

HELPING YOU **STAY SAFE**



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It is the policy of Kirkwood Community College not to discriminate in its programs, activities, or employment on the basis of race, color, national origin, sex, disability, age, sexual orientation, gender identity, creed, religion, and actual or potential family, parental or marital status. If you have questions or complaints related to compliance with this policy, please contact the Vice President, Human Resources and Institutional Effectiveness (employees) or the Vice President of Student Services (students), 6301 Kirkwood Blvd. SW, Cedar Rapids, IA 52404, 319-398-5572, equity@kirkwood.edu, or the Director of the Office for Civil Rights, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582, Telephone: (303) 844-5695 FAX: (303) 844-4303, TDD 800-877-8339 Email: OCR.Denver@ed.gov.

WELCOME TO

KIRKWOOD COMMUNITY COLLEGE



Dear Members of the Kirkwood Community:

The safety and well-being of everyone on our campuses is a top priority at Kirkwood Community College. However, creating a safe learning environment is not just a job for the Public Safety Department. It's a responsibility we all share.

Our efforts to keep Kirkwood safe include not only the measures and protocols established by our dedicated Public Safety team, but also the actions and attitudes of all individuals within our community. Simple acts, such as reporting suspicious activities, adhering to safety guidelines, and looking out for one another, make a significant difference. By working together, we can create a secure and supportive atmosphere where everyone feels safe to live, work, and thrive.

This campus security report is a vital resource in our safety efforts. It outlines our campus safety measures, shows crime statistics, and details our strategies to fight against alcohol and drug abuse. I urge you to take the time to read it and do your part to help make Kirkwood a safe place for everyone.

– Dr. Kristie Fisher, President

Preparation of the Annual Security Report and Disclosure of Crime Statistics

Kirkwood Community College Public Safety prepares this report to comply with the Jeanne Clery Campus Safety Act using information maintained by Kirkwood Public Safety, information provided by other campus offices such as Student Affairs, information from Campus Security Authorities, and information provided by local law enforcement agencies surrounding each of the Kirkwood campuses. Each of these offices provides updated policy information and crime data.

This report provides statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings, or on property owned, leased, or controlled by Kirkwood Community College. This report also includes institutional policies concerning campus security, such as policies regarding sexual assault, alcohol, and other drugs.

Kirkwood distributes a notice of the availability of this Annual Security Report by Oct. 1 of each year to every member of the Kirkwood community. Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting the Kirkwood Public Safety Department at 319-398-7777 or by visiting www.kirkwood.edu/publicsafety.

Reporting Crimes and Other Emergencies

All crimes on campus should be promptly and accurately reported to the Kirkwood Office of Public Safety, and off-campus crimes should be reported to the appropriate law enforcement agency. Crimes may also be reported to a Campus Security Authority (see page 4). Anyone who is involved in an emergency situation, is the victim of a crime, or witnesses any criminal activity is urged to notify Public Safety as soon as possible by dialing 319-398-7777. Upon receiving a report of a crime, Public Safety makes contact with the reportee and gathers the facts of the incident. Once the facts are documented, an investigation begins. In emergency situations, law enforcement agencies can be reached by dialing 911.

For the purpose of evaluating the need for a timely warning (called a Crime Alert) and for the annual statistical disclosure, crimes should be reported to Public Safety or directly to the senior director of public safety and emergency management.

Voluntary, Confidential Reporting

If crimes are never reported, little can be done to prevent other members of the community from also being victims. We encourage Kirkwood community members to report crimes promptly and to participate in and support crime prevention efforts. The Kirkwood community will be much safer when all community members participate in safety and security initiatives.

If you are the victim of a crime or want to report a crime you are aware of but do not want to pursue action within Kirkwood Community College or the criminal justice system, we ask that you consider filing a voluntary, confidential report. Depending upon the circumstances of the crime you are reporting, you may be able to file a report while maintaining your confidentiality. The purpose of a confidential report is to comply with your wish to keep your personally identifying information confidential while taking steps to ensure your safety and the safety of others. Confidential reports allow Kirkwood Public Safety to compile accurate records on the number and types of incidents occurring on campus. Reports filed in this manner are counted and disclosed in the Annual Security Report. In limited circumstances, the department may not be able to ensure confidentiality and will inform you in those cases.

Anyone may call the Kirkwood Public Safety Department at 319-398-7777 to report concerning information. Callers may remain anonymous.



Reporting to the Kirkwood Public Safety Department

We encourage all members of the Kirkwood community to report all crimes and other emergencies to the Kirkwood Public Safety Department in a timely manner. Kirkwood Public Safety is available by phone at 319-398-7777 twenty-four hours a day. Though there are many resources available, Kirkwood should be notified of any crime, whether or not an investigation continues, to ensure the college can assess any and all security concerns and inform the community if there is a significant threat to the Kirkwood community.

For an emergency or to report a crime in progress, dial 911. Provide:

- Location: be as specific as possible
- Type of crime being committed
- Whether an ambulance or other emergency vehicle is needed
- Any descriptions you can give

Stay on the line until help arrives or the dispatcher tells you to hang up.

Public Safety officers will respond, act if appropriate, investigate, and file a report. Incidents may also be reported to the respective law enforcement agency. Assistance in contacting these agencies is available through Public Safety. All crimes reported to the dean of students or other Kirkwood staff must also be reported to Public Safety.

Pastoral and Professional Counselors

According to the Clery Act, pastoral and professional counselors who are appropriately credentialed and hired by Kirkwood Community College to serve in a counseling role are not considered Campus Security Authorities when they are acting in the counseling role. As a matter of policy, Kirkwood encourages pastoral and professional counselors to notify those whom they are counseling of the voluntary, confidential reporting options available to them.

Reporting to Other Campus Security Authorities

While Kirkwood Community College prefers that community members promptly report all crimes and other emergencies directly to the Kirkwood Public Safety Department at 319-398-7777 or to 911, we also recognize that some may prefer to report to other individuals or Kirkwood offices. The Clery Act recognizes certain Kirkwood officials and offices as “Campus Security Authorities” (CSAs). The act defines such an individual as an “official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.”

Kirkwood identifies Campus Security Authorities based on their responsibilities for campus security, student activities, and other functions specified by the Clery Act. In addition to reporting directly to Public Safety, members of the campus community may report crimes to the following designated offices:

Official	Campus Address	Phone Number
Kirkwood Public Safety	6301 Kirkwood Blvd. SW 126B Facilities Building Cedar Rapids, IA 52404	319-398-7777
Vice President of Student Services	6301 Kirkwood Blvd. SW 3036 Iowa Hall Cedar Rapids, IA 52404	319-398-5682
Vice President of Human Resources	6301 Kirkwood Blvd. SW 3010 Kirkwood Hall Cedar Rapids, IA 52404	319-398-5572
Dean of Students Office	6301 Kirkwood Blvd. SW 3034 Iowa Hall Cedar Rapids, IA 52404	319-398-5540

Role of Public Safety

Public Safety officers patrol the main campus, respond to emergencies and other calls for service on all campuses, conduct vehicle and foot patrols, and facilitate a variety of safety and security presentations. Public Safety officers may ask persons for identification to determine whether individuals have legitimate business at the college. Public Safety officers have the authority to investigate offenses involving rule violations and to make a referral to the appropriate area of the college. Public Safety officers do not possess arrest powers and do not carry firearms. Criminal incidents are referred to the law enforcement agency having jurisdiction on the campus where the incident took place. Public Safety maintains a highly professional working relationship with local law enforcement and other first responder agencies. All crime victims and witnesses are strongly encouraged to immediately report crimes to Kirkwood Public Safety and appropriate law enforcement agencies.

Safety, Our No. 1 Priority

Kirkwood Community College takes great pride in the community and offers students, faculty, and staff many advantages. This community is a great place to learn, work, and study; however, this does not mean that the campus community is immune from all of the unfortunate circumstances that arise in other communities. With that in mind, Kirkwood has taken progressive measures to create and maintain a reasonably safe environment on campus.

Though Kirkwood is progressive with its policies, programs, and education, it is up to each one of us to live with a sense of awareness and use reasonable judgment when working on or visiting campus.

Crimes Involving Student Organizations at Off-Campus Locations

Kirkwood Community College relies on its close working relationships with local law enforcement agencies to receive information about incidents involving Kirkwood students and recognized student organizations, on and off campus. In coordination with local law enforcement agencies, Kirkwood Public Safety will actively investigate certain crimes occurring on or near campus. If Public Safety learns of criminal activity involving students or student organizations, it will coordinate with the appropriate external law enforcement agency to forward information about the situation to the dean of students, as appropriate. Kirkwood Community College requires all recognized student organizations to abide by federal, state, and local laws, and Kirkwood rules and regulations.

Working Relationship with Local, State, and Federal Law Enforcement Agencies

Kirkwood Community College contracts with the Cedar Rapids Police Department (CRPD) to provide a CRPD police officer on the main campus. The college resource officer is a state-certified police officer in good standing with the CRPD, with all training and license requirements through the city. The college resource officer is assigned to the campus eight hours per day throughout the year and is responsible for the following:

- Providing classroom instruction for specialized public safety-related programs
- Patrolling college property and contiguous areas utilized by students
- Responding to criminal incidents and taking appropriate law enforcement action as needed
- Serving as a liaison between the college offices and the CRPD

Kirkwood's contract with the city of Cedar Rapids includes provisions for the investigation of alleged criminal offenses on the main campus. Kirkwood does have written agreements with law enforcement agencies for the investigation of alleged criminal offenses at its campus.

The college resource officer also assists in serving as a liaison with other law enforcement agencies in jurisdictions in which Kirkwood Community College owns or maintains property. The Public Safety Department, through the regional and county center directors, maintains relationships with law enforcement agencies having jurisdiction at those sites.

The Linn County Emergency Management Association (EMA) is housed in the Facilities and Public Safety building located on the main campus in Cedar Rapids. An extensive relationship exists between the Linn County EMA and Kirkwood Public Safety through information sharing and the management of the outdoor warning siren located on the main campus. Public Safety also maintains a working relationship with other county emergency management agencies throughout the service district.

Public Safety also works with state and federal law enforcement for visits by dignitaries, such as presidential candidates and state officials, when needed.

Timely Warning Reports

In an effort to provide timely notice to the campus community in the event of a Clery Act crime that may pose a serious or ongoing threat to members of the community, Kirkwood Public Safety issues "Timely Warnings." Public Safety will generally issue Timely Warnings for the following crimes: arson, aggravated assault, criminal homicide, robbery, burglary, sexual assault, and hate crimes. Public Safety will distribute these warnings in a variety of ways, including, but not limited

to, posters, emails, and media. Kirkwood Community College also has the ability to send text message alerts to those who register their cell phone numbers. Text messaging can be a very effective way to send important information to the campus community.

The purpose of a Timely Warning is to provide information that may assist students and employees in protecting themselves and preventing similar crimes.

Kirkwood issues Timely Warnings for Clery-reportable crimes occurring within the college's Clery geography that are reported to a Campus Security Authority or local law enforcement agency and are considered to represent a serious or continuing threat to students or employees.

The senior director of public safety and emergency management or designee evaluates the need for a warning based on the circumstances, including the nature of the reported crime, available information, continuing danger to the campus community, and potential effects on law enforcement efforts. The Emergency Notification Team or other appropriate officials may be consulted when circumstances permit.

Warnings are issued in a timely manner based on the information available and the circumstances of the reported threat. A completed investigation or determination of responsibility is not a prerequisite. Apprehension of a suspect is considered in determining whether a serious or continuing threat remains.

Additionally, Public Safety may, in some circumstances, issue Public Safety Bulletins when there is a pattern of crimes against persons or property. At Kirkwood, the Senior Director of Public Safety and Emergency Management will generally make the determination, in consultation with other Kirkwood offices, whether a Public Safety Bulletin is required. For incidents involving off-campus crimes, Kirkwood may issue a Public Safety Bulletin if the crime occurred in a location used and frequented by the Kirkwood population. For additional information on – Timely Warnings and Emergency Notifications, please see College Procedure 304.20.

Emergency Notifications

Kirkwood Community College is committed to ensuring the campus community receives timely, accurate, and useful information in the event of a significant emergency or dangerous situation on campus or in the local area that poses an immediate threat to the health and safety of campus community members. Kirkwood Public Safety uses Rave Mobile Safety to provide mass text and email notifications as well as Alertus Technologies to provide desktop notifications to all networked computers on all campuses. Together, these systems make up Kirkwood Alert. Kirkwood Alert is an emergency notification service available to students, staff, and anyone in the Kirkwood community who wants to subscribe. Kirkwood Alert can be used to send emergency messages about an incident.

Kirkwood Public Safety performs a campuswide monthly test of the system. The following procedures outline the process Kirkwood uses when issuing emergency notifications.

Procedures Used to Notify the Campus Community

Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees, occurring on campus or immediately threatening the campus, Kirkwood will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system. The only exception is when, in the professional judgment of responsible authorities, a notification would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Confirming the emergency. Kirkwood Public Safety confirms a significant emergency using information from its own officers, law enforcement, fire and emergency medical responders, the National Weather Service, or other reliable sources.

Who decides. The senior director of public safety and emergency management or designee, in consultation with other appropriate parties when circumstances allow, determines whether to issue a notification, which part of the campus community receives it, and what it says. The team may include the senior director of public safety and emergency management or their designee and the Vice President of Operations, Facilities and Public Safety, or their designees. Depending on the circumstances, it may also include the public information officer and representatives from Human Resources, Student Services, or Title IX.

Sending the notification. Kirkwood Public Safety or its designee issues the notification through systems that may include one or more of the following: Kirkwood Alert Kirkwood Alert (text and email messages through Rave Mobile Safety and desktop alerts through Alertus), all-college email, and bulletins posted at building entrances and exits. Follow-up information may be sent as the situation develops.

Informing the larger community. Kirkwood provides emergency notification content and follow-up information to the broader community on a case-by-case basis, as appropriate for community safety, through channels such as the Kirkwood website and local news media.

These steps are set out in College Procedure 304.20 – Timely Warnings and Emergency Notifications.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

Emergency Management at Kirkwood Community College

Kirkwood Public Safety is responsible for the Comprehensive Emergency Management Plan (CEMP). This plan is designed to be an all-hazards disaster response and emergency management plan that complies with Federal Emergency Management Agency (FEMA) guidelines for higher education and includes planning, mitigation, response, and recovery actions.

Our priorities are:

- Life safety, infrastructure integrity, and environmental protection during an emergency
- Coordination with Kirkwood departments to write, maintain, test, and exercise the CEMP
- Cooperation, integration, and mutual aid with local, state, and federal planning, response, and public safety agencies and their CEMPs

Drills, Exercises, and Training

Annually, Kirkwood Community College conducts an emergency management exercise to test emergency procedures. The scenarios for these exercises may change from year to year and include several departments from across campus.

These exercises may include tabletop drills, emergency operations center exercises, or full-scale emergency response exercises. The college conducts after-action reviews of all emergency response exercises.

In conjunction with at least one emergency management exercise each year, Kirkwood will notify the community of the exercise and remind the community of the information included in Kirkwood's publicly available information regarding emergency response procedures.

These exercises may be announced or unannounced. Kirkwood Public Safety documents each exercise, including a description of the exercise, its date and time, and whether it was announced or unannounced.

Evacuation Procedure

It is the responsibility of each faculty member, staff member, and student to be familiar with the Emergency Reference Guide and the location of the nearest exit(s).

Do:

- Advise everyone to leave the area
- Listen to and follow all instructions
- Take essential personal items only if they are immediately available and doing so will not delay evacuation. Do not delay evacuation; do not return for belongings

- Close doors as you leave
- Leave the building by the closest exit or as directed
- Use stairwells for evacuation
- Notify Public Safety or emergency officials of anyone needing assistance
- Move away from the building once outside; do not block exits or emergency vehicle access
- Wait for "All Clear" from campus officials before re-entering

Don't:

- Use the elevators
- Attempt to re-enter the building until advised by officials it is safe to do so

More information regarding Kirkwood's emergency response can be found by visiting our digital Emergency Reference Guide: www.kirkwood.edu/emergencyreferenceguide.

Fire Procedure

To report fire, or if you see or smell significant smoke:

1. Pull the fire alarm pull station closest to the problem
2. Close doors as you leave
3. Leave the building by the closest exit or as directed; do not use the elevators
4. Call 911, and then call Public Safety (319-398-7777)
5. Notify Public Safety or officials of anyone needing assistance and their last known location
6. Once outside, move away from the building; do not block exits or emergency vehicle access

If the alarm sounds:

1. Close doors as you leave
2. Evacuate the building immediately; do not use the elevators
3. Call Public Safety if you believe they are not aware of the alarm
4. Notify Public Safety or officials of anyone needing assistance
5. Once outside, move away from the building; do not block exits or emergency vehicle access

Note: Do not attempt to extinguish the fire unless 1) you have reported it and 2) you can do so safely without putting yourself or those around you in greater danger.

To use a fire extinguisher, remember P.A.S.S.:

1. Pull the pin
2. Aim the extinguisher at the base of the fire or at the side closest to you

3. Squeeze the handle
4. Sweep from side to side across the fire

Don't:

- Assume it's a false alarm
- Ask if you should evacuate — just evacuate
- Gather around the exits

Security of and Access to Facilities

At Kirkwood Community College, administrative buildings and offices are generally open from 8 a.m. until 5 p.m., Monday through Friday, and academic buildings are generally open from 7 a.m. until 10 p.m., Monday through Friday. Academic buildings are scheduled to be open on weekends only as needed. Access to individual classrooms and laboratories is limited to those enrolled in the courses meeting there. Likewise, access to most programs is limited to those enrolled in those programs or otherwise authorized access. Any after-hours access to buildings or spaces should be arranged through internal college procedures, such as completing a work order, or contacting Public Safety at 319-398-7777 to request an unlock.

Many cultural and athletic events held in Kirkwood facilities are open to the public. Other facilities, such as the bookstore, library, and performance centers, are likewise open to the public. Only those who have demonstrated a need are issued keys to a building.

Security Considerations for the Maintenance of Campus Facilities

Kirkwood Community College is committed to campus safety and security. At Kirkwood, locks, landscaping, and outdoor lighting are designed for safety and security. Sidewalks are designed to provide well-traveled, lighted routes from parking areas to buildings and from building to building. Sidewalks and building entrances are illuminated to provide well-traveled, lighted routes from parking areas to buildings and from building to building.

Public Safety conducts regular assessments of all Kirkwood properties to evaluate campus lighting. Parking lot lights and exterior lights that are found to be inoperable are immediately reported to Kirkwood Facilities for repair. We encourage community members to promptly report any security concern, including concerns about locking mechanisms, lighting, or landscaping, to Kirkwood Public Safety by calling 319-398-7777.

Definitions of Geography on Campus

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls (Kirkwood Community College does not have residence halls), and any building or property that is within or reasonably contiguous to the identified area of this definition that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes. In an effort to help further define an on-campus location, the following information is used: The location provides classes in an organized program of study and has at least one person on-site acting in an administrative capacity. The following are all examples of this:

- Regional and county centers in Linn, Jones, Benton, Washington, Johnson, and Iowa counties

Noncampus Buildings or Property

Noncampus buildings or property include any building or property owned or controlled by a student organization that is officially recognized by Kirkwood Community College. Noncampus buildings or property also include buildings or property owned or controlled by Kirkwood Community College that are used in direct support of, or in relation to, the college's educational purposes, are frequently used by students, and are not within the same reasonably contiguous geographic area of a Kirkwood campus.

A location does not become Kirkwood noncampus property solely because Kirkwood students, employees, athletic teams, classes, or student organizations visit or use the location. In determining whether an off-campus location constitutes noncampus property, the college considers whether Kirkwood owns or controls the property, whether the property supports or relates to the college's educational purposes, whether it is frequently used by students, and whether it is outside the reasonably contiguous geographic area of a Kirkwood campus.

Examples may include off-campus facilities or portions of facilities that Kirkwood owns or controls and that are frequently used by students for academic, athletic, or other institutional purposes. Clery-reportable crimes occurring within Kirkwood's noncampus Clery geography are included in the noncampus category of the college's crime statistics.

Public Property

For Clery reporting, public property includes public thoroughfares, streets, sidewalks, and parking facilities located within a campus or immediately adjacent to and accessible from that campus. Qualifying crimes reported on this property are included in the public property category of the college's crime statistics.

Kirkwood's Response to Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Introduction

Kirkwood Community College does not discriminate on the basis of sex in its educational programs, and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited, whether sexually based or not, and include dating violence, domestic violence, and stalking. As a result, Kirkwood has a policy that addresses discrimination, harassment, and sexual misconduct. Educational programs and procedures are in place that address sexual assault, domestic violence, dating violence, and stalking, regardless of whether the incident occurs on or off campus and when it is reported to a college official. In this context, Kirkwood prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the college community.

For a complete copy of Kirkwood Community College's policy governing discrimination, harassment, and sexual misconduct, visit www.kirkwood.edu/sexualmisconduct.

Reporting Sexual Misconduct

Contacting the police or Kirkwood Public Safety does not mean a complainant must pursue charges. Kirkwood Public Safety and local law enforcement can advise individuals of their options and can also preserve evidence while the person considers their options.

Reporting to Law Enforcement

Because sexual misconduct may constitute both a violation of college policy and criminal activity, the college strongly encourages, but does not require, students to report concerns of sexual misconduct to law enforcement as soon as possible after the incident. A complainant may proceed under these procedures whether or not they elect to report to law enforcement as well.

A victim of sexual assault, domestic violence, dating violence, or stalking may choose to notify law enforcement, to be assisted by Kirkwood Public Safety or the Dean of Students Office in notifying law enforcement, or to decline to notify law enforcement. The choice is the victim's.

- For emergencies, call 911.
- To contact law enforcement in nonemergency situations, call the nonemergency number for your local police department.

Reporting to Kirkwood

To seek assistance and support, or to report misconduct in nonemergency situations, contact the Dean of Students Office, 3034 Iowa Hall, 319-398-5540, or Public Safety, 319-398-7777. Other reporting options include:

- Contacting Title IX Coordinator Melissa Payne, vice president of student services, at 319-398-5584, melissa.payne@kirkwood.edu, or 3036 Iowa Hall
- Contacting a deputy Title IX coordinator:
 - Bobbi Miller, dean of students, 319-398-7798, bobbi.miller@kirkwood.edu
 - David Heffer, senior director of public safety and emergency management, 319-398-4903, david.heffer@kirkwood.edu
 - Olivia Pendleton, student assistance and outreach manager, 319-398-4489, olivia.pendleton@kirkwood.edu
 - Wes Fowler, vice president of human resources, 319-398-7797, wes.fowler@kirkwood.edu

Clery Definitions of Crimes

Consent: The following definition describes consent under Kirkwood's sexual misconduct policy. Iowa's criminal sexual abuse laws separately address circumstances in which sexual activity is unlawful, including force, threats, unconsciousness, incapacity, and circumstances involving children. The college's policy definition and Iowa's criminal law serve different purposes. Applicable Iowa criminal provisions include Iowa Code Chapter 709.

Consent means words or clear, unambiguous actions that show a knowing and voluntary agreement to engage in mutually agreed-upon sexual activity.

- Consent is voluntary. It must be given without coercion, force, threats, or intimidation.
- Consent is affirmative. Consent means positive cooperation in the act or expression of intent to engage in the act pursuant to an exercise of free will. Silence or the absence of resistance does not equate to consent.
- Consent is clear. If confusion or uncertainty on the issue of consent arises anytime during the sexual interaction, the sexual activity should cease.
- Consent is revocable. Consent to some form of sexual activity does not imply consent to other forms of sexual activity. Consent to sexual activity on one occasion is not consent to engage in sexual activity on another occasion. A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be mutual consent to engage in sexual activity — every time. Consent must be ongoing throughout a sexual encounter and can be revoked at any time. Once consent is withdrawn, the sexual activity must stop immediately.
- Consent cannot be given when a person is incapacitated.
- Being intoxicated by drugs or alcohol oneself does not diminish the responsibility to obtain consent from the other party.

Sexual Assault: "Sexual assault" means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting system (see below). A sex offense is any act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- Rape 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 non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory rape is defined as non-forcible sexual intercourse with a person who is under the statutory age of consent.

Under section 709.1 of the Iowa Criminal Code, sexual abuse is defined as:

Any sex act between persons is sexual abuse by either of the persons when the act is performed with the other person in any of the following circumstances:

1. The act is done by force or against the will of the other. If the consent or acquiescence of the other is procured by threats of violence toward any person or if the act is done while the other is under the influence of a drug-inducing sleep or is otherwise in a state of unconsciousness, the act is done against the will of the other.
2. Such other person is suffering from a mental defect or incapacity which precludes giving consent, or lacks the mental capacity to know the right and wrong of conduct in sexual matters.
3. Such other person is a child.

Domestic Violence: The term "domestic violence" means:

1. Felony or misdemeanor crimes of violence committed —
 - i. By a current or former spouse or intimate partner of the victim;
 - ii. By a person with whom the victim shares a child in common;

- iii. By a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner;
 - iv. 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
 - v. 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.
2. For the purposes of complying with the requirements of this section and 34 CFR section 668.41, Iowa Criminal Code 236.2 pertains to domestic abuse and states the following:
- "Domestic abuse" means committing assault as defined in section 708.1 under any of the following circumstances:
- a. The assault is between family or household members who resided together at the time of the assault.
 - b. The assault is between separated spouses or persons divorced from each other and not residing together at the time of the assault.
 - c. The assault is between persons who are parents of the same minor child, regardless of whether they have been married or have lived together at any time.
 - d. The assault is between persons who have been family or household members residing together within the past year and are not residing together at the time of the assault.
 - e. (1) The assault is between persons who are in an intimate relationship or have been in an intimate relationship and have had contact within the past year of the assault. In determining whether persons are or have been in an intimate relationship, the court may consider the following nonexclusive list of factors:
 - (a.) The duration of the relationship.
 - (b.) The frequency of interaction.
 - (c.) Whether the relationship has been terminated.
 - (d.) The nature of the relationship, characterized by either party's expectation of sexual or romantic involvement.
- (2) A person may be involved in an intimate relationship with more than one person at a time.
- "Emergency shelter services" include, but are not limited to, secure crisis shelters or housing for victims of domestic abuse.
- "Family or household members" means spouses, persons cohabiting, parents, or other persons related by consanguinity or affinity.
- "Family or household members" does not include children under age eighteen of persons listed in paragraph "a."
- "Intimate relationship" means a significant romantic involvement that need not include sexual involvement. An intimate relationship does not include casual social relationships or associations in a business or professional capacity.

Dating Violence: For Clery reporting, Kirkwood uses the federal definition of dating violence provided below. Iowa does not establish a separate criminal offense titled dating violence; conduct within a dating relationship may violate Iowa laws concerning assault, domestic abuse, sexual abuse, stalking, or other offenses. Conduct does not have to satisfy the elements of Iowa assault to be included as dating violence under the Clery Act.

The term "dating violence" means violence committed by a person:

- 1. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- 2. 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.
 - (i) For the purposes of this definition —
 - i. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - ii. Dating violence does not include acts covered under the definition of domestic violence.
- 3. For the purposes of complying with the requirements of this section and section 668.41 Code of Federal

Regulations (CFR), any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Iowa Criminal Code 708.1 states:

ASSAULT DEFINED

1. An assault as defined in this section is a general intent crime.
2. A person commits an assault when, without justification, the person does any of the following: a. Any act which is intended to cause pain or injury to, or which is intended to result in physical contact which will be insulting or offensive to another, coupled with the apparent ability to execute the act. b. Any act which is intended to place another in fear of immediate physical contact which will be painful, injurious, insulting, or offensive, coupled with the apparent ability to execute the act. c. Intentionally points any firearm toward another, or displays in a threatening manner any dangerous weapon toward another.
3. An act described in subsection 2 shall not be an assault under the following circumstances:
 - a. If the person doing any of the enumerated acts, and such other person, are voluntary participants in a sport, social or other activity, not in itself criminal, and such act is a reasonably foreseeable incident of such sport or activity, and does not create an unreasonable risk of serious injury or breach of the peace.
 - b. If the person doing any of the enumerated acts is employed by a school district or accredited nonpublic school, or is an area education agency staff member who provides services to a school or school district, and intervenes in a fight or physical struggle, or other disruptive situation, that takes place in the presence of the employee or staff member performing employment duties in a school building, on school grounds, or at an official school function regardless of the location, whether the fight or physical struggle or other disruptive situation is between students or other individuals, if the degree and the force of the intervention is reasonably necessary to restore order and to protect the safety of those assembled.

Stalking: The term “stalking” means:

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to —
 - (i) Fear for the person’s safety or the safety of others; or
 - (ii) Suffer substantial emotional distress.
2. For the purposes of this definition —
 - (i) 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.
 - (ii) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 - (iii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
3. 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.

Iowa Criminal Code 708.11 states:

STALKING

1. As used in this section, unless the context otherwise requires:
 - a. “Accompanying offense” means any public offense committed as part of the course of conduct engaged in while committing the offense of stalking.
 - b. “Course of conduct” means repeatedly maintaining a visual or physical proximity to a person without legitimate purpose or repeatedly conveying oral or written threats, threats implied by conduct, or a combination thereof, directed at or toward a person.
 - c. “Immediate family member” means a spouse, parent, child, sibling, or any other person who regularly resides in the household of a specific person, or who within the prior six months regularly resided in the household of a specific person.
 - d. “Repeatedly” means on two or more occasions.
2. A person commits stalking when all of the following occur:
 - a. The person purposefully engages in a course of conduct directed at a specific person that would cause a reasonable person to fear bodily injury to, or the death of, that specific person or a member of the specific person’s immediate family.

- b. The person has knowledge or should have knowledge that the specific person will be placed in reasonable fear of bodily injury to, or the death of, that specific person or a member of the specific person's immediate family by the course of conduct.
 - c. The person's course of conduct induces fear in the specific person of bodily injury to, or the death of, the specific person or a member of the specific person's immediate family.
3. a. A person who commits stalking in violation of this section commits a class "C" felony for a third or subsequent offense.
- b. A person who commits stalking in violation of this section commits a class "D" felony if any of the following apply:
- (1) The person commits stalking while subject to restrictions contained in a criminal or civil protective order or injunction, or any other court order which prohibits contact between the person and the victim, or while subject to restrictions contained in a criminal or civil protective order or injunction or other court order which prohibits contact between the person and another person against whom the person has committed a public offense.
 - (2) The person commits stalking while in possession of a dangerous weapon, as defined in section 702.7.
 - (3) The person commits stalking by directing a course of conduct at a specific person who is under eighteen years of age.
 - (4) The offense is a second offense.
- c. A person who commits stalking in violation of this section commits an aggravated misdemeanor if the offense is a first offense which is not included in paragraph "b."
4. Violations of this section and accompanying offenses shall be considered prior offenses for the purpose of determining whether an offense is a second or subsequent offense. A conviction for, deferred judgment for, or plea of guilty to a violation of this section or an accompanying offense which occurred at any time prior to the date of the violation charged shall be considered in determining that the violation charged is a second or subsequent offense. Deferred judgments pursuant to section 907.3 for violations of this section or accompanying offenses and convictions or the equivalent of deferred judgments for violations in any other states under statutes substantially corresponding to this section or accompanying offenses shall be counted as previous offenses. The courts shall judicially notice the statutes of other states which define offenses substantially equivalent to the offenses defined in this section and its accompanying offenses and can therefore be considered corresponding statutes. Each previous violation of this section or an accompanying offense on which conviction or deferral of judgment was entered prior to the date of the violation charged shall be considered and counted as a separate previous offense. In addition, however, accompanying offenses committed as part of the course of conduct engaged in while committing the violation of stalking charged shall be considered prior offenses for the purpose of that violation, even though the accompanying offenses occurred at approximately the same time. An offense shall be considered a second or subsequent offense regardless of whether it was committed upon the same person who was the victim of any other previous offense.
5. Notwithstanding section 804.1, rule of criminal procedure 2.7, Iowa court rules, or any other provision of law to the contrary, upon the filing of a complaint and a finding of probable cause to believe an offense has been committed in violation of this section, or after the filing of an indictment or information alleging a violation of this section, the court shall issue an arrest warrant, rather than a citation or summons. A peace officer shall not issue a citation in lieu of arrest for a violation of this section. Notwithstanding section 804.21 or any other provision of law to the contrary, a person arrested for stalking shall be immediately taken into custody and shall not be released pursuant to pretrial release guidelines, a bond schedule, or any similar device, until after the initial appearance before a magistrate. In establishing the conditions of release, the magistrate may consider the defendant's prior criminal history, in addition to the other factors provided in section 811.2.
6. For purposes of determining whether or not the person should register as a sex offender pursuant to the provisions of chapter 692A, the fact finder shall make a determination as provided in section 692A.126.

Procedures Victims of Sexual Violence Should Follow

If an incident of sexual assault, domestic violence, dating violence, or stalking occurs, it is important to preserve evidence to aid in the possibility of a successful criminal prosecution or obtaining a protection order. The victim of a sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical exam. Any clothing removed should be placed in a paper bag. Evidence of violence, such as bruising or other visible injuries, following an incident of domestic or dating violence should be documented, including through the preservation of photographic evidence. Evidence of stalking, including any communication such as written notes, voicemail, or other electronic communications, should be saved and not altered in any way.

Hazing Policy Statement

Kirkwood Community College prohibits any form of hazing in its programs and activities and by student organizations. This policy sets forth the college's definitions, procedures for reports of hazing, the potential consequences for hazing, information on Kirkwood's hazing prevention and awareness programs, and the college's reporting and publication requirements.

Definition of Hazing

Hazing [1] is defined as any intentional, knowing, or reckless act committed by a person (alone or acting with others) against another student or prospective member of an organization, regardless of the willingness of such other person or persons to participate, that:

- Is a condition of initiation into, admission into, affiliation with, or continued membership in a student group or organization,, **regardless of consent**; and
- Causes or creates an unreasonable 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.

This includes, but is not limited to:

- whipping, beating, striking, electronic shocking, placing harmful substances on someone's body, or similar activity;
- causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- causing, coercing, or otherwise inducing another person to perform sexual acts;
- any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- any activity against another person that includes a criminal violation of local, state, tribal, or federal law; or
- 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.

A student organization is defined as an organization at Kirkwood (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 Kirkwood-enrolled students, whether or not the organization is established or recognized by Kirkwood.

Required Education and Prevention

It is the policy of Kirkwood to develop and offer prevention and awareness programs related to hazing. These programs will be research informed and designed to reach students, faculty, and staff with information about:

- This policy, including how to report incidents of hazing and Kirkwood's processes used to investigate incidents of hazing;
- Iowa's hazing law; and
- Primary prevention strategies intended to stop hazing before hazing occurs, which may include skill building for bystander intervention, information about ethical leadership, and the promotion of strategies for building group cohesion without hazing.

Students, faculty, and staff involved in campus organizations, clubs, athletics, academic programs, and performing arts will have access to comprehensive hazing prevention training. This training will provide guidance on how to identify, prevent, and report hazing and will be available in multiple formats to ensure accessibility for all participants.

[1] Iowa also has a criminal law on hazing, Iowa Code 708.10. This law defines hazing as an intentional or reckless act or acts involving forced activity which endangers the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with the college, regardless of the student's willingness to participate.

Reporting Hazing

All Kirkwood employees, including faculty, staff, and student workers, must **report incidents of known or alleged hazing**.

Reports can be submitted via:

- The Campus Hazing Reporting Form
- The Dean of Students Office
- Kirkwood Public Safety

Failure to report hazing may result in disciplinary action, up to and including termination.

Students are also strongly encouraged to report instances of hazing to college officials using one of the above reporting methods.

Transparency and Public Disclosure

In compliance with the Stop Campus Hazing Act, Kirkwood Community College will:

- Provide statistical information on hazing incidents within Kirkwood's Clery geography **within our Annual Security Report (ASR)**; and
- If there are violations, maintain a **publicly accessible record** of all hazing violations by student organizations within the past five years from the date of publication, called a "Campus Hazing Transparency Report." This report will include information such as the name of the student organization, date of the incident, and any sanctions imposed.

The Campus Hazing Transparency Report is published at **Hazing Procedure | Kirkwood Community College | Cedar Rapids, Iowa** and is available on request from the Dean of Students Office. Neither the statistical information in the ASR nor the Campus Hazing Transparency Report will include any student's personally identifiable information, as defined by the Family Educational Rights and Privacy Act (FERPA).

Investigation and Accountability

Upon receiving a report of hazing, the college will process the complaint and adjudication under and consistent with the Student Conduct Code, which includes:

- Conducting a prompt, thorough, and impartial investigation;
- Providing due process to all parties involved as required by law; and
- Enforcing appropriate sanctions, including removal of organizational recognition, suspension, or expulsion.

Any allegations or reports against faculty or staff will be investigated and handled under applicable employee policies, procedures, and law.

For questions related to this procedure, please contact the Dean of Students Office.

On- and Off-Campus Resources

There are campus and community services available to individuals who are subjected to sexual misconduct, regardless of whether an individual chooses to report a violation of these procedures to the college or local law enforcement. The college strongly encourages individuals subjected to sexual misconduct to seek assistance to care for themselves emotionally and physically through confidential crisis intervention, health care, and counseling. Individuals should keep in mind that medical examinations are time sensitive and are critical in preserving evidence of sexual assault.

A. Confidential Advocacy and Support

Riverview Center (Cedar Rapids)

Riverview Center provides trained advocates to assist victims of sexual assault. Advocates can assist individuals with medical and legal advocacy, counseling, and case management. Advocates can speak with individuals confidentially as they consider their options. Any communication with a Riverview Center advocate is legally protected under Iowa Code Section 915.20, which allows for confidential communications that cannot be disclosed without the individual's permission.

118 3rd Ave. SE, Suite 500

Cedar Rapids, IA 52401

319-540-0080

Website: www.riverviewcenter.org

Sexual Assault Hotline (24 hours a day): 888-557-0310

Waypoint Services (Cedar Rapids)

Waypoint provides shelter and support for women and families in crisis due to domestic violence or sexual assault.

318 5th St. SE

Cedar Rapids, IA 52401

319-365-1458

24-Hour Crisis & Support Line: 800-208-0388 or 319-363-2093

DVIP and RVAP (Iowa City and Surrounding Counties)

RVAP is a comprehensive sexual abuse response center based in Iowa City, Iowa. RVAP provides support, information, and advocacy to members of the Iowa City community and citizens of the following areas:

Cedar County, Iowa County, Johnson County, Washington County

1105 S. Gilbert Court

Iowa City, IA 52240

319-335-6000

800-228-1625

Website: www.dvpiowa.org

Kirkwood Counseling Services

Students can meet with a counselor during normal business hours. Services are free and confidential.

Contact information: www.kirkwood.edu/counseling

In an emergency after hours, students and employees may call the 24-hour Foundation 2 Crisis Phone Line

24/7 365 days per year: 319-362-2174 or 988.

Crisis Text 24/7 365 days per year: Text 988

Online chat is also available through the Foundation 2 website: www.foundation2.org

Employee Assistance Program (Employees Only)

Employees can make use of the Employee Assistance Program for confidential counseling services: Covenant Workplace Solutions, 888-838-9204

Student Health Services

For students needing nonemergency medical attention, Kirkwood Student Health Services are offered at the MercyCare Prairie Creek clinic in Cedar Rapids. Kirkwood also works with area health providers to offer students comprehensive care, referrals, and resources. Contact information: www.kirkwood.edu/campushealth

B. Additional Resources

1. College Title IX Coordinator

The college has designated Melissa Payne, vice president of student services, as the Title IX coordinator to ensure Title IX compliance for the entire campus. The Title IX coordinator is responsible for ensuring a nondiscriminatory campus environment that is free from harassment. Individuals may obtain information from the Title IX coordinator about the college's grievance process and may file a formal complaint with the Title IX coordinator. Questions or concerns may be directed to 319-398-5584 or 3036 Iowa Hall, Kirkwood Community College.

Deputy Title IX coordinators are:

- Bobbi Miller, dean of students, 319-398-7798
- Olivia Pendleton, student assistance and outreach manager, 319-398-4489
- Wes Fowler, vice president of human resources, 319-398-7797
- David Heffer, senior director of public safety and emergency management, 319-398-4903

2. Public Safety: 319-398-7777, www.kirkwood.edu/publicsafety

Public Safety provides services 24 hours a day and can respond to reports of emergencies. Public Safety works closely with law enforcement and can assist individuals in understanding their options for reporting incidents and in contacting local law enforcement to report an incident of sexual misconduct. Contacting Public Safety or law enforcement does not mean a student must pursue criminal charges. Public Safety can also assist individuals in safety planning and provides escort services.

3. Human Resources Office: 313 Kirkwood Hall, 319-398-5572

Staff can assist an employee in filing a report, or, if the employee is not ready to file a report, the staff can work with the person to address concerns over work assignments or schedules, leaves of absence, or other employment concerns. Staff can also assist the employee in notifying Public Safety or local law enforcement, if requested by the employee, and refer employees to resources, such as counseling or a confidential advocate.

4. Dean of Students Office: 3034 Iowa Hall, 319-398-5540

Staff can assist a student in filing a report, or, if the student is not ready to file a report, the staff can work with the person to address concerns over housing, class assignments or schedules, leaves of absence, withdrawal, or other academic concerns. Staff can also assist the student in notifying Public Safety or local law enforcement, if requested by the student, and refer students to resources, such as counseling or a confidential advocate.

5. Visa and Immigration Assistance:

www.kirkwood.edu/programs/global-learning/current-international-students/immigration-advising, 319-398-5579

6. Financial Aid: 3rd Floor Iowa Hall, 319-398-7600, financialaid@kirkwood.edu

Staff can explain how dropping classes, reducing enrollment, withdrawing, or taking a leave of absence may affect a student's financial aid and can discuss the options available.

7. Legal Assistance: Iowa Legal Aid, 317 7th Ave. SE, Suite 404, Cedar Rapids, IA 52401, 800-532-1275, www.iowalegalaid.org

Iowa Legal Aid provides free civil legal help to eligible low-income Iowans, including in family abuse cases. Advocates at Riverview Center, Waypoint Services, and DVIP and RVAP also provide legal advocacy.

Supportive Measures

When a student or employee reports to Kirkwood that they have been a victim of sexual assault, domestic violence, dating violence, or stalking, whether the offense occurred on or off campus, Kirkwood will provide a written explanation of their rights and options. This includes written notice of available counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services. It also explains the options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. Kirkwood will make these changes if the victim requests them and they are reasonably available, whether or not the victim chooses to report the crime to Kirkwood Public Safety or local law enforcement.

The Title IX coordinator may institute supportive measures to protect the safety of the college community, to enable parties and witnesses to continue their studies or work, and to ensure the integrity of an investigation. Supportive measures will be individualized, provided without fee or charge to the student(s) or employee(s), and are nondisciplinary in nature. The complainant's preferences will be considered when instituting supportive measures.

The college may make a nondisciplinary interim suspension of a student respondent on an emergency basis. Prior to suspending a student, the college will conduct an individualized safety and risk analysis and determine whether there is an immediate threat to the physical health or safety of any individual. Any student so suspended will be provided with notice and an opportunity to challenge this action immediately following the removal.

The college may, in its discretion, place an employee respondent on administrative leave pending the outcome of a grievance process.

The Dean of Students Office, Human Resources Office, or Public Safety may also take additional interim supportive actions, as appropriate, including, but not limited to:

- Offering counseling to any party
- Extending deadlines or other course-related adjustments
- Modifying class or work schedules
- Changing work or housing locations
- Changing transportation or parking arrangements, including safety escorts to and from vehicles
- Addressing other academic concerns (e.g., absences, assignments, grades, leaves of absence, withdrawal)
- Imposing mutual restriction on contact between the parties
- Providing safety planning, including campus escort services and increased security or monitoring of certain areas of campus
- Leaves of absence
- Providing education or training

Confidentiality

Kirkwood is committed to creating an environment that encourages individuals to come forward if they have experienced any form of sexual misconduct. The college will work to safeguard the identities and privacy of individuals who seek help or who report sexual misconduct. However, it is important that individuals understand the limits on confidentiality of individuals whom they may contact for such assistance. Different people, depending on their positions, have different obligations with regard to confidentiality.

The college will keep confidential the identity of any individual who has made a report or complaint of sexual discrimination or sexual harassment, or who has been identified as the perpetrator or respondent to any such report or complaint, or who is a witness to any complaint or investigation, except as required to carry out the purposes of the college's sexual misconduct procedures (including the conduct of any investigation, hearing, or judicial proceeding), as required by applicable law, or as permitted by FERPA, 20 U.S.C. § 1232g.

Under Iowa law, communications with some individuals are confidential. Anyone who wants to maintain confidentiality should always confirm whether confidentiality applies to the communication before they make the communication. Generally, confidentiality applies when an individual seeks services from the following persons:

- Trained and statutorily certified victim advocate (this includes advocates working from the Riverview Center or Waypoint Services)

- Licensed psychological counselor (including counselors from Kirkwood Counseling Services)
- Licensed healthcare provider
- Personal attorney representing the complainant, respondent, or other participants
- Religious or spiritual counselor

No other college employee can guarantee complete confidentiality. However, information is disclosed only to select officials who have an essential need to know in order to carry out their job responsibilities. As is the case with any educational institution, the college must balance the needs of the individual with its obligation to protect the safety and well-being of the community at large. Therefore, depending on the seriousness of the alleged incident, further action may be necessary, including a Timely Warning notice, where required by the Clery Act. The notice would not contain any information identifying the individual who brought the complaint. Kirkwood will keep confidential any accommodations or protective measures provided to a victim, to the extent that doing so does not impair Kirkwood's ability to provide them. Kirkwood also completes publicly available recordkeeping, including Clery Act crime statistics and the daily crime log, without including personally identifying information about the victim.

Education Programs

Kirkwood Community College is committed to increasing the awareness of and preventing sexual violence. All incoming students and new employees are provided with programming and strategies intended to prevent rape, acquaintance rape, sexual assault, domestic violence, dating violence, and stalking before they occur through the changing of social norms and other approaches. This programming includes a clear statement that Kirkwood prohibits such acts, their definitions, the definition of consent, options for bystander intervention, information about risk reduction, and our policies and procedures for responding to these incidents. Ongoing prevention and awareness campaigns are also offered throughout the year. These programs are described below:

- All incoming students are required to complete a violence prevention program; degree-seeking students complete an interactive online program through Vector Solutions. The programs address sexual harassment, sexual assault, dating violence, domestic violence, and stalking. This specific program educates students on definitions related to sexual harassment and provides students with information and expectations related to Kirkwood's sexual harassment policy and student support services on campus and in the community.
- All new Kirkwood employees are required to complete training that covers the definitions of sexual assault, domestic violence, dating violence, stalking, and consent; safe and positive options for bystander intervention; risk reduction; and how to report. New employees also review Kirkwood's Sexual Harassment Procedure. This procedure can be found at <https://creditcatalog.kirkwood.edu/academic-student-procedures/general-procedures-student-rights/sexual-harassment-procedure/>.
- Kirkwood student-athletes and other targeted populations participate each year in Mentors in Violence Prevention (MVP) training. MVP is a leadership program that motivates both men and women to play a central role in solving problems related to gender violence. MVP enables the community to stand up against all forms of gender-based violence and challenges participants to understand and embrace their roles as leaders when faced with these issues.
- Kirkwood's Title IX team provides optional yearly training to Kirkwood employees on Title IX and the role of a "responsible employee."
- Poster/bulletin board campaigns.
- Optional student self-defense class.

Prohibition on Retaliation

Retaliation against a person who reports sexual misconduct, assists someone with a report of sexual misconduct, or participates in any manner in an investigation or resolution of a sexual misconduct report is strictly prohibited. Retaliation includes threats, coercion, discrimination, intimidation, reprisals, and adverse actions related to employment or education.

These procedures' anti-retaliation protections do not apply to any individual who makes a materially false statement in bad faith in the course of any complaint, investigation, hearing, or other proceeding under these procedures. However, a determination that an individual made a materially false statement in bad faith must be supported by some evidence other than the determination of whether the respondent violated these procedures alone.

Disciplinary Procedures for Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Kirkwood resolves reports of sexual assault, domestic violence, dating violence, and stalking involving students or employees under its Sexual Harassment Procedure, available at www.kirkwood.edu/sexualmisconduct. The Title IX coordinator determines which process applies based on who is involved and where the conduct occurred.

When the conduct falls outside Title IX jurisdiction, for example, because it did not occur in a Kirkwood program or activity, Kirkwood resolves it under the Student Conduct Code for student respondents and under applicable employee procedures for employee respondents. Those proceedings provide the same protections described in this section.

How to File a Complaint

A complainant may file a formal complaint with the Title IX coordinator Melissa Payne, vice president of student services, 3036 Iowa Hall, 319-398-5584, melissa.payne@kirkwood.edu. A formal complaint is a written document filed by the complainant or signed by the Title IX coordinator. After a report, the Title IX coordinator or designee meets with the complainant to explain the process, the supportive measures available with or without a formal complaint, and how to file.

Formal Resolution

- **Notice.** Both parties receive written notice of the allegations, the right to an advisor of their choice, and the right to review the evidence, before any party is interviewed.
- **Investigation.** A trained, impartial investigator interviews the parties and witnesses and gathers evidence. Both parties may present witnesses and evidence. Both receive the evidence gathered and have 10 calendar days to respond.
- **Investigative report.** Both parties receive the report at least 10 calendar days before any hearing.
- **Hearing.** A Sexual Misconduct Board of a chair and three members hears the case. Each party may be accompanied by an advisor of their choice, who may be an attorney. Advisors may not speak for a party except to conduct cross-examination; if a party has no advisor, Kirkwood provides one for cross-examination. Either party may ask to be in a separate room.
- **Standard of evidence.** The board decides whether a violation occurred by a preponderance of the evidence: whether it is more likely than not to have happened.
- **Decision.** The board decides responsibility by majority vote. A written determination is issued within 10 business days of the hearing.
- **Timeline.** Kirkwood generally aims to complete the process within 60 days. Time frames may be extended for good cause, with written notice to both parties.

Informal Resolution

After a formal complaint is filed, the parties may agree in writing to informal resolution at any point before a determination of responsibility. Either party may end it and return to formal resolution before signing an agreement. A signed agreement is final and not subject to appeal. Informal resolution is not available when an employee is alleged to have harassed a student.

Sanctions and Protective Measures

Sanctions are set case by case and range from a written warning to suspension or expulsion of a student, or termination of an employee. The board must consider suspension, expulsion, or termination when a respondent is found responsible for sexual assault. Student sanctions may include warning, probation, deferred suspension, suspension, expulsion, withdrawal of an offer of admission, revocation or withholding of a degree, loss of privileges, delayed registration, service or work assignments, and required mental health or substance abuse evaluation or treatment. Employee discipline follows applicable law and Kirkwood policy, up to and including termination.

Protective measures available during and after the process include mutual no-contact orders; changes to class, work, or transportation arrangements; safety planning and escorts; increased security or monitoring of areas of campus; emergency interim suspension of a student after an individualized safety and risk analysis; and administrative leave for an employee.

Notice of Outcome and Appeals

Both parties receive the written determination at the same time. It states the findings, the rationale, any sanctions, and how to appeal. Either party may appeal to the president or designee within five business days, on one of three grounds: a procedural irregularity that affected the outcome; new evidence not reasonably available earlier that could affect the outcome; or a conflict of interest or bias that affected the outcome. The other party may respond within five business days. The appeal decision is issued to both parties at the same time and is final.

The result becomes final five business days after the written determination is delivered if no appeal is filed, or when the appeal decision is issued. Both parties are notified in writing, at the same time, of any change to the result before it becomes final.

A Fair Process

These proceedings are prompt, fair, and impartial from the initial investigation to the final result. They are conducted by officials who receive training at least annually on the issues related to sexual assault, domestic violence, dating violence, and stalking, and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. Both parties have the same opportunity to have others present, including an advisor of their choice. Any limit on an advisor's participation applies equally to both parties.

Orders of Protection and No-Contact Orders

A victim may seek a protective order, no-contact order, or restraining order from an Iowa court. Advocates at Riverview Center, Waypoint Services, and DVIP and RVAP can help with that process, and Kirkwood Public Safety can help a person contact law enforcement. Anyone who has a court order involving another member of the Kirkwood community is encouraged to give a copy to Kirkwood Public Safety, which will help enforce the order on Kirkwood property and contact law enforcement if it is violated.

Separately, the Title IX coordinator, Dean of Students Office, or Human Resources may issue a mutual no-contact order between the parties as a supportive measure. Violating a Kirkwood no-contact order may result in discipline. Violations of a court order should be reported to Kirkwood Public Safety at 319-398-7777 and to local law enforcement.

Sex Offender Registration

The federal Campus Sex Crimes Prevention Act, enacted on Oct. 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 Iowa, convicted sex offenders must register with the sheriff of each county where the offender has a residence, maintains employment, or is in attendance as a student, within five business days of being required to register under Iowa Code section 692A.103 by providing all relevant information to the sheriff. To obtain information regarding sex offenders, contact the local sheriff's office or check the Iowa Sex Offender Registry at <https://www.iowasexoffender.gov/>.

Disclosure of Disciplinary Proceeding Outcome to Victims (or Next of Kin) of Sex Crimes or of Violence

Kirkwood Community College will provide the victim of a crime of violence (i.e., an offense that has as an element the use, attempted use, or threatened use of physical force against the person or property of another, or any other offense that is a felony and that, by its nature, involves a substantial risk that physical force against the person or property of another may be used in the course of committing the offense [18 U.S.C. § 16]) or a non forcible sex offense, a statement of the results of any disciplinary proceeding conducted by Kirkwood Community College against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Campus Security Policies, Crime Prevention, and Safety Awareness Programs

In addition to the many programs offered by Kirkwood Public Safety and other Kirkwood offices, Kirkwood Community College has established a number of policies and procedures related to ensuring a reasonably safe campus community. These policies include:

Threat Assessment Team

In order to extend our efforts on emergency preparedness and prevention, Kirkwood Community College has established a Threat Assessment Team (TAT). The objective of the TAT is to put in place a structured process for evaluating potentially threatening situations that occur at Kirkwood. The multidisciplinary team is composed of members from around the Kirkwood community. If you would like further information about the TAT, please visit their website: www.kirkwood.edu/threatassessment.

Weapons Policy

The possession, carrying, and use of weapons, ammunition, or explosives is prohibited on Kirkwood-owned or -controlled property.

The only exception to this policy is for authorized law enforcement officers or others specifically authorized by Kirkwood Community College. Failure to comply with the Kirkwood weapons policy may result in disciplinary action or criminal charges against violators. Further information can be found by accessing Kirkwood Board-Approved Policy and Procedure 309.4 – Weapons, which can be accessed here: <https://creditcatalog.kirkwood.edu/academic-student-procedures/general-procedures-student-rights/weapons-procedure>.

Daily Crime Logs

During normal business hours, the daily crime log for the most recent 60-day period is available for the public to view at the Kirkwood Public Safety Department Dispatch Office, located in the front entry of the Facilities and Public Safety building on the main Kirkwood campus in Cedar Rapids. Portions of the log that are older than 60 days are available within two business days.

Crime Prevention and Safety Awareness Programs

In an effort to promote safety awareness, Kirkwood Public Safety maintains a strong working relationship with the community. This relationship includes offering a variety of safety and security programs and services and crime prevention programming. If you or your organization would like to request a specific program, please contact Public Safety at 319-398-7777 for services. Below are some of the programs and services offered by Public Safety:

Programs:

- Active Shooter Training: Available online through Talon and in person
- Blue Campaign – Awareness on Human Trafficking: Available by request
- De-Escalation Training: Available by request
- Safety Planning for Offices/Classrooms: Available by request

Services:

All offered by request and by availability of staff:

- Safety escorts on the Cedar Rapids campus
- Unlocking and jump-starting of vehicles on the Cedar Rapids campus
- Reporting and facilitation of resolutions of safety issues, lighting concerns, missing signage, and other hazards
- Emergency response on the Cedar Rapids campus
- Monitoring of Blue Light Emergency Phones
- Monitoring and enforcement of traffic regulations on the Cedar Rapids campus

Student Conduct Code

creditcatalog.kirkwood.edu/academic-student-procedures/general-procedures-student-rights/student-conduct-code

Drug and Alcohol Policies

All Iowa and local laws regarding the use, purchase, possession, distribution, or dispensation of alcohol must be observed. Food and nonalcoholic beverages must also be made available at events in which alcoholic beverages are served. Alcohol is prohibited at any event where the majority of participants are under the age of 21, where alcoholic beverages are the focal point of the event, or where alcohol use contributes to overindulgence or abuse.



Illegal Drug Use Policy

The use or possession of any narcotic, designer drug, or controlled substance by any person who does not have a legal license or valid prescription is strictly prohibited on campus or at any college-sponsored activity. The unlicensed manufacture, distribution, or sale of any narcotic, designer drug, or controlled substance by any person is strictly prohibited on all campus sites or at any college-sponsored activity. Kirkwood enforces federal and state drug laws. Violations are referred to the appropriate law enforcement agency and may also result in discipline under the Student Conduct Code or employee policies.

Employees

Employees should report to work fit for duty and free of any adverse effects of illegal drugs or alcohol. This procedure does not prohibit employees from the lawful use and possession of prescribed medications. Employees must consult with their doctors about the medications' effect on their fitness for duty and ability to work safely, and promptly disclose any work restrictions to their supervisor. Employees should not disclose underlying medical conditions. If the employee reports to work and is believed to be impaired, under no circumstances will the employee be allowed to drive home. The supervisor will contact Public Safety and the employee.

Students

The unlawful use, possession, distribution, or dispensation of any narcotic (including prescription medications), dangerous drug, or controlled substance is strictly prohibited on campus or at any college-sponsored activity.

Students who violate this policy may be referred for an educational/treatment program and may be subject to disciplinary action in accordance with the policies and procedures outlined in the Student Conduct Code. The dean of students or designee will determine whether the student is responsible for violating this policy and will impose appropriate sanctions. Sanctions may include warning, probation, suspension, expulsion, and other discretionary sanctions, including educational or treatment programs.

Alcohol Policy

The on-campus use of alcoholic beverages is allowed at Kirkwood Community College ONLY where prior written approval for the serving of alcohol has been obtained from the president or designee, with the exception of events held at The Hotel at Kirkwood Center. All Iowa and local laws regarding sale, purchase, and distribution of alcohol must be observed. Kirkwood enforces Iowa's underage drinking laws. No one under 21 may possess or consume alcohol on Kirkwood property or at college-sponsored activities. Violations are referred to the appropriate law enforcement agency and may also result in discipline under the Student Conduct Code or employee policies. Food and nonalcoholic beverages must also be made available at events when alcoholic beverages are served. Events or activities where alcoholic beverages are the focal point of the event and could contribute to alcohol overindulgence or abuse are prohibited.

Kirkwood's alcohol and drug policies and procedures can be accessed through the following sites:

Students: www.kirkwood.edu/alcoholanddrugprocedure

Employees: public.powerdms.com/KirkwoodCC/documents/2130542

Drug Risks and Consequences

Illicit drug use may result in:

- Physical or psychological dependency
- A craving or inability to stop using drugs
- Adverse effects on body systems
- Injury due to motor vehicle crashes, assaults, or other unintended acts
- Disruption of personal relationships and work habits
- Ineligibility for some types of employment

Additional information about specific drugs and their effects is available at www.campusdrugprevention.gov/drugs.

Drug and Alcohol Abuse Education Programs

Kirkwood Alcohol/Drug Abuse Program

Kirkwood Counseling Services

- Counselors do not provide drug treatment, but students can make an appointment to be assessed and receive appropriate referrals to community providers. Students may also utilize the free and confidential screening tools on the website <https://ccmh-s.psu.edu/ccaps-web/Csp/565ffd5ffc56468aaadef2f16ce45bb7>. The screenings on this website only provide suggestions for support and do not count as a diagnostic assessment or formal evaluation for substance concerns. Employees should utilize the Employee Assistance Program, as services are only available to students through this office.

Covenant Workplace Solutions

- 888-838-9204

Additional Agencies

Area Substance Abuse Council

- Cedar Rapids, 319-390-4611, or
Vinton, 319-472-2443

Sedlacek Treatment Center

- Cedar Rapids, 319-398-6226

Alcoholics Anonymous

- Cedar Rapids, 319-365-5955

Hillcrest Family Services

- Cedar Rapids, 319-362-3149

Abbe Center for Community Mental Health

- Cedar Rapids, 319-398-3562, or
Independence, 319-334-2583

Community and Family Resources

- Iowa City, 319-351-4357

UnityPoint Health - St. Luke's Chemical Dependency

- Cedar Rapids, 319-363-4429

CRIME STATISTICS – MAIN CAMPUS

Reported according to Uniform Crime Reporting procedures and the Jeanne Clery Campus Safety Act.

TOTAL CRIMES REPORTED	CAMPUS				NONCAMPUS (building or property)				PUBLIC PROPERTY		
	2023	2024	2025		2023	2024	2025		2023	2024	2025
OFFENSE TYPE (Includes Attempts)											
Murder	0	0	0		0	0	0		0	0	0
Manslaughter	0	0	0		0	0	0		0	0	0
Sex Offenses	0	0	0		0	0	0		0	0	0
Fondling	0	0	0		0	0	0		0	0	0
Incest	0	0	0		0	0	0		0	0	0
Rape	0	0	0		0	0	0		0	0	0
Statutory Rape	0	0	0		0	0	0		0	0	0
Robbery	0	1	0		0	0	0		0	0	0
Aggravated Assault	0	0	0		0	0	0		0	0	0
Burglary	0	0	1		0	0	0		0	0	0
Motor Vehicle Theft	0	0	0		0	0	0		0	0	0
Arson	0	0	0		0	0	0		0	0	0
HATE CRIME (By Category)											
Race	0	0	0		0	0	0		0	0	0
Gender	0	0	0		0	0	0		0	0	0
Gender Identity	0	0	0		0	0	0		0	0	0
Religion	0	0	0		0	0	0		0	0	0
Sexual Orientation	0	0	0		0	0	0		0	0	0
Ethnicity	0	0	0		0	0	0		0	0	0
National Origin	0	0	0		0	0	0		0	0	0
Disability	0	0	0		0	0	0		0	0	0
ARRESTS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	1	0		0	0	0		0	0	0
REFERRALS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	1	2	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
Violence Against Women Act (VAWA)											
Dating Violence	0	0	0		0	0	0		0	0	0
Domestic Violence	0	0	0		0	0	0		0	0	0
Stalking	2	4	1		0	0	0		0	0	0
HAZING	N/A	N/A	0		N/A	N/A	0		N/A	N/A	0
UNFOUNDED	0	0	0		0	0	0		0	0	0

*No crimes fit the definition of a hate crime at this location.

CRIME STATISTICS – BENTON COUNTY CENTER (VINTON)

Reported according to Uniform Crime Reporting procedures and the Jeanne Clery Campus Safety Act.
(No reportable events for 2023.)

TOTAL CRIMES REPORTED	CAMPUS				NONCAMPUS (building or property)				PUBLIC PROPERTY		
	2023	2024	2025		2023	2024	2025		2023	2024	2025
OFFENSE TYPE (Includes Attempts)											
Murder	0	0	0		0	0	0		0	0	0
Manslaughter	0	0	0		0	0	0		0	0	0
Sex Offenses	0	0	0		0	0	0		0	0	0
Fondling	0	0	0		0	0	0		0	0	0
Incest	0	0	0		0	0	0		0	0	0
Rape	0	0	0		0	0	0		0	0	0
Statutory Rape	0	0	0		0	0	0		0	0	0
Robbery	0	0	0		0	0	0		0	0	0
Aggravated Assault	0	0	0		0	0	0		0	0	0
Burglary	0	0	0		0	0	0		0	0	0
Motor Vehicle Theft	0	0	0		0	0	0		0	0	0
Arson	0	0	0		0	0	0		0	0	0
HATE CRIME (By Category)*											
Race	0	0	0		0	0	0		0	0	0
Gender	0	0	0		0	0	0		0	0	0
Gender Identity	0	0	0		0	0	0		0	0	0
Religion	0	0	0		0	0	0		0	0	0
Sexual Orientation	0	0	0		0	0	0		0	0	0
Ethnicity	0	0	0		0	0	0		0	0	0
National Origin	0	0	0		0	0	0		0	0	0
Disability	0	0	0		0	0	0		0	0	0
ARRESTS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
REFERRALS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
Violence Against Women Act (VAWA)											
Dating Violence	0	0	0		0	0	0		0	0	0
Domestic Violence	0	0	0		0	0	0		0	0	0
Stalking	0	0	0		0	0	0		0	0	0
HAZING	N/A	N/A	0		N/A	N/A	0		N/A	N/A	0
UNFOUNDED	0	0	0		0	0	0		0	0	0

*No crimes fit the definition of a hate crime at this location.

CRIME STATISTICS – IOWA CITY CAMPUS

Reported according to Uniform Crime Reporting procedures and the Jeanne Clery Campus Safety Act.

Note: Operations at this location ended in summer of 2023 and the center was closed.

TOTAL CRIMES REPORTED	CAMPUS				NONCAMPUS (building or property)				PUBLIC PROPERTY		
	2023	2024	2025		2023	2024	2025		2023	2024	2025
OFFENSE TYPE (Includes Attempts)											
Murder	0	-	-		0	-	-		0	-	-
Manslaughter	0	-	-		0	-	-		0	-	-
Sex Offenses	0	-	-		0	-	-		0	-	-
Fondling	0	-	-		0	-	-		0	-	-
Incest	0	-	-		0	-	-		0	-	-
Rape	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	-	-
HATE CRIME (By Category)*											
Race	0	-	-		0	-	-		0	-	-
Gender	0	-	-		0	-	-		0	-	-
Gender Identity	0	-	-		0	-	-		0	-	-
Religion	0	-	-		0	-	-		0	-	-
Sexual Orientation	0	-	-		0	-	-		0	-	-
Ethnicity	0	-	-		0	-	-		0	-	-
National Origin	0	-	-		0	-	-		0	-	-
Disability	0	-	-		0	-	-		0	-	-
ARRESTS											
Liquor Law Violations	0	-	-		0	-	-		0	-	-
Drug Abuse Violations	0	-	-		0	-	-		0	-	-
Weapons Law Violations	0	-	-		0	-	-		0	-	-
REFERRALS											
Liquor Law Violations	0	-	-		0	-	-		0	-	-
Drug Abuse Violations	0	-	-		0	-	-		0	-	-
Weapons Law Violations	0	-	-		0	-	-		0	-	-
Violence Against Women Act (VAWA)											
Dating Violence	0	-	-		0	-	-		0	-	-
Domestic Violence	0	-	-		0	-	-		0	-	-
Stalking	0	-	-		0	-	-		0	-	-
HAZING	N/A	N/A	-		N/A	N/A	-		N/A	N/A	-
UNFOUNDED	0	-	-		0	-	-		0	-	-

*No crimes fit the definition of a hate crime at this location.

CRIME STATISTICS – JONES COUNTY REGIONAL CENTER (MONTICELLO)

Reported according to Uniform Crime Reporting procedures and the Jeanne Clery Campus Safety Act.
(No reportable events for 2023.)

TOTAL CRIMES REPORTED	CAMPUS				NONCAMPUS (building or property)				PUBLIC PROPERTY		
	2023	2024	2025		2023	2024	2025		2023	2024	2025
OFFENSE TYPE (Includes Attempts)											
Murder	0	0	0		0	0	0		0	0	0
Manslaughter	0	0	0		0	0	0		0	0	0
Sex Offenses	0	0	0		0	0	0		0	0	0
Fondling	0	0	0		0	0	0		0	0	0
Incest	0	0	0		0	0	0		0	0	0
Rape	0	0	0		0	0	0		0	0	0
Statutory Rape	0	0	0		0	0	0		0	0	0
Robbery	0	0	0		0	0	0		0	0	0
Aggravated Assault	0	0	0		0	0	0		0	0	0
Burglary	0	0	0		0	0	0		0	0	0
Motor Vehicle Theft	0	0	0		0	0	0		0	0	0
Arson	0	0	0		0	0	0		0	0	0
HATE CRIME (By Category)*											
Race	0	0	0		0	0	0		0	0	0
Gender	0	0	0		0	0	0		0	0	0
Gender Identity	0	0	0		0	0	0		0	0	0
Religion	0	0	0		0	0	0		0	0	0
Sexual Orientation	0	0	0		0	0	0		0	0	0
Ethnicity	0	0	0		0	0	0		0	0	0
National Origin	0	0	0		0	0	0		0	0	0
Disability	0	0	0		0	0	0		0	0	0
ARRESTS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
REFERRALS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
Violence Against Women Act (VAWA)											
Dating Violence	0	0	0		0	0	0		0	0	0
Domestic Violence	0	0	0		0	0	0		0	0	0
Stalking	0	0	0		0	0	0		0	0	0
HAZING	N/A	N/A	0		N/A	N/A	0		N/A	N/A	0
UNFOUNDED	0	0	0		0	0	0		0	0	0

*No crimes fit the definition of a hate crime at this location.

CRIME STATISTICS – LINN COUNTY REGIONAL CENTER

Reported according to Uniform Crime Reporting procedures and the Jeanne Clery Campus Safety Act.

TOTAL CRIMES REPORTED	CAMPUS				NONCAMPUS (building or property)				PUBLIC PROPERTY		
	2023	2024	2025		2023	2024	2025		2023	2024	2025
OFFENSE TYPE (Includes Attempts)											
Murder	0	0	0		0	0	0		0	0	0
Manslaughter	0	0	0		0	0	0		0	0	0
Sex Offenses	0	0	0		0	0	0		0	0	0
Fondling	0	0	0		0	0	0		0	0	0
Incest	0	0	0		0	0	0		0	0	0
Rape	0	0	0		0	0	0		0	0	0
Statutory Rape	0	0	0		0	0	0		0	0	0
Robbery	0	0	0		0	0	0		0	0	0
Aggravated Assault	0	0	0		0	0	0		0	0	0
Burglary	0	0	0		0	0	0		0	0	0
Motor Vehicle Theft	0	0	0		0	0	0		0	0	0
Arson	0	0	0		0	0	0		0	0	0
HATE CRIME (By Category)*											
Race	0	0	0		0	0	0		0	0	0
Gender	0	0	0		0	0	0		0	0	0
Gender Identity	0	0	0		0	0	0		0	0	0
Religion	0	0	0		0	0	0		0	0	0
Sexual Orientation	0	0	0		0	0	0		0	0	0
Ethnicity	0	0	0		0	0	0		0	0	0
National Origin	0	0	0		0	0	0		0	0	0
Disability	0	0	0		0	0	0		0	0	0
ARRESTS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
REFERRALS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	1	0	0		0	0	0		0	0	0
Violence Against Women Act (VAWA)											
Dating Violence	0	0	0		0	0	0		0	0	0
Domestic Violence	0	0	0		0	0	0		0	0	0
Stalking	0	0	0		0	0	0		0	0	0
HAZING	N/A	N/A	0		N/A	N/A	0		N/A	N/A	0
UNFOUNDED	0	0	0		0	0	0		0	0	0

*No crimes fit the definition of a hate crime at this location.

CRIME STATISTICS – WASHINGTON COUNTY REGIONAL CENTER

Reported according to Uniform Crime Reporting procedures and the Jeanne Clery Campus Safety Act.
(No reportable events for 2023.)

TOTAL CRIMES REPORTED	CAMPUS				NONCAMPUS (building or property)				PUBLIC PROPERTY		
	2023	2024	2025		2023	2024	2025		2023	2024	2025
OFFENSE TYPE (Includes Attempts)											
Murder	0	0	0		0	0	0		0	0	0
Manslaughter	0	0	0		0	0	0		0	0	0
Sex Offenses	0	0	0		0	0	0		0	0	0
Fondling	0	0	0		0	0	0		0	0	0
Incest	0	0	0		0	0	0		0	0	0
Rape	0	0	0		0	0	0		0	0	0
Statutory Rape	0	0	0		0	0	0		0	0	0
Robbery	0	0	0		0	0	0		0	0	0
Aggravated Assault	0	0	0		0	0	0		0	0	0
Burglary	0	0	0		0	0	0		0	0	0
Motor Vehicle Theft	0	0	0		0	0	0		0	0	0
Arson	0	0	0		0	0	0		0	0	0
HATE CRIME (By Category)*											
Race	0	0	0		0	0	0		0	0	0
Gender	0	0	0		0	0	0		0	0	0
Gender Identity	0	0	0		0	0	0		0	0	0
Religion	0	0	0		0	0	0		0	0	0
Sexual Orientation	0	0	0		0	0	0		0	0	0
Ethnicity	0	0	0		0	0	0		0	0	0
National Origin	0	0	0		0	0	0		0	0	0
Disability	0	0	0		0	0	0		0	0	0
ARRESTS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
REFERRALS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
Violence Against Women Act (VAWA)											
Dating Violence	0	0	0		0	0	0		0	0	0
Domestic Violence	0	0	0		0	0	0		0	0	0
Stalking	0	0	0		0	0	0		0	0	0
HAZING	N/A	N/A	0		N/A	N/A	0		N/A	N/A	0
UNFOUNDED	0	0	0		0	0	0		0	0	0

*No crimes fit the definition of a hate crime at this location.

CRIME STATISTICS – IOWA COUNTY CENTER (WILLIAMSBURG)

Reported according to Uniform Crime Reporting procedures and the Jeanne Clery Campus Safety Act.
(No reportable events for 2023.)

TOTAL CRIMES REPORTED	CAMPUS				NONCAMPUS (building or property)				PUBLIC PROPERTY		
	2023	2024	2025		2023	2024	2025		2023	2024	2025
OFFENSE TYPE (Includes Attempts)											
Murder	0	0	0		0	0	0		0	0	0
Manslaughter	0	0	0		0	0	0		0	0	0
Sex Offenses	0	0	0		0	0	0		0	0	0
Fondling	0	0	0		0	0	0		0	0	0
Incest	0	0	0		0	0	0		0	0	0
Rape	0	0	0		0	0	0		0	0	0
Statutory Rape	0	0	0		0	0	0		0	0	0
Robbery	0	0	0		0	0	0		0	0	0
Aggravated Assault	0	0	0		0	0	0		0	0	0
Burglary	0	0	0		0	0	0		0	0	0
Motor Vehicle Theft	0	0	0		0	0	0		0	0	0
Arson	0	0	0		0	0	0		0	0	0
HATE CRIME (By Category)*											
Race	0	0	0		0	0	0		0	0	0
Gender	0	0	0		0	0	0		0	0	0
Gender Identity	0	0	0		0	0	0		0	0	0
Religion	0	0	0		0	0	0		0	0	0
Sexual Orientation	0	0	0		0	0	0		0	0	0
Ethnicity	0	0	0		0	0	0		0	0	0
National Origin	0	0	0		0	0	0		0	0	0
Disability	0	0	0		0	0	0		0	0	0
ARRESTS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
REFERRALS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
Violence Against Women Act (VAWA)											
Dating Violence	0	0	0		0	0	0		0	0	0
Domestic Violence	0	0	0		0	0	0		0	0	0
Stalking	0	0	0		0	0	0		0	0	0
HAZING	N/A	N/A	0		N/A	N/A	0		N/A	N/A	0
UNFOUNDED	0	0	0		0	0	0		0	0	0

*No crimes fit the definition of a hate crime at this location.

CRIME STATISTICS – KIRKWOOD REGIONAL CENTER AT THE UNIVERSITY OF IOWA

Reported according to Uniform Crime Reporting procedures and the Jeanne Clery Campus Safety Act.
(No reportable events for 2023.)

TOTAL CRIMES REPORTED	CAMPUS				NONCAMPUS (building or property)				PUBLIC PROPERTY		
	2023	2024	2025		2023	2024	2025		2023	2024	2025
OFFENSE TYPE (Includes Attempts)											
Murder	0	0	0		0	0	0		0	0	0
Manslaughter	0	0	0		0	0	0		0	0	0
Sex Offenses	0	0	0		0	0	0		0	0	0
Fondling	0	0	0		0	0	0		0	0	0
Incest	0	0	0		0	0	0		0	0	0
Rape	0	0	0		0	0	0		0	0	0
Statutory Rape	0	0	0		0	0	0		0	0	0
Robbery	0	0	0		0	0	0		0	0	0
Aggravated Assault	0	0	0		0	0	0		0	0	0
Burglary	0	0	0		0	0	0		0	0	0
Motor Vehicle Theft	0	0	0		0	0	0		0	0	0
Arson	0	0	0		0	0	0		0	0	0
HATE CRIME (By Category)*											
Race	0	0	0		0	0	0		0	0	0
Gender	0	0	0		0	0	0		0	0	0
Gender Identity	0	0	0		0	0	0		0	0	0
Religion	0	0	0		0	0	0		0	0	0
Sexual Orientation	0	0	0		0	0	0		0	0	0
Ethnicity	0	0	0		0	0	0		0	0	0
National Origin	0	0	0		0	0	0		0	0	0
Disability	0	0	0		0	0	0		0	0	0
ARRESTS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
REFERRALS											
Liquor Law Violations	0	0	0		0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0		0	0	0
Weapons Law Violations	0	0	0		0	0	0		0	0	0
Violence Against Women Act (VAWA)											
Dating Violence	0	0	0		0	0	0		0	0	0
Domestic Violence	0	0	0		0	0	0		0	0	0
Stalking	0	0	0		0	0	0		0	0	0
HAZING	N/A	N/A	0		N/A	N/A	0		N/A	N/A	0
UNFOUNDED	0	0	0		0	0	0		0	0	0

*No crimes fit the definition of a hate crime at this location.

Crime Prevention and Tips

On Campus:

- Don't walk alone; always walk in a group or with a friend. If you do not have someone with whom to walk, contact Kirkwood Public Safety.
- Choose well-lighted paths and avoid shortcuts. If you see an area light out, please report it to Public Safety.
- Be aware! If you believe someone is following you, occasionally look behind you. Immediately head for the nearest building or group of people. Contact Public Safety or call 911 as soon as possible.
- If you carry cash, don't flash it. The same goes for using ATMs. Use extra caution when using an ATM by checking the surroundings for suspicious persons.
- Report all suspicious behavior as soon as possible by calling Public Safety at 319-398-7777.

Parking Lots:

- When approaching your parked car, have your keys ready. Check the interior of your car, making sure no one is inside your car before you enter.
- As soon as you are inside your car, lock all your doors.
- Contact Public Safety for a security escort to your car from your current building.
- Anticipate when you will return to your car. If it is after dark, park beneath a light.
- NEVER DRINK AND DRIVE!

Protect Your Car:

- Always lock! If it is easy for you to get in, it will be easy for others too.
- Windows should always be rolled up completely.
- A car in well-lighted and traveled areas is difficult and risky to steal.
- Mark all stereos or other car accessories with an identifying number that cannot be easily removed. If they are stolen, their description and identifying number can be loaded into the National Criminal Information Computer available to police departments all over the United States.
- Don't leave valuable items in view. Put bags and boxes in the trunk and use a stereo with a removable faceplate. Don't ever leave a cell phone out!

Property Safety:

- Mark your property by engraving or recording the serial number so it can be identified. If your marked property is stolen, the description and identifying number can be entered into the National Criminal Information Computer available to police departments all over the United States.
- Never leave your belongings unattended in public or academic spaces on campus, even for a minute.
- Books are usually stolen at the start and end of the semester for resale.
- At work, arrange to lock your purse or bag up. Don't leave your belongings open for thieves.
- Keep a record of all your valuables. A picture of jewelry or other highly valuable items is essential.
- In the locker room, always lock your locker. It is an easy way to prevent wallet theft.
- An engraver can be checked out from the Public Safety Office with a valid Kirkwood ID.

Harassing Phone Calls:

- Harassing phone calls can be a crime.
- Authorities may be able to trace harassing phone calls, but timely reporting is a must.
- If you get a persistent harassing caller, understand their psychology; they want you mad. Don't get mad; just calmly hang up the phone. Don't let them win.
- If the phone call is threatening or harassing, call the Cedar Rapids Police Department at 319-286-5491 or 911 immediately. Don't take any risks.

Important Phone Numbers and Contact Information

Cedar Rapids Police Department

Nonemergency 319-286-5491 or Emergency 911

Kirkwood Community College Title IX (Student Services)

3034 Iowa Hall

Hours: Monday – Friday, 8 a.m. – 5 p.m.

319-398-5540

Kirkwood Community College Counseling Services

Call 319-398-5540 or go to 3034 Iowa Hall to request assistance from a counselor.

MercyCare Prairie Creek Family Medicine

777 76th Ave. Drive SW, Cedar Rapids, IA 52404

319-558-0350

Mercy Medical Center

701 10th St. SE, Cedar Rapids, IA 52403

319-398-6011

UnityPoint Health – St. Luke's Hospital

1026 A Ave. NE, Cedar Rapids, IA 52402

319-369-7211

Iowa Sexual Abuse Hotline

800-228-1625

The Iowa Sexual Abuse Hotline is a 24-hour line providing supporting information and referral services to survivors of sexual abuse, to significant others, and to individuals seeking information and referral. All services are confidential, free of charge, and available to women, men, and children. The Iowa Sexual Abuse Hotline assists callers in accessing local resources, such as sexual assault and domestic violence centers, shelters, law enforcement agencies, hospitals, county attorney officers, and other counseling services.

Iowa Victim Services Call Center

800-770-1650

24-hour crisis line

Foundation 2

Crisis Phone Line 24/7, 365 days per year
319-362-2174 or 988

Crisis Text 24/7, 365 days per year
Text 988

Online chat is also available through the Foundation 2 website: www.foundation2.org





Kirkwood Community College
Public Safety

6301 Kirkwood Blvd. SW
Cedar Rapids, Iowa 52404

319-398-7777 Phone
319-398-1243 Fax