

# College Wide Policies

**Health Risks:** Many physical and psychological health risks are associated with abuse of alcohol and other substances. Such behavior may result in problems in school, work, or relationships. Listed below are some health risks associated with substance abuse.

- Difficulty with attention and learning.
- Physical and psychological dependence.
- Blackouts/Coma
- Depression
- Fatigue
- Damage to the brain, liver, heart, digestive and immune systems.
- Accidents/unwanted sexual activity due to impaired judgment and coordination.
- Increased risk of hypertension, heart disease, cancer, mental illness, other diseases and death.

**Resources Available:** Counseling and referral options are available through the Counseling Center for students who think they, a family member or a friend are at risk of drug or alcohol abuse. An environment which allows students to openly discuss substance abuse problems without fear of reprisal will be maintained. Counseling services are available in the Counseling Centers.

The College maintains a close working association with local community agencies that provide counseling and treatment of substance abuse. Information about these agencies and their services is available in the Counseling Centers.

**Sanctions and Penalties:** Germanna cooperates with local law enforcement authorities to enforce current statutes. Students, faculty, and staff are hereby notified that illegal involvement with drugs will result in disciplinary action by the College and referral for prosecution.

Disciplinary sanctions for students are enumerated in the Statement of Student Rights and Responsibilities and include suspension or dismissal from the institution. Sanctions for faculty and staff range from referral to counseling and/or reprimands to suspension and termination of employment.

Criminal penalties for violations of local, State and federal statutes regarding the unlawful possession or distribution of illegal drugs and alcohol include fines and/or imprisonment terms, depending upon the classification of the offense.

## Sexual Misconduct

Germanna Community College will not tolerate sexual misconduct in any form. Sexual misconduct is a flagrant violation of the behavioral expectations for a college community. An educational institution is a community of trust whose very existence depends on the recognition of each individual's importance and value. This trust creates the freedom for each individual to live, think, act and speak without fear of physical harm. Sexual misconduct shatters that bond of trust. All reported violations shall be regarded as serious and will be fully investigated. Acts of sexual misconduct may be punishable through civil and criminal proceedings, as well as through the College's disciplinary processes. This shall apply to all students and employees of Germanna Community College.

Germanna Community College informs students about the prevention of sexual misconduct and assault. In order to do this, a variety of programs and resources are made available annually to students, faculty and staff. This may include, but is not limited to, presentations by college security, local experts, and law enforcement representatives, literature and brochures, and publication of policy and procedure information in the college catalog. In addition new students who enroll in student development courses receive information on topics relating to personal awareness and prevention of sexual assault, misconduct and harassment.

## Sexual Assault

**Definition:** Sexual assault is defined as sexual intercourse without consent, including rape (whether by acquaintance or stranger), sodomy, or other forms of sexual penetration. To constitute lack of consent, the acts must be committed either by force, threat of force, intimidations, or through use of the victim's mental helplessness of which the accused was or should have been aware. Mental helplessness includes incapacitation by alcohol or other drugs. Sexual assault also includes intentionally touching, either directly or through clothing, of the victim's genitals, breasts, thighs, or buttocks without the victim's consent, as well as touching or fondling of the accused by the victim when the victim is forced to do so against his or her will.

Verbal misconduct, without accompanying physical contact as described above, is not defined as sexual assault. Verbal misconduct may constitute sexual harassment, which is also prohibited under College regulations.

**Student Reporting Procedures for Sexual Assault:** In the event of a sexual assault or any sexual misconduct, the victim should first seek safety. The student who has been sexually assaulted could dial 911 directly or contact a College Counselor or Security Officer on duty.

Students can choose to pursue criminal proceedings and also file a complaint with the College, or the student can choose to just do the latter.

# College Wide Policies

**Counselors and Security personnel on duty can be found:**

**Fredericksburg Area Campus**

V. Earl Dickinson Building, Counseling Center Room 201, (540) 891-3021 and Security Lobby Desk, (540) 891-3079  
 Workforce Building, Security Lobby Desk, (540) 834-1079

**Locust Grove Campus**

French Slaughter Building, Counseling Center, Room 205, (540) 423-9123 and Security, Room 112, (540) 423-9044

**Joseph R. Daniel Technology Center - Culpeper**

Daniel Technology Center, Room 125, (540) 937-2920

**Stafford Center** (Opening in Fall 2009)

2761 Jefferson Davis Highway, Suite 107, Stafford, Virginia 22554

The college personnel (Counselor or Security Officer) responding first to the student reporting an alleged sexual assault will:

- ensure that the student is directed toward adequate medical facilities and assistance;
- assist the student in filing a complaint to the Dean of Students Services at Germanna;
- assist the student in notifying the local law authorities, if the student chooses to pursue criminal charges; and
- instruct the student of the importance of preserving evidence, in the event he/she wishes to file criminal charges. The victim should not wash, douche, use the toilet, or change clothing prior to a medical or legal exam.

Germanna Counselors are prepared to provide support to victims and/or witnesses of sexual assault while safeguarding confidentiality and assuring anonymity. Counselors will assist the student with identifying appropriate counseling and mental health resources and making referrals to appropriate community agencies which provide crisis intervention and victim assistance.

Some of the resources available in the community to assist with crisis intervention and victim assistance are:

**Culpeper Area**

Chrysalis Counseling Center .....(540) 727-0770  
 Culpeper Regional Hospital .....(540) 829-4100

**Fredericksburg/Spotsylvania Area**

Mary Washington Hospital .....(540) 891-2603

**Rappahannock Area Community Services Board**

(serves several counties)

Fredericksburg Main Number .....(540) 373-3223  
 24 Hour Crisis Intervention Hotline .....(540) 373-6876

**The Rappahannock Council Against Sexual Assault**

(Provides crisis counseling, victim assistance and advocacy.) .....  
 .....(540) 371-1666

The College will adjust class schedules for the victim after an alleged sex offense, if those changes are requested by the victim and are reasonably available. These requests should be made to the Dean of Students.



Sexual assault is punishable through civil and criminal proceedings as well as through the College disciplinary processes. Sexual assault is a violation of the Standards of Conduct outlined in the Statement of Student Rights and Responsibilities. Students found to have violated the Standards of Conduct are subject to the sanctions outlined in the Statement of Student Rights and Responsibilities which include suspension and dismissal. Students who are victims of sexual assault will be advised that they may file civil and criminal charges through the appropriate law enforcement agencies. Students convicted of sexual assault will be subject to disciplinary actions at the College which may include suspension or dismissal.

**Disciplinary Procedures for Sexual Assault:** Procedures for handling student versus student allegations of sexual assault are outlined in the section on Disciplinary Procedures contained in the Statement of Student Rights and Responsibilities. Students who allege they have been sexually assaulted will file a report with the Dean of Student Services. The Dean of Student Services will conduct a thorough investigation of the incident, and based on the findings, will make the decision of what sanction is to be imposed. In cases where suspension and dismissal are imposed, the student accused of the sexual offense can appeal the Dean's decision by requesting a review committee be convened to consider the appeal. The review committee procedures allow for due process and the protection of the rights of the accused and the complainant. The complainant and the accused are entitled to the same opportunities to have others present during any disciplinary proceeding. Both the complainant and the accused will be informed of the outcome of any institutional disciplinary proceeding that is brought alleging a sex offense.

In cases of sexual assault, steps will be taken to safeguard the identity of the complainant outside of the confidential proceedings or the disciplinary process, unless the complainant gives formal consent for his/her identity to be revealed. No part of the complainant's sexual history shall be included as part of the disciplinary proceedings. All reported violations will be investigated.

Every effort will be made to maintain confidentiality and to protect the rights of the complainant and the accused.