

The College of Westchester Campus Security Report October 1, 2026 (based on 2025 statistics)

Introduction and Purpose

The College of Westchester is proud of its excellent record of creating a safe and comfortable environment in which to work and learn and for keeping our campus as crime free as possible. This Annual Campus Security Report is mandated by the United States Department of Education in accordance with the **Student Right-to-Know and Campus Security Act of 1992**. In compliance with this mandate, the College has compiled this report in order to keep our campus community aware of important policies, procedures, and statistics. All colleges in the United States are required to compile and distribute these statistics via publication. This report is updated annually in September and is available on the College's website at <https://www.cw.edu/student-consumer-information>. A paper copy will be provided upon request from the Vice President of Student Services and Retention, Maria Gangi, email: MGangi@cw.edu, phone: 914-831-0350.

Campus Security Procedures

Security Staff are available at the front entrance of the building and are available during normal business hours until closing. Security personnel also patrol the campus and provide escorting services to and from vehicles during late hours and/or upon request, vehicle assistance in times of need (when available) and surveillance monitoring. Security personnel can be reached at 914-831-0292. Visitors to The College of Westchester are required to be signed in at the front Security Desk. Students are not allowed to bring in guests without first getting prior approval from the Vice President of Student Success & Retention, her designee, or the Director of Security. Students must display their active student identification upon entry to the building at all times; failure to do so may result in disciplinary action.

Description of Campus Security Programs

A variety of crime prevention information is available to students and employees. Student information is provided through their Transformative Learning course, new student orientation, and the Student Handbook. Employee information is available in the Employee Handbook and through various publications made available to the employees. Information on education and prevention for students and employees is available in the *Crime Prevention and Safety Education* section of this report.

Procedure for Reporting Security Violations or Safety Concerns

The safety and wellbeing of all members of our college community is of great concern. The College of Westchester is devoted to keeping the campus a safe place in which to attend classes. A daily crime log is maintained by the Director of Security. Potential criminal actions and suspicious activity or other emergencies should be reported in person to the front Security Desk, the fourth floor Concierge Desk, or the Director of Security as soon as possible. When a report of an urgent situation is received, the Director of Security will, if appropriate, contact White Plains Fire, Emergency Medical, or Police personnel. If a reported situation is less severe, the Vice President of Student Success and Retention will dispatch a designated employee or employees to lend assistance and conduct the necessary follow-up. This procedure has been established in accordance with the Student Right-to-Know and Campus Security Act of 1992.

In addition, any individual who has observed or experienced an incident that may be in violation of the Code of Conduct may contact any of the following individuals to make a report.

Charles Boklan	Director of Security & Safety	914-831-0409	cboklan@cw.edu
Janna Gullery	Title IX & VI Coordinator	914-831-0401	jgullery@cw.edu or titleix@cw.edu
Leith Colton	Mental Health and Wellness Counselor	914-831-0441	counseling@cw.edu
Student Services Campus Intervention Team		914-831-0433	cit@cw.edu
CW Security Lobby Security Desk		914-831-0292	securitydesk@cw.edu
Maria Gangi	Vice President, Student Services	914-831-0350	mgangi@cw.edu

Campus Security Authorities

Charles Boklan
Director of Security & Safety
914-831-0409
cboklan@cw.edu
Room 203B

Additional Campus Security Authorities include:

Janna Gullery
Title IX Coordinator & Title VI Coordinator
jgullery@cw.edu / titleix@cw.edu / titlevi@cw.edu
914-831-0401
Room 411

Anna Bravo
Deputy Title IX Coordinator & Deputy Title VI Coordinator
abravo@cw.edu / titleix@cw.edu / titlevi@cw.edu
914-831-0353
Room 308

Making a Confidential Report

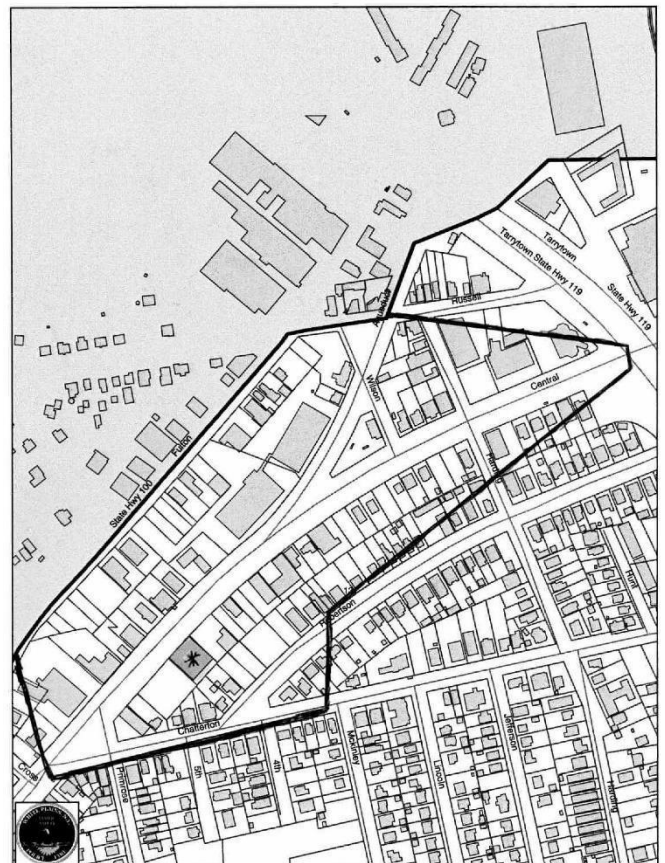
Most employees of CW are mandated reporters, which means they are compelled to share concerns about sexual harassment or misconduct with the Title IX Coordinator or Deputy Title IX Coordinator. The only employee who can offer full confidentiality *for students only* is the Mental Health and Wellness Counselor, Leith Colton at counseling@cw.edu; 914-831- 0441. The Mental Health and Wellness Counselor can also work with students who do not feel willing or ready to file a report with the College, but may benefit from support services.

Monitoring of Off Campus Locations

The College of Westchester does not recognize any off-campus student organizations and therefore does not monitor such off-campus activity.

Campus Crime Statistics

According to the Campus Security Act of 1992, The College of Westchester is required to provide statistics on: occurrences on campus concerning criminal offenses reported to local police agencies and to the Public Safety Office; statistics for drug, alcohol, and weapons arrests on campus as reported to local police agencies and to the Public Safety Office; and data provided by the City of White Plains Police Department regarding criminal offenses in the neighborhood and commercial areas surrounding the campus. The area for which local crime statistics are reported is defined as follows: all of Central Avenue from the municipal parking lot (located on the corner of Central Avenue and Tarrytown Road) to the bus stop which is located on Central Avenue and Chatterton Avenue (up to 376 Central Avenue; all of Fulton Street from Cross Street to Aqueduct Road, Chatterton Avenue (from 139-185) and Robertson Avenue (from 107 to 135).



CAMPUS CRIME STATISTICS
2023-2025

Table One: *Criminal Offenses on Campus Property*

Offense	2023	2024	2025
Murder	0	0	0
Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Hate Crimes*	0	0	0
Domestic Violence**	0	0	0
Dating Violence**	0	0	0
Stalking**	0	0	0

**Includes hate crimes in the following categories of bias: race, religion, sexual orientation, gender, gender identity, disability, ethnicity and national origin)*

Table Two: *Statistics for Drug, Alcohol, and Weapons Arrests on Campus Property*

Arrests Related To:	2023	2024	2025
Liquor law violations	0	0	0
Drug abuse violations	0	0	0
Weapons possession	0	0	0

Table Three: Statistics for number of persons referred for disciplinary action for Weapons, Drug Abuse and Liquor Law violations that occurred on Campus Property

Offense	2023	2024	2025
Liquor law violations	0	0	0
Drug abuse violations	0	0	0
Weapons possession	0	0	0

Table Four: Arrests as reported by the City of White Plains Police Department on property surrounding the campus defined as: all of Central Avenue from the municipal parking lot (located on the corner of Central Avenue and Tarrytown Road) to the bus stop (located on Central Avenue and Chatterton Avenue (up to 376 Central Avenue), all of Fulton Street from Cross Street to Aqueduct Road, Chatterton Avenue (from 139 – 185), and Robertson Avenue (from 107 – 135).

Offense	2023	2024	2025
Murder	0	0	0
Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	1
Arson	0	0	0
Hate Crimes*	0	0	0
Domestic Violence**	0	0	0
Dating Violence**	0	0	0
Stalking**	0	0	0

*Includes hate crimes in the following categories of bias: race, religion, sexual orientation, gender, gender identity, disability, ethnicity and national origin)

Table Five: Statistics for Drug, Alcohol, and Weapons Arrests on Property Surrounding the Campus.

Arrests Related To:	2023	2024	2025
Liquor law violations	0	0	0
Drug abuse violations	0	0	0
Weapons possession	0	0	0

Table Six: Statistics for number of unfounded crimes that occurred on property surrounding the Campus. This includes all criminal offenses, hate crimes, domestic violence, dating violence or stalking that have been unfounded. Arrests and disciplinary actions cannot be unfounded.

Offense	2023	2024	2025
Total unfounded crimes	0	0	0

Table Seven: Statistics for Hate Crimes, defined by New York State as any specified offense committed by an individual or group that either “(a) intentionally selects the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, gender identity or expression, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct, or (b) intentionally commits the act or acts constituting the offense in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, gender identity or expression, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct.”

Offense	2023	2024	2025
Total hate crimes	0	0	0

Table Eight: Statistics for Hazing Incidents among college-sponsored student groups, defined as the intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that a) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and b) causes or creates a substantial risk of physical or psychological harm to one or more persons, above the reasonable risk encountered in the course of participation in the organization.

Offense	2023	2024	2025
Total hazing offenses***	NA	NA	0

***Crime statistics required under the Stop Campus Hazing Act amendments to the Jeanne Clery Campus Safety Act were not collected prior to 2025.

CAMPUS SECURITY POLICIES

Anti-Drug and Alcohol Policy

The College of Westchester maintains a zero-tolerance policy regarding the unlawful use, possession, manufacture or distribution of drugs and alcohol on its property or surrounding property, including the building, parking lot, sidewalks, and any location where College-sponsored activities occur.

The unlawful manufacture, distribution, dispensation, possession, or use of alcohol or an illegal drug by a student or employee on property at The College of Westchester or as part of any College activity is strictly prohibited.

New York and Federal law prohibit the unlawful use, manufacture, possession, control, sale, and dispensation of any illegal narcotic or dangerous drugs. Both State and Federal laws carry penalties for violations, including monetary fines and/or imprisonment.

Although certain uses of marijuana/cannabis may be permitted under New York State law, marijuana remains prohibited under federal law and may not be used or possessed on the College's property or as part of any College activity. As a recipient of federal funding, The College of Westchester prohibits the possession, use, manufacture or distribution of marijuana, including medical marijuana, on College property or during College-sponsored activities.

In addition to the possession, use, manufacture and distribution of alcohol or illegal drugs, behavior resulting from the use of alcohol or drugs that jeopardizes the health, safety, welfare, or learning environment of students, employees, or visitors may result in disciplinary action.

The unlawful use of vaping devices, controlled substance delivery systems, or related paraphernalia in violation of College policy, federal law, or New York State law may also result in disciplinary action.

Legal Sanctions

Violations of federal and New York State drug and alcohol laws may result in significant criminal penalties. Possible penalties may include:

- Monetary fines
- Imprisonment
- Probation
- Mandatory substance abuse treatment programs
- Suspension or revocation of driving privileges

Additional penalties may apply for the distribution of drugs, possession with intent to distribute, distribution near schools, distribution to minors, driving while intoxicated or impaired, or providing alcohol to individuals under the legal drinking age.

Federal law, including the Controlled Substances Act, and New York State Penal Law impose penalties that vary based upon the type and quantity of substance involved, prior criminal history, and the nature of the offense. Convictions may also result in permanent criminal records, loss of federal benefits, and enhanced penalties for repeat offenses.

Institutional Sanctions

Individuals whose performance is impaired as a result of the use or abuse of drugs and alcohol, who illegally use or abuse drugs and alcohol on campus or at college events, or who have been convicted of violating any criminal drug statute while on The College of Westchester property or at College events may be subject to disciplinary action and/or referral for criminal prosecution.

Violations by students will be charged and adjudicated according to the *Disciplinary Grievance Policies and Procedures* available in the Student Handbook. Violations by employees will be adjudicated according to the Employee Handbook and applicable employment policies.

Sanctions may include, but are not limited to, the required completion of an appropriate rehabilitation program, disciplinary probation, suspension, dismissal, termination of employment, and referral for prosecution by law enforcement authorities.

As a condition of enrollment and employment, each student, faculty member and staff member will abide by the terms of this policy and will notify the College no later than five days after the conviction for a criminal drug offense committed on The College of Westchester property. Students will notify Maria Gangi, Vice President of Student Services and Retention, at mgangi@cw.edu or 914-831-0433. Employees will notify Anna Bravo, Manager of Human Resources, at abravo@cw.edu or 914-831-0353.

Policy for Alcohol and/or Drug Use Amnesty

The health and safety of every student at The College of Westchester is of utmost importance. The College recognizes that students who have been drinking and/or using drugs at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct.

A bystander acting in good faith or a reporting individual acting in good faith who discloses an incident of domestic violence, dating violence, stalking, or sexual assault to College officials or law enforcement will not be subject to Code of Conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the incident.

The amnesty policy does not preclude the College from offering supportive interventions, educational conversations, referrals, or other appropriate health and wellness measures.

Additional information regarding reporting rights and resources is available in the College's Title IX Policy, Policy Prohibiting Sexual Harassment and Sexual Misconduct and Annual Security Report.

Parental/Guardian Notification Policy for Violations Involving Alcohol and Controlled Substances

The College of Westchester is committed to supporting the health, safety, and success of its students. In accordance with the federal Family Educational Rights and Privacy Act (FERPA) and New York State legislation, the College may notify a parent, guardian, or emergency contact regarding certain violations of alcohol and drug policies involving students under the age of 21. Notification may occur under the following circumstances:

- When a student under the age of 21 has been found responsible for an alcohol or controlled substance violation.
- When the violation is a repeat offense, or presents a risk to the health, safety, or welfare of the student or campus community.
- When a student experiences an alcohol- or drug-related hospitalization, overdose, or requires emergency medical response on College premises.
- When the College determines that a significant health or safety emergency exists, regardless of age.

Drug and Alcohol Abuse Prevention Program

Purpose and Legal Authority

The College of Westchester maintains a Drug and Alcohol Abuse Prevention Program in accordance with the Drug-Free Schools and Communities Act, the Drug-Free Workplace Act of 1988, and implementing regulations contained in 34 CFR Part 86.

The purpose of this program is to prevent the unlawful possession, use, or distribution of alcohol and illegal drugs by students and employees and to provide information regarding the health risks associated with substance abuse, available counseling resources, prevention programming, institutional sanctions, and applicable legal penalties.

Anti-Drug and Alcohol Policy

The *Anti-Drug and Alcohol Policy* is available in both the Student Handbook and the Employee Handbook. This outlines more information about prohibited substances and activities, as well as institutional and legal sanctions. In addition, this details the College's amnesty policy regarding substance use and its parental notification policy.

Health Risks Associated with Drug and Alcohol Abuse

The health risks associated with the use of illegal drugs and the abuse of alcohol include physical and mental impairment, emotional and psychological deterioration, addiction and dependency, impaired judgment and coordination, liver damage, cardiovascular complications, fine and gross motor degeneration, overdose, and death.

In addition to the health risks to the abuser of illegal drugs and alcohol are the risks posed to co-workers, students, and the public due to impaired judgment, unsafe behavior, and diminished academic or workplace performance.

Examples of health risks include:

- Alcohol: impaired judgment, addiction, liver disease, heart complications, memory impairment, and alcohol poisoning
- Marijuana/Cannabis: impaired concentration, altered coordination, anxiety, dependency, and impaired academic performance
- Opioids: addiction, respiratory depression, overdose, and death
- Cocaine and Other Stimulants: elevated heart rate, stroke, cardiac arrest, anxiety, and psychosis
- Misuse of Prescription Drugs: dependency, overdose, impaired cognitive functioning, and dangerous drug interactions

Counseling and Treatment Programs

The College of Westchester's Counseling Center can provide referrals to students with problems related to alcohol and drug use. Information about substance abuse and treatment programs is available in the Counseling Center which maintains procedures to help assure confidentiality in accordance with applicable laws and institutional policies.

Students and employees are encouraged to seek counseling and/or treatment in dealing with personal issues of substance abuse relating to themselves, their family or their friends.

Employees may also seek assistance through available healthcare providers, behavioral health benefits, community-based treatment providers, or referrals through Human Resources, such as the Employee Assistance Program, where appropriate.

Off-Campus Resources for Drug and Alcohol Substance include:

New Directions Recovery Center at Montefiore

2058 Jerome Avenue, Third Floor
Bronx, NY 10453
917-564-8780

Samaritan Day Top Village
362 East 148th Street
Bronx, NY 10455
718-518-9007

Mountainside Treatment Center
480 N. Bedford Road
Chappaqua, NY 10514
914-534-6030

New York-Presbyterian
21 Bloomingdale Road
White Plains, NY 10605
In-Patient: 888-694-5700
Out-Patient: 914-997-4081

Additional national and state resources include:

Substance Abuse and Mental Health Services Administration (SAMHSA) National Helpline
1-800-662-HELP (4357)
<https://www.samhsa.gov/find-help/national-helpline>

988 Suicide & Crisis Lifeline
Call or Text 988
<https://988lifeline.org>

New York State Office of Addiction Services and Supports (OASAS)
<https://oasas.ny.gov>

Additional listings are available in the Office of Student Services and The Counseling Center. Contact information for The Counseling Center is as follows:

counseling@cw.edu
914-831-0441
Room 418

*Additional listings are available in the Office of Student Services and The Counseling Center.

Prevention and Education Initiatives

The College of Westchester supports ongoing prevention and education initiatives intended to promote awareness, wellness, and informed decision-making regarding alcohol and drug use. Students may receive information about substance misuse prevention in their Transformative Learning courses, and all students are invited to learn from experts at the College's annual Spring Into Wellness fair held in April of every year. In addition, the College makes print resources available at all times outside of the Counseling Office, and there are flyers advertising education and support resources around the building. Many of these educational and support resources are shared digitally on a rotating basis via internal college channels. Employee prevention and wellness efforts include regular reminders regarding the availability of the College's Employee Assistance Program (EAP), including reminders in each CW News employee newsletter and periodic email communications to employees. Employees are invited to participate in the College's annual Spring Into Wellness event, and information regarding wellness and support resources is periodically posted in employee areas throughout the College. The College also provides employee wellness programming through the CW Way Committee. Information regarding both the policy and the College's prevention program are available publicly on its Consumer Information webpage.

Other prevention efforts may include:

- New student and employee orientation programming
- Educational workshops and awareness campaigns
- Counseling outreach and wellness initiatives
- Distribution of educational materials and online resources
- Student support referrals and intervention initiatives
- Bystander awareness and safety education programs

Policy Distribution

In accordance with federal regulations, this Drug and Alcohol Abuse Prevention Program is distributed annually to all students and employees through institutional email communications and other electronic communications. It is additionally maintained through the Student Handbook, Employee Handbook, and the College's Consumer Information webpage. New students are

provided access to the Student Handbook, which contains both the College's Anti-Drug and Alcohol Policy and Drug and Alcohol Abuse Prevention Program (DAAPP). New employees receive the College's Anti-Drug and Alcohol Policy during onboarding, along with information regarding the Employee Assistance Program (EAP) and access to the DAAPP.

Biennial Review

The College conducts a biennial review of its Drug and Alcohol Abuse Prevention Program to determine the effectiveness of the program and to ensure that disciplinary sanctions are consistently enforced.

The biennial review evaluates prevention and education programming, disciplinary statistics, consistency in the issuance of institutional sanctions, referrals and intervention practices, emerging trends and institutional needs, and other recommendations for program improvement and policy updates.

The biennial review is coordinated by the Office of Student Services and Retention, with participation from Human Resources and other appropriate institutional representatives, as applicable. The full biennial review report is maintained by the Office of Student Services and Retention and is available upon request.

Rules for the Maintenance of Public Order

New York State Education Law, Sections 6430-6435 requires all colleges and universities to adopt regulations for the "maintenance of public order on college campuses and other college property used for educational purposes and provide a program of enforcement thereof." The law requires each college to file such rules and regulations with the New York State Education Department.

Academic freedom is essential to a college community. Freedom of speech and freedom of assembly are essential to academic freedom. Every member of the academic community should be free to pursue full involvement in the educational process of The College without interference from others. All members of The College community should be able to express their views by words and actions and to express by words and actions their opposition to the views and opinions of others. In order to preserve these rights all members of The College community have a responsibility to conduct themselves so that such rights may be exercised without interfering with the rights of others and without fear of violence or injury or interference. This policy extends to students, faculty, staff, visitors, licensees, and invitees on campuses and institutional property, whether or not their presence is authorized.

The following rules and regulations are adopted to maintain public order on The College campus and other College property: Any act which would constitute a violation of federal, New York, or local law if committed off-campus is prohibited on campus or on other College property.

1. No unauthorized person or persons shall interfere with reasonable and free access to, exit from, and normal use of any College building, classroom, or other College premises.
2. No unauthorized person or persons shall interfere with the freedom of movement or speech of any individual or group.
3. No unauthorized person or persons shall take any sign or other object that may impede or disrupt any presentation, panel discussion, or speech into the building where the event is to take place.
4. Every person who attends any lecture, speech, discussion, or public event shall treat all participants in an orderly and reasonably courteous manner.
5. No unauthorized person or persons shall disrupt or interfere with classes, educational activities, or any events sponsored by any College officer or official, faculty group, or student group.
6. No unauthorized person or persons shall utilize or threaten physical force, physical harassment, or physical obstruction.
7. No person or persons shall use language or actions likely to provoke or encourage physical violence.
8. No person or persons shall use, in public, language or gestures which are unreasonably abusive or obscene.
9. No person or persons shall, without proper authority, occupy any College buildings or premises.
10. No person or persons shall examine, disturb or destroy College records without permission of the person authorized to deal with such records.
11. No person or persons shall cause injury or damage to person or property.
12. Any action or situation which recklessly or intentionally endangers mental or physical health or involves the forced consumption of liquor or drugs for the purpose of initiation into or affiliation with any organization is prohibited.
13. The possession of any rifle, shotgun, or firearm in or on the campus or other College property is prohibited.
14. In addition to complying with the requirements of the foregoing specific regulations, which are not exhaustive, members of the academic community shall conduct themselves in a manner which does not unreasonably disrupt the academic community or unreasonably infringe upon the rights of others. This Policy shall be enforced in accordance with the Code of Conduct and Disciplinary Procedures of The College.

Procedures and Penalties for the Violation of the Rules of Maintenance of Public Order

1. Students found in violation of the Rules for the Maintenance of Public Order will be subject to the Disciplinary Grievance Procedures for Conduct Violations.
2. Employees found in violation of the Rules for the Maintenance of Public Order will be subject to the procedures set forth in the Employee Handbook.
3. Licensees or invitees in violation of any provisions of these rules will have their license or invitation withdrawn and will be directed to leave the property of the campus.
4. Other individuals who are neither students nor faculty/staff members in violation of any provisions of these rules will be ejected from campus premises.

Policy Against Hate Crimes and Bias Incidents

The College strictly prohibits hate crimes and bias crimes. Pursuant to New York Law 129-A, the College tracks, reports and posts incidents of hate and bias crimes to the College website, available under Campus Security Information:

<https://www.cw.edu/consumer-information>. In addition, hate and bias crimes violate CW's Policy Against Discrimination and Harassment detailed in this Handbook. New York State defines hate crimes as any specified offense committed by an individual or group that either "(a) intentionally selects the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, gender identity or expression, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct, or (b) intentionally commits the act or acts constituting the offense in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, gender identity or expression, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct."

The College encourages the prompt reporting of hate and bias crimes or incidents to any of the following individuals: Charles Boklan, Director of Security & Safety, 914-831-0409, cboklan@cw.edu, Janna Gullery, Title IX Coordinator 914-831-0401, igullery@cw.edu.

Hate or bias crimes or incidents may also be reported directly to Law Enforcement by calling 911. The College investigates any reports of hate crimes or bias incidents, and when necessary, will do so in coordination with local law enforcement. The College will assist in investigating reports of bias-related incidents that do not rise to the level of a crime.

Legal penalties for bias-related crimes are very serious and range from fines to imprisonment for lengthy periods, depending on the nature of the underlying criminal offense, the use of violence or previous convictions of the offender. Perpetrators who are students will be subject to campus disciplinary procedures as detailed in Disciplinary Grievance Procedures for Conduct Violations as detailed in the Student Handbook.

The College provides hate and bias crime prevention information to incoming students during the first-year seminar class as well as other programming and communications, which includes information about how to report a hate crime.

Policy Prohibiting Hazing

The College of Westchester strictly prohibits hazing, including within its student groups, as expressly with federal and state law. The College defines hazing as the intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and
- Causes or creates a substantial risk of physical or psychological harm to one or more persons, above the reasonable risk encountered in the course of participation in the organization.

See both federal and state definitions of hazing at the conclusion of this policy.

For the purposes of this policy, a student organization is defined as "an organization at a The College (such as a club, society, association, or Student Government Association) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution." Recognized student organizations are formally registered and approved by The College.

Violations

Any alleged violation of the Policy Prohibiting Hazing by a student or student group will be investigated and adjudicated under the Disciplinary Grievance Procedures for Conduct Violations. Alleged violations of this Policy by employees will be referred to Human Resources for investigation and adjudication. Nonaffiliates allegedly involved in violating this Policy will be referred to Campus Security.

Campus Hazing Transparency Report

Any findings of violations of this policy by a student or recognized student organization will be published in a Campus Hazing Transparency Report and made available on the CW website. This report will adhere to all standards as required by the federal Jeanne Clery Campus Safety Act and the federal Stop Campus Hazing Act.

Reporting an incident of hazing

Campus community members may report an alleged act of hazing to the Director of Campus Security & Safety, Charles Boklan, at 914-831-0409 or CBoklan@cw.edu or to the Vice President of Student Services and Retention, Maria Gangi, at 914-831-0350 or MGangi@cw.edu.

Prevention and Training

CW provides hazing prevention education to all students through informative visits to the first year seminar course, Transformative

Learning, and through the required completion of a subsequent online training. Incoming students enrolled in Transformative Learning receive and review a handout with information about hazing, including what it is and how to report it to college officials. All incoming students are required to complete an online training program through Vector that covers sexual assault prevention, crime and misconduct prevention and bystander intervention.

Legal Definitions

New York State defines hazing as follows:

§ 120.16 Hazing in the first degree. A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury. Hazing in the first degree is a class A misdemeanor.

§ 120.17 Hazing in the second degree. A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person. Hazing in the second degree is a violation.

The federal Jeanne Clery Campus Safety Act defines hazing as the intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- Is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization; and
- Causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
 - Whipping, beating, striking, electronic shocking, placing of a harmful substance 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; and
 - 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.

Anti-Retaliation Policy

In compliance with the Jeanne Clery Campus Safety Act, Title IX and other applicable laws, the College strictly prohibits retaliation against any individual who makes a report, files a complaint, or participates in an investigation. Retaliation includes intimidation, threats, harassment, or adverse action. Retaliation is a violation of the College policy and federal law and will result in disciplinary action.

Investigation of Violent Felony Offenses

Violent felony offenses include: murder; kidnapping; manslaughter; rape; aggravated sexual abuse; sexual conduct against a child; assault; arson; robbery; criminal possession of a weapon; criminal use of a firearm; criminal sale of a firearm; aggravated assault upon a peace officer, fireman, or emergency services professional; gang assault; burglary; and intimidating a witness or witnesses. Pursuant to Article 129-A of the New York State Education Law, the College will take the following steps after a report of any Violent felony offense occurring on campus:

- Immediately notify the White Plains Police Department upon receiving and reviewing any report of an alleged violent crime that occurred on campus.
- The College will collaborate fully with the White Plains Police Department or other law enforcement agencies in the investigation of such a crime.
- If the offender(s) are no longer on campus and the immediate threat has ended, the College will take the appropriate measures to provide support to victims.

The College of Westchester's Statement on Annual Training of Personnel

The Violence Against Women Act amendments to the Jeanne Clery Campus Safety Act require that certain college officials charged with responding to sexual assault, domestic violence, dating violence, and stalking be trained annually in a number of areas. This college/university is a member of the SUNY Student Conduct Institute. As part of that membership, covered officials who investigate or conduct proceedings to address allegations of dating violence, domestic violence, sexual assault and stalking receive at least eight hours of training annually through attendance at the SUNY Student Conduct Institute's Basic Compliance Training and/or live

Advanced Trainings and/or digital Basic or Advanced Trainings. These in-person and digital courses address topics including how to determine the relevancy of evidence and use it during the proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest. These trainings also address how to conduct an investigation and hearing process that protects the safety of victims, properly employs trauma-informed practice, and promotes accountability, while protecting the due process rights of the respondent. Finally, these trainings provide comprehensive reviews of federal and state laws and regulations on point as well as relevant court and administrative opinions.

Title IX Grievance Policy and Policy Prohibiting Sexual Harassment and Sexual Misconduct

As required by Title IX and Title VII, New York State Education Law 129-B, and other federal and state laws, The College of Westchester does not discriminate against students or employees on the basis of sex in its educational programs and activities. CW further prohibits students, employees and third parties from engaging in sexual harassment, sexual assault, sexual exploitation, domestic violence, dating violence and stalking. The College is committed to provide those who feel that they have been subjected to conduct in violation of this policy with mechanisms for seeking redress and resources for support.

Due to federal and state laws that define sexual misconduct differently, CW holds two separate policies that both govern the reporting and adjudication of incidents of sexual harassment and/or misconduct: the Title IX Grievance Policy and a separate Policy Prohibiting Sexual Harassment and Sexual Misconduct.

The College's Title IX Grievance Policy and its Policy Prohibiting Sexual Harassment and Sexual Misconduct are available on CW's website: <https://www.cw.edu/titleix>.

As always, students and employees have the right to make a report to college officials regarding incidents of sexual harassment or misconduct. Students may contact the Title IX Coordinator:

Janna Gullery
Dean of Student Life and Success
jgullery@cw.edu or titleix@cw.edu
914-831-0401

Employees may contact the Deputy Title IX Coordinator:

Anna Bravo
Human Resources Manager
abravo@cw.edu
914-831-0353

Student Bill of Rights

In accordance with New York State Education Law 129-B, all students have the right to:

- Make a report to local law enforcement and/or state police;
- Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
- Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
- Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
- Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;
- Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
- Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
- Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
- Access to at least one level of appeal of a determination;
- Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and
- Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of the institution.
- Response to Reports: Notify university police or campus security, local law enforcement and/or the State Police;
- Have emergency access to a Title IX Coordinator or other appropriate official trained in interviewing victims of sexual assault who shall be available upon first instance of disclosure by reporting individual to provide information regarding options to proceed, and, where applicable, the importance of preserving evidence and obtaining a sexual assault forensic examination, and detailing that the criminal justice process utilizes different standards of proof and evidence. The official shall also explain whether he or she is authorized to offer the reporting individual confidentiality or privacy and shall inform the reporting individual of other reporting options;

- Confidentially disclose the incident to institution representatives, who may offer confidentiality and can assist in obtaining services;
- Disclose confidentially the incident and obtain services from the state or local government;
- File a report of sexual assault, domestic violence, dating violence and/or stalking and the right to consult the Title IX Coordinator and other appropriate institution representatives for information and assistance. Reports shall be investigated in accordance with the institution policy and a reporting individual's identity shall remain private at all time if said reporting individual wishes to maintain privacy;
- Disclose the incident, if the accused is an employee of the institution, to the institution's human resources authority;
- Receive assistance from appropriate institution initiating legal proceedings in family or civil court; and
- Withdraw a complaint or involvement from the institution process at any time.

EMERGENCY PROCEDURES

Emergency Notification and Evacuation

The College of Westchester provides emergency alert notifications through the CW Teams mobile phone app. The College will immediately notify the campus community through the app upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. All students should download and log into the CW Teams mobile app in order to be able to receive these notifications.

In the case of an emergency, students, faculty, and staff will receive an immediate notification through the CW Teams app. Unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to or otherwise mitigate the emergency, this notification will be sent. The College also has a campus public address system through which emergency announcements will be made as appropriate in the event of an emergency.

In addition to notification through CW Teams, CW uses Tap App, an emergency communication system designed to keep the campus community informed and connected during any crisis. Tap App helps CW communicate quickly and effectively with students, faculty, staff, and even local emergency responders. It works across multiple platforms (iOS, Android, Windows) and integrates with other security systems for a comprehensive response. Tap App is installed on all classroom computers, and all campus community members should have Tap App installed on their mobile device to ensure timely notifications. Tap App is accessible for download at <https://tapappsecurity.com/get-app/>.

The President, Director of Security, and Emergency Management Team are responsible for identifying and managing all emergency situations, including: notification to the community, alerting local authorities, and overseeing evacuation and other emergency procedures. The fire signal will also be utilized to alert all students, faculty, staff and visitors to exit the building without delay. The emergency notification system will be tested on an annual basis under the supervision of the Facilities Manager.

Emergency Preparedness Training

All students will receive emergency preparedness training during their first term in their Transformative Learning Course. This training will go over The College's Lockdown, Lock Out, Shelter In Place and Evacuation procedures. In addition, Lockdown and Fire Drills are conducted annually.

Fire Drills

Each year the College runs fire drills in all sessions, Day and Evening, to prepare staff and students with the procedures for evacuating the building. Students should exit their classrooms with their valuables (e.g. purses) and proceed to the nearest stairwell in a quick but orderly fashion. The faculty should turn off the lights in the classroom, and staff should close their office doors and proceed to the nearest exit. No one should take the elevator. Once outside, there should be a path left open in the parking lot to allow emergency vehicles to enter, if necessary. Once everyone is safely outside, there will be an "all clear signal" for everyone to return to the building.

Fire Emergency Procedures

1. Fire Signal - Bells and strobes.
2. When the Fire Signal is heard, all students, instructors, office personnel and visitors will leave the building without delay. Move rapidly, but do not run. A fire exit floor plan is posted in each classroom.
3. Instructors will be responsible for directing students to their designated fire exits.
4. Students nearest the windows will make sure certain windows are closed upon leaving the room.
5. The last person to leave a room will close the door.
6. Do not stop to take coats or books, but do not leave purses or personal items of value behind.
7. Move as rapidly as possible to your designated fire exit.
8. The first person to reach the fire exit door will open and hold the door open.
9. Do not stop directly outside the fire exit. Move outside and away from the fire exit.
10. If any exit is blocked or jammed, move in an orderly manner to next available exit without delay.
11. If disabled and unable to evacuate, stay calm and take necessary steps to protect yourself from any harm. If there is a working telephone, dial 911 and advise operator of current location or where you will be moving. It is recommended that you move to the closest stairwell and wait for emergency personnel, request persons exiting by way of stairway to notify the Fire Department of your location.

12. Once outside, move away from the building.
13. A member of the college faculty or administrative staff will give the order to return to class.

Lockdown Drills

Each year The College runs lockdown drills in all sessions, Day and Evening, to prepare staff and students with the procedures to follow in a lockdown situation. Students should lock classroom or office 34 doors, turn out the lights, close blinds or cover any windows if possible, stay out of sights of doors and windows, out of sight and remain silent. If a student is in an open area during the drill, they should try to move quickly to an office or classroom where they can close the door, or stay in place and take cover, if available, to do your best to remain unseen. All students and employees should remain in lockdown until the "all-clear" is called and lockdown is lifted.

Snow Closings or Delayed Openings

While The College building may close due to inclement weather, or other non-weather related cause, classes will not be cancelled. Weather information will be announced on D2L Brightspace and CW Teams. Students must log onto D2L Brightspace and submit posted assignments in order to receive attendance credit. Students must download and log into the CW Teams mobile app, so they can receive notifications regarding inclement weather.

When a report of an urgent situation is received, the Director of Campus Security will, if appropriate, contact Westchester County Fire, Emergency Medical, or Police personnel. If a reported situation is less severe, the Director of Campus Security will dispatch a designated employee or employees to lend assistance and conduct the necessary follow-up. This procedure has been established in accordance with the Student Right-to-Know and Campus Security Act of 1992.

CRIME PREVENTION AND SAFETY EDUCATION

Prevention for Students

Transformative Learning Visits

In addition to class lessons, first year students enrolled in CW's first year seminar, Transformative Learning, learn about crime prevention and safety through a series of classroom presentations. Guest presenters cover general safety and security policies and procedures, such as fire safety, emergency lockdowns and other emergency procedures. Presentations also cover the prevention and adjudication of interpersonal crimes and incidents, like those covered under policies preventing hate and bias crimes, hazing and sexual harassment and misconduct. A comprehensive document, Safety at CW, is available in the course shell for all Transformative Learning classes and covers college safety information as well as policies prohibiting and prevention efforts regarding crimes and other misconduct. Additionally, see *Prevention and Education Initiatives of the Drug and Alcohol Abuse Prevention Program* for more information about prevention initiatives at CW.

Required Training for Students

All students are required to complete two mandatory online trainings through an online training platform, Vector, during their first semester. Students receive two separate invitations to complete these online, asynchronous courses in their CW email. The RespectEdu For College training provides information about the prevention of crime and misconduct, including hate crimes, hazing and sexual harassment. The Understanding Title VI for Students training provides information about preventing discrimination or harassment on the basis of race, color or national origin. Both trainings review how to safely intervene if you observe or experience such behavior, and reviews information about how to make an institutional report.

Prevention for Employees

Safety and Security Briefing for Employees

Security and safety awareness for employees begins during onboarding at The College of Westchester. During their onboarding meeting, HR reviews CW's "See Something, Say Something" guidance and provides new hires with information on recognizing and reporting concerns. The Director of Security & Safety meets individually with all new employees to review campus security, emergency procedures, lockdown protocols, and other safety practices, and also presents annually during faculty meetings to reinforce emergency preparedness. New hires also receive a Title IX and VAWA information flyer outlining available resources and identifying the Title IX Coordinators so they know where to turn with questions or concerns.

Required Training for Employees

All employees are required to complete two mandatory online trainings through an online training platform, Vector, on an annual basis. Employees receive two separate invitations to complete these online, asynchronous courses in their CW email. One training provides information about the prevention of and adjudication of sexual misconduct and sexual harassment, as well as tips on how to handle a disclosure from a student, and is compliant with federal Title IX, Clery and VAWA training requirements as well as New York State Education Law 129-B training requirements. The other training provides information about preventing discrimination or harassment on the basis of race, color or national origin and is compliant with federal Title VI and New York State Education Law 129-A. Both trainings review how to safely intervene if you observe or experience such behavior, and reviews information about how to make an institutional report.