeding where that information is relevant to activity adversely affecting the College Community.

Proceedings under the Student Conduct process may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus at the discretion of the President of Alma College or the Dean of Students.

Student Conduct

The steps followed at Alma College to resolve formal disciplinary matters is referred to as the student conduct process. This process exists to ensure that all students of our community who find themselves in conflict with the community's standards are treated with respect and fairness. All such conflicts are resolved by members of the Alma College community in a system which, though avoiding the formalities and complexities of a legal process, nevertheless aims to respect the dignity of the individual as well as personal and community rights. With heavy reliance on the honesty of all participants, it is assumed that reasonable people, properly informed, can and will make judgments in the best interest of the College community.

The formal responsibility for discipline has been delegated to the Student Affairs Office. All possible disciplinary matters begin with a complaint filed with a member of the Student Affairs staff or by any member of the College community. Each complaint is reviewed and investigated when appropriate. If formal disciplinary action seems called for, then the student or group alleged to have violated College policy is notified by a staff member of the Student Affairs Office that the matter is being referred to the appropriate conduct coordinator, hearing agent or judicial body.

The Conduct Process contained in Section III of the Student Handbook has been set in place and is to be considered binding on all parties. The Conduct Process will be utilized for all disciplinary proceedings except cases involving civil rights violations such as discrimination, harassment, and/ or sexual misconduct, which will proceed under the Civil Rights Grievance Policy and Procedures.

Students are expected to review the student handbook. The college provides students the opportunity to meet with the office of student rights and responsibility. The office of student responsibility will also assess incident reports sent to the office and conduct a basic threat assessment. Incident that does not require immediate action from the college will be referred to the student conduct process. Incidents that require immediate action will be coordinated between student affairs, campus safety, and our on-call team. After, the incident is determined to no longer require any further response, the student conduct process will follow.

The student conduct process can include intakes, mediations, investigations, and hearings. For more on the student code of conduct, students can view the handbook under policies and discloses on the Alma website. Individuals can learn more about the conduct process in section 3 of the student handbook. Alma college also has additional policies and procedures for student organization

misconduct.

Standard of Evidence:

The Alma Conduct Student Conduct Process and the Civil Rights and Title IX process utilize Preponderance of Evidence in decision making.

Prevention and Intervention Measures

Alma College utilizes educational outcomes and preventative work as required by the Drug-Free Schools and Substances Act

Alma College implements several prevention methods on Campus. Students are required to complete several training courses using our online system from Vector Solutions. These training courses are required for students to complete. Alcohol and Drug education training are presented to students during their first-year orientation. This program is known as our “Be a True Scot” presentation. This presentation also reviews Title IX policies and bystander intervention strategies. Athletics facilitates an activity called “compliance carnival” in which students learn about various topics that are required by law and NCAA regulations.

Wilcox Medical Center includes our counseling staff at Alma College. Counseling services are free for students to access. All student athletes at Alma College are required to participate in mental health screenings. In addition to assessing a student’s mental health, this screening also reviews a student’s relationship with Alcohol and Drugs/Marijuana. Students who are at risk of alcohol and substance abuse will receive additional supportive options.

Students who are found responsible for violating Alma College’s policies for Alcohol, Marijuana and other drugs must complete various intervention sessions with our counseling team. For alcohol related violations, students are required to complete BASICS 101. BASICS 101 requires an online assessment and then in person counseling session(s) with a member of the Alma College Counseling team. For marijuana related violations, students are required to complete Marijuana 101. Marijuana 101 mirrors BASICS 101 with the focus being Marijuana rather than Alcohol. These programs are designed for students to learn about alcohol or marijuana, their relationship with these substances, and strategies for invention and support. Members of organizations who violate our alcohol and drug policies may be required to complete various sanctions. Alma College has partnered with Gratiot County Substance Abuse Coalition to provide specific training for organizations.

In addition to on-campus support, prevention, and intervention, there are several organizations in the community that can be of service to students.

1. Gratiot County Substance & Suicide Prevention Program
2. Face Addiction Now (FAN)
 - a. Hopes not Handcuffs
 - b. Peer recovery coaching
 - c. Bear River Health and Family Forums

3. MyMichigan Medical Center

Our counseling and wellness team can also consult on referral to students who are seeking additional services or services not affiliated with the college

Our Campus Safety team routinely conducts multiple rounds of campus, responding to all calls and incidents on campus. Our campus safety team monitors the security cameras at the college.

Statement on Non-Discrimination, Civil Rights and Title IX

All members of the Alma College campus are expected to conduct themselves in a manner that does not infringe upon the rights of others. Alma College does not tolerate discrimination on the basis of race, color, sex, religion, national or ethnic origin, physical or mental disability, age, height, weight, marital status, sexual orientation, gender, gender identity, parental status, pregnancy or related condition, arrest record, genetic information, and any other protected category under applicable local, state or federal law.

This includes protections for those opposing discrimination or participating in any resolution process on campus or within the Equal Employment Opportunity Commission or other human rights agencies.

Alma College does not tolerate harassment, sexual harassment, sexual violence, sexual assault, domestic violence or stalking.

When an allegation of sexual misconduct is brought to the attention of a college official, including faculty and staff, the Civil Right & Title IX Coordinator will be notified and the college will act promptly to respond to the allegation, prevent its recurrence, and address its effects.

Alma College utilizes a civil rights/Title IX team for managing and adjudicating cases. Alma College Assistant Dean of Student Engagement also serves as the Civil Right & Title IX Coordinator. In addition to the Coordinator, Alma College has five Deputy Civil Rights & Title Coordinators drawn from various campus divisions including Academic Affairs and Student Affairs. The Alma College Civil Rights and Title IX team will consult with Human Resources if deemed appropriate in cases involving employees. Alma College also contracts with Grand River Solutions on a case-by-case and if additional support is needed.

In addition to other violations under the Alma Colleges Title IX policies and practices the college prohibits the following violations dating violence, domestic violence, sexual assault, and stalking.

The Definitions outline in Alma College Civil Rights and Title IX policy:

Sexual assault:

This category of prohibited conduct includes the following:

- a. Sex Offenses – Any sexual act directed against another person, without the

affirmative

consent of the victim including instances where the victim is incapable of giving affirmative consent. Sexual assault is defined as conduct between persons consisting

of:

- i. Contact between the penis and the vulva, or between penises and vulvas;
- ii. Contact between the penis and the anus;
- iii. Contact between the mouth and the penis;
- iv. Contact between the mouth and the vulva;
- v. Contact between the mouth and the anus;
- vi. Contact between anuses;
- vii. Contact between hands and the penis;
- viii. Contact between hands and the vulva;
- ix. Contact between hands and the anus; or
- x. Contact involving any of the above or the buttocks or chest

Dating Violence:

Violence committed by a person – (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) The length of the relationship. (ii) The type of relationship. (iii) The frequency of interaction between the persons involved in the relationship.

Domestic Violence:

A felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the state of Michigan or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the state of Michigan.

Stalking:

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress. Stalking not on the basis of sex is handled by the Student Conduct Policy, the Civil Rights Policy, or the Manual of Operation and Employment (MOE)

Alma College Definition for Consent

1. **Affirmative Consent:** means affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that they have the affirmative consent of the other or others to engage in the sexual activity. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time.

Alma College requires that all students, faculty and staff complete mandatory training on Title IX. These trainings are primarily achieved using Vector Solution Trainings. During first-year student orientation all first-year students participate in the "Be a True Scot" Presentation. This training reviews Alma Colleges Title IX department with the main focus being on bystander intervention.

Faculty and staff at Alma College also serve as mandatory reporters. This includes several student staff including resident assistants, first-year guides, house managers, apartment managers, and student staff working for student affairs. Alma Colleges Chaplain and Wilcox medical staff are the only confidential staff on campus. In addition to disclosing to a mandatory reporter, students can also report directly to the Title IX office. Alma College Campus Safety Staff and the Administrators on Duty are available 24/7 to respond to incidents that are actively occurring or students who want to report.

In the Title IX process, several supportive measures can be offered to Respondents and Complainants. Supportive measures may include but are not limited to:

- Referral to Wilcox Health Center, counseling or to the Employee Assistance Program.
- No Contact Orders or limiting contact limitations between the parties.
- Academic or work schedule and assignment accommodations.
- Living arrangement adjustments.
- Providing campus escorts.
- Offering adjustments to academic deadlines, course schedules, etc.
- Increased security and monitoring of certain areas of campus.
- Education to the community.

Below are various aspects of the Alma College Title IX process. The below information is not intended to replace the current policy, but to be used as a general description of the process. For more detailed information regarding the process please review Alma College [Title IX Policies and Procedure Document](#)

Initial Intake and Assessment

Following receipt of a report alleging a potential violation of this Policy, the Civil Rights/Title IX Coordinator will contact the Complainant to meet with the Civil Rights/Title IX Coordinator for an initial intake and assessment meeting.

Resolutions Options:

Support Based Resolution: A support-based resolution is an option for a Complainant who does not wish Alma College to take any further steps to address their concern, and when the Civil Rights/Title IX Coordinator determines that another form of resolution, or further action, is not required. Some types of support that may be appropriate include but are not limited to: adjustments or changes to class schedules; moving from one residence hall room to another; adjusted deadlines for projects or assignments; adjustments to work schedule or arrangements; escorts to and around campus; and/or counseling. Other resolution options are available if the complaint chooses to pursue other resolutions.

Agreement-Based Resolution is an alternative where the Parties each voluntarily agree to resolve the complaint in a way that does not include an investigation and does not include any finding of responsibility. Agreement-Based Resolution is a voluntary, structured interaction between or among affected parties that balances support and accountability. If Alma College offers Agreement-Based Resolution to the parties, and they voluntarily consent to engage in that process, the Civil Rights/Title IX Coordinator must still take other prompt and effective steps as needed to ensure that discrimination or sex based discrimination does not continue or recur within the education program or activity.

Formal Complaint:

A complaint may sign a formal complaint in which the process will proceed with an investigation and a hearing. Each party will have an Intake to outline the formal process. All parties are permitted to have an advisor present with them. The Title IX coordinator serves as the case manager for the case. The coordinator can serve as an investigator but may not serve as a decision maker. In a formal complaint an investigation will take place unless the respondent pleads responsible and sanctions are assigned before the investigation. The formal process can also only occur as long as the parties are enrolled or employed at the college. After the investigation the case will proceed to a hearing. Hearings will be conducted virtually and included opportunities for cross examination.

Decision making and next steps

A hearing authority will serve as the decision maker in these cases. The hearing authority will consider all evidence, the investigation report, and will review the hearing in making a decision. The standards of evidence are the preponderance of evidence which is the same standard for student conduct. Once a decision is rendered, a decision letter, with rationale, will be sent to both parties with the opportunity to appeal. Appeals are submitted in writing to an appeal authority and will only be considered if submitted on time. Appeals can only be based on new evidence, procedural error, or actual conflict of interest or demonstrated bias.

Remedies & Sanctions

Remedies must be designed to restore or preserve equal access to Alma College's education program or activity.

Sanctions and Responsive Actions

Factors considered when determining a sanction/responsive action may include:

- The nature, severity of, and circumstances surrounding the violation.
- An individual's disciplinary history.
- Previous reports or allegations involving similar conduct.
- Any other information deemed relevant by the hearing body.
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation.
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation.
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the reporting party and the community.

Student Sanctions

- The following are the typical sanctions that may be imposed upon students or organizations singly or in combination:
- **Warning:** A formal statement that the behavior was unacceptable and a warning that further infractions of any Alma College policy, procedure, or directive will result in more severe sanctions/responsive actions.
- **Disciplinary Probation:** A written reprimand for violation of College policy by a student, 53 providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any Alma College policy, procedure, or directive within a specified period of time. Terms of the probation will be specified and may include denial of specified social privileges, exclusion

from co-curricular activities, no-contact orders, and/or other measures deemed appropriate.

- Suspension: Termination of student or organization status for a definite period of time not to exceed one year, and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure at Alma College.
- Expulsion: Permanent termination of student status, revocation of rights to be on campus for any reason or attend Alma College-sponsored events.
- Organizational Sanctions. Deactivation, de-recognition, loss of all privileges (including College registration), for a specified period of time.
- Educational Sanctions
- Other Actions: In addition to, or in place of the above sanctions, Alma College may assign any other sanctions, as deemed appropriate.

Employee Sanctions Responsive actions for an employee who has engaged in harassment, discrimination and/or retaliation include:

- Warning: A formal statement that the behavior was unacceptable and a warning that further infractions of any Alma College policy, procedure, or directive will result in more severe sanctions/responsive actions.
- Required counseling: Requirement to attend a set number of sessions with a counselor of Alma College's choice.
- Demotion: An employee may be placed in a position with lesser responsibility; a decrease in pay will be associated with this.
- Leave with pay: An employee may be required not report to work for a specified number of days.
- Leave without pay: An employee may be required not report to work for a specified number of days and may not use sick or vacation time for days away from work.
- Termination: Permanent termination from employment responsibilities, revocation of rights to be on campus for any reason or attend Alma College-sponsored events.

Educational Sanctions

Other Actions: In addition to, or in place of the above sanctions, Alma College may assign any other sanctions, as deemed appropriate. The Title IX Coordinator is responsible for effective implementation of any remedies.

For the full policy regarding Civil Rights & Title IX please use the following link: [Civil Rights/Title IX Full Policy](#)

For more information regarding campus safety please go to the following link <https://www.alma.edu/life-at-alma/campus-safety/>

Alcohol Policy

Alma College is a Presbyterian-founded, private liberal arts college dedicated to the education of undergraduate students both intellectually and morally. Realizing that an equal part of education occurs outside of the classroom, we seek to provide students with a supportive campus environment that will enable them to grow into the full possession of the many talents that they have been given.

General Information:

The College is against the misuse and illegal use of alcohol. The College affirms that

the decision to drink alcohol is a matter of personal choice and responsibility. The negative effect on relationships, individual performance, health, safety, and on the overall quality of the campus community resulting from the misuse of alcohol cannot be tolerated. It is recognized that the quality of the College's environment rests with all members of the community. In view of this, students, faculty, and staff must establish community standards and practices which will insist upon responsible behavior from those who choose to use alcohol, support those who choose not to use alcohol, and encourage all members of the community to conduct themselves as appropriate role models. This occurs through comprehensive alcohol prevention initiatives, environmental management, and policy enforcement.

Goals:

In order to minimize the negative impact alcohol use has on the campus learning environment, the goals for the College with regard to alcohol is:

1. To reduce high-risk drinking at Alma College, including underage alcohol use and binge drinking behaviors.
2. To support members of the College community who choose not to use alcohol or drugs.
3. To encourage members of the College community to create and participate in activities which are substance free.
4. To enforce on College property applicable State, Federal, and local laws and regulations regarding alcohol and other drug use.
5. To provide assistance (e.g., intervention, assessment, training, counseling and/or referral) for students, faculty, and staff with regard to drug use and problem alcohol use.
6. To continuously review efforts and strategies including policies as best practices emerge and change.

Summary of Michigan Alcohol Law:

In addition to the Alma College Alcohol Policy, all students and organizations are expected to abide by all laws. Some of the laws governing the state of Michigan are below. The full laws relating to the possession, consumption, and sale of alcoholic beverages is governed by [MCL. MCL- ACT 58 of 1998, chapter 436, Michigan Liquor Control Code of 1998.](#)

Alma College Alcohol Policy:

These rules apply to all Alma College students and organizations. Failure to abide by this Policy may result in Disciplinary Sanctions.

1. The sale of alcohol in any form or shape is not permitted on the Alma College campus. This includes direct or indirect charges for alcohol and donation collection for alcohol.
2. Students under the age of 21 may not possess or consume alcoholic beverages or host drinking in their room on campus. Students under age 21 will be found responsible for violating this policy if any one of the following conditions exists.
 - a) The student has alcohol and or alcohol paraphernalia in his/her possession including his/her assigned campus housing or car. Possession is defined as any receptacle containing alcohol including the body. For this policy's purpose, alcohol paraphernalia is defined as any object that has contained alcohol or any item designed mainly or solely for alcohol.

- b) The student appears visibly intoxicated.
3. No one shall provide alcoholic beverages to anyone under age 21. Students 21 or older may not permit underage students to consume alcohol in their presence, residence hall rooms, etc. This extends on and off campus as well.
 4. No person may consume alcoholic beverages or carry open alcoholic beverage containers in the public areas of campus except under the provisions allowed in the events and social gathering policy. This includes, but is not limited to, any athletic fields and facility, residence hall hallways and common areas, campus buildings, and campus grounds.
 5. Alcohol is not permitted on porches, roofs, decks, or other exterior structures of College buildings, nor on their lawns or grounds.
 6. No common sources of alcohol or other concentrations of alcohol which require a common container are allowed on the campus or any of its facilities, e.g., trash cans, kegs. A common source will be defined as any container which holds more than $\frac{1}{2}$ gallon of alcohol or any total volume of all present alcohol containers is more than a $\frac{1}{2}$ gallon. This is regardless of the amount of individuals have access to the common source. Sanctions for having a common source may carry additional sanction or may be considered an additional offense that may warrant sanctioning similar to or greater than a second alcohol offense.
 7. Drinking games (i.e. beer pong, flip cup, etc.) are strictly prohibited, including drinking games played with non alcoholic beverages (i.e. "water pong"). Students (and/or their guests) found to be participating in drinking games are subject to the discipline process and may be considered an additional offense that may warrant sanctioning similar to or greater than a second alcohol offense.
 8. Students age 21 or older may choose to drink alcoholic beverages in the privacy of their residential rooms, provided that:
 - The students do not infringe upon the rights of others in or around the residence.
 - The number of open containers in the room do not exceed the number of people ages 21 and over in the room. In situations in which some students are over 21 years of age and others are under 21 years of age, possession of alcohol may be determined by the number of open alcohol containers in the room. Students are permitted one open alcohol container per person over 21 years of age. Any additional open containers may indicate possession by students in the room who are under the age of 21.
 - The door to the room remains closed.
 - The students are in compliance with the Guest and Visitation Policy.
 - Students 21 years or older found with minors in possession of alcohol in their residence will be subject to additional sanctions for events and social gathering policy.
 - The student(s) 21 years or old are prohibited from prohibited from purchasing, providing or offering to purchase or provide alcohol to students under the age of 21.
 - The number of people in the room is within the following fire code guidelines: No more than:
 - eight persons in a North Campus room, a private room in a

college owned house or two person apartment in Wright Avenue.

- eight persons per room in a South Complex suite.
 - twelve persons per apartment in Wright Hall or 4 person apartment in Wright Avenue. Occupancy levels should never exceed three guests per housed student per room.
9. Furnishing or possessing a false identification is not permitted. False identification will be confiscated and/or destroyed. The student possessing the false identification will be subject to disciplinary action.
 10. Intoxication and/or disruptive behavior associated with alcohol consumption, regardless of age, is not permitted.
 11. Alcoholic beverages may be present at sponsored student events on campus and at off- campus College sponsored student events only under the following conditions, please see events and social gathering with alcohol policy.

Behavioral Expectations

1. Behavior resulting in violations of College standards as a result of improper use of alcohol will not be excused. Failure on the part of a guest to abide by the College's regulations may also result in an official request to have the guest leave the campus.
2. Students are expected when off campus to comply with all alma college policies as well as all local, state and federal laws. Students are prohibited from causing a disturbance on or off campus while consuming alcohol or being intoxicated regardless of age. Students who violate local, state and federal law while intoxicated may face additional sanctions from the college.
3. Below are potential sanctions for alcohol related violations. The below sanctions may have additional sanctions based on severity of the violation.

Individual Student Sanctions:

	Potential Sanctions
First Violation while an Alma College Student	Any one or more of the following: 1) BASICS alcohol education enrollment and attendance; 2) Potential Referral to the Counseling and Wellness Center.
Second Violation while an Alma College Student	Any one or more of the following: 1) BASICS enrollment and attendance, \$100 fee 2) Referral to the Counseling and Wellness Center; 3) Disciplinary Probation 4) Educational sanction.

Third Violation while an Alma College Student	Any one or more of the following: 1) Suspension 2) Action Plan of re-enrollment will be submitted before return 4) Referral to outside vendor substance abuse counseling at the offender's expense.

Amnesty and Self-reporting:

Alma College is concerned with its students' safety and well-being. Where possible, students who come to the attention of the College as a result of a violation of the Campus Alcohol Policy will be responded to in a restorative manner. Students should never hesitate to seek help for alcohol-related incidents, particularly sexual misconduct and alcohol-related emergencies. Please see [Good Samaritan/Medical Amnesty Policy](#) for more details.

Health Risks

Alcohol can cause short-term effects such as loss of concentration and judgment; slowed reflexes; disorientation leading to higher risk of accidents and problem behavior; long-term effects include a risk of liver and heart damage, malnutrition, cancer and other illnesses; can be highly addictive to some persons.

Seeking Help

Medical

Alma College strongly encourages survivors of any form of violence to seek medical attention as soon as possible, even if they feel no injury was sustained. Medical providers can treat visible physical injuries, identify injuries that may not be visible and, where appropriate, also test for and treat sexually transmitted infections, test for pregnancy and provide emergency contraception (if requested). In addition, a hospital can test for the presence of alcohol or drugs (e.g. date rape drugs) and perform a rape evidence collection procedure, which can help maintain legal options.

- MyMichigan Medical Center Gratiot: (989) 463-1101 (for emergencies)
- Wilcox Medical Center: (989) 463-7181 (for non-emergencies)

Safety

In thinking about current and long-term safety, you may want to consider developing a safety plan which could include ways to remain safe and possible ways to reduce risk of future harm. Information about safety planning can be found on the National Domestic Violence Hotline website. You can also schedule an appointment with the Counseling and Wellness Center to talk more about options confidentially with a counselor.

- Alma Police Department: (989) 875-7505 or dial 911 (emergency)
- State Police Department (Mount Pleasant): (989) 773-5951

Support

If you need emotional support or guidance, you may choose to speak with one of the confidential resources. Confidential resources can provide survivors with information

about support services and their options. Because of the confidential nature of these resources, disclosing information to or seeking advice from a confidential resource does not initiate a Title IX investigation, nor will the college be notified of the incident without the survivor/victim's consent.

Reporting

Members of the Alma College community who believe they have experienced a civil rights violation, including discrimination or sexual misconduct have the right to choose whether or not to report the incident to law enforcement and/or pursue a sexual misconduct complaint with the Title IX Coordinator. See more about filing a report.

Additional information about what happens after a report is made can be found in the college policy section.

Collaboration with Local Law Enforcement

The college maintains a close relationship with local law enforcement to assure integration between campus and local community efforts. The Alma Police Department is committed to following up on complaints regarding civil rights violations that members of our campus experience. Students, faculty and staff can contact our campus liaison officer Kim Powell, call central dispatch or go to the police department in person if they want to file a complaint. The Student Life Office will assist in making arrangements if desired.

Law enforcement processes and college policy are not mutually exclusive. Local law enforcement will determine whether or not laws were violated; the college coordinators will determine policy violations. Both processes can operate simultaneously and independently.

Other Help

Supportive measures and accommodations are reasonable measures the college can put in place to provide immediate support and added protection to an individual who has experienced sexual misconduct. Such measures include, but are not limited to:

- No-contact directives
- Housing or workplace relocation
- Adjustment of course schedules or workplace schedules
- Time off from class or work, or a leave of absence
- Transportation arrangements

Supportive measures and accommodations can be made available regardless of whether an individual chooses to report an incident to the college or law enforcement and come with no cost to the individual. The college will keep any accommodations or protective measures provided confidential, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the protective measures or accommodations. Please speak with Counseling and Wellness to help you coordinate and explore your options.

Students, staff or faculty members seeking protective measures or accommodations should contact Dave Blandford, Civil Rights/Title IX Coordinator, (989) 463-7251.

Additional resources (non-confidential):

Alma College Security: (989) 463-7777

Alma College has updated the Events and Gathering with Alcohol policy that

will require third party vendors at all events. The events and social gathering policies also included how a group can register an event with alcohol, the procedures they must follow and the ramifications for violating the policy. This policy also includes how to get help for those in need at the event.

Drugs & Narcotics Policy

Summary of Michigan Law:

The possession, use, or sale of drugs and narcotics, as specified by the State of Michigan and federal laws and regulations, is prohibited. Michigan law establishes the minimum penalties for the offenses indicated. For more information on Michigan laws please consult Michigan Legislature MCL Section 333.7403.

Documents received by the College from law enforcement or the courts may be used in the Student Conduct hearing.

Alma College Drugs & Narcotics Policy:

Students found responsible for selling, manufacturing, sharing, purchasing or distributing drugs or any controlled substances including other substance not clinically distinguishable from them (i.e. imitation products such as bath salts and/or K2) on or off campus will be subject to immediate suspension from the college. The possession, use or sale of illegal substances, providing illegal/prohibited substances and paraphernalia is not condoned by the College. Any individual(s) involved in such actions, on or off campus, will be subject to serious disciplinary sanctions such as probation, suspension, or expulsion and criminal arrest according to state law.

Any person taking prescription drugs or over the counter medication is personally responsible for ensuring that while taking such drugs or medications, they are not a safety risk to themselves and others. It is illegal to misuse prescription medication (i.e. continue to use medication when the prescription is no longer valid, use prescribed drugs contrary to the prescription, and give or sell prescribed drugs to another person). All prescriptions must be in a properly labeled container, and is prescribed to that student. Misusing prescription drugs can result in a conviction with jail time and/or disciplinary sanctions.

Marijuana Policy

The federal government regulates drugs through the Controlled Substances Act (CSA) (21 U.S.C. A 811) which does not recognize the difference between medical and recreational use of marijuana. Alma College receives federal funding through Title IV in the form of student financial aid (grants, loans, and work-study programs) and through federal research grants. As a condition of accepting this money, Alma College is required to certify that it complies with the Drug-Free Schools and Communities Act (DFSCA) (20 U.S.C.

1145g part 86 of the Drug and Alcohol Abuse Prevention Regulations). Thus to comply with the Federal Drug Free School and Communities Act and avoid losing federal funding, Alma College must prohibit all marijuana use, including medical marijuana, and provide sanctions for its use.

The possession, use or sale of marijuana and paraphernalia is not condoned by the College. Students found responsible for selling or distributing marijuana and paraphernalia on or off campus will be subject to disciplinary action from the College.

Any individual(s) involved found responsible for possession or use of marijuana and paraphernalia, on or off campus, will be subject to serious disciplinary sanctions such as probation. For the first offense, students may be assigned to enroll in and attend Marijuana 101 education and may carry a \$100 cost to cover the class, and potential additional sanctions. Students found responsible for subsequent offenses may be subject to suspension from the institution.

Medical Marijuana:

Even if a student possesses a valid medical marijuana card, the student cannot use or store marijuana on Alma College's campus or property. Medical marijuana, which is prescribed for healing purposes, is prohibited at Alma College even though there may be state laws which permit its use.

Health Risks

For an extensive list of health-related risks please visit The National Institute on Drug Abuse: <https://nida.nih.gov/>

Campus Anti- Hazing Statement

Earlier this year, the first national hazing law, the [Stop Campus Hazing Act](#), was officially signed into law. This law outlined several terms related to hazing and policies and practices that higher education institutions must adhere to. There are 3 major components of this law:

1. Colleges must have policies to address incidents of hazing
2. Colleges must report hazing incidents in the Annual Security Report
3. Colleges must create a hazing transparency report. This includes a spot on the website that lists which organizations have been found responsible for hazing.
 - a. Organizations include all campus-affiliated groups, including but not limited to clubs, fraternities, sororities, academic interest groups, band, and athletics.

Alma College has had no instance in which an organization has been found responsible for Hazing in our reportable years or 2024 and 2025

Michigan does have its own laws regarding hazing know as Garret's Law. Alma College will comply with all aspects outlined in Garrets Law.

For more details on the Stop Campus Hazing Act, please utilize the following link [H.R.5646](#)

Alma College hazing policy defines "Hazing" as any action taken or situation created, whether on or off College premises, for the purpose of initiation into, admission into, affiliation with, or as a condition of continued membership in any College organization, athletic team, or campus group that could intentionally or unintentionally cause ridicule; mental, physical or emotional discomfort; fright; disgrace; injury; or which meaningfully restricts persons from meeting academic or other personal obligations to the best of their abilities.

The interpretation of this definition is to include, but not be limited to, the following:

- paddling;
- creation of excessive fatigue;
- restraining people against their will;
- physical and psychological shocks;
- public displays which are unreasonably disruptive to other members of the campus and/or public;
- engaging in compulsory public stunts;
- morally degrading or humiliating games and activities;
- forced ingestion of any substance (particularly alcohol);
- and any other activities which are not consistent with the policies or regulations of Alma College, such as trespassing, breaking and entering, theft, or damaging property.

The definition of hazing applies whether or not the participants or others perceive the behavior as “voluntary.” The implied or expressed consent of any person toward whom an act of hazing is directed is not a defense. Assertions that the conduct or activity was not part of an official organizational event or was not officially sanctioned or approved by the organization are also not a defense. This definition applies to behavior on or off College property or organization premises. For information on Alma College's Hazing Policy, please review our anti-hazing policy in the policy and disclosure section of the Alma College website or consult the Alma College Student Handbook.

In addition to some of the new regulations, Michigan has its own hazing law, known as Garret's law, which states a "person who attends, is employed by, or is a volunteer of an educational institution shall not engage in or participate in the hazing of an individual". Garrett's law specifies what is considered hazing, provides important definitions, and outlines the legal ramifications for violating the law. For more on Garrets law, please visit [MCL - Section 750.411t](#). Alma College students, staff, and faculty must comply with federal, state, and local laws, as well as campus policy regarding hazing. Alma College staff have presented on hazing during orientation, and to specific groups who have requested. To help ensure that hazing does not occur on campus, students, faculty, and staff must complete online training annually. You will receive an email from our campus training partner, Vector Solutions, with instructions on how to view and complete the training. This training must be completed by **December 31, 2026**.

Alma College prohibits any form of hazing. Any allegation of hazing will be investigated, reviewed, and adjudicated by the campus officials, and they will adhere to the practices outlined in the student handbook. If you would like to report an allegation of hazing, you may contact Campus Safety at any time at 989-463-777, or you may also use the following link: <https://alma.guardianconduct.com/incident-reporting/new>

Additional Resources:

[Cleary Center](#)

[Stop Hazing](#)

Sex Offender Registry and Access to Related Information

The Campus Sex Crimes Prevention Act (CSPA) of 2000 is a federal law that provides

for the tracking of convicted sex offenders enrolled at, or employed by, institutions of higher education.

Alma College is required to inform the campus community that a list of registered sexual offenders in Michigan is available from Michigan Sex Offenders Registry PSOR at <https://mspsor.com/>

At Alma College, students who are victims of crimes or who bring charges against another student through the campus conduct systems for violations of college policies will be informed of the results of criminal or disciplinary proceedings at the discretion of the college official in charge of the process.

Any questions regarding any of the above information, policies, procedures or statistics should be directed to the Dean of Students, Director of Students Rights and Responsible, or the Civil Right/Title IX coordinator. Questions may also be sent via email to Campus Safety at Campussafety@alma.edu or via phone at (989)-463-7777.