# George C. Wallace Community College 2026 Annual (Clery) Security Report

**The Wallace Campus Police Department**

The Mission of the Wallace Campus Police Department is to provide a safe learning, teaching, and working environment. The Campus Police Department requires personnel to exercise the highest degree of discretion, human relations, and community problem- solving skills.

The department exists to protect life and property, manage emergencies, maintain a successful parking and traffic system, prevent crime, and be a general service to the college community. The Wallace Campus Police Department will strive to fulfill these responsibilities in a professional manner.

**Campus Police Contact Information:**

**Dothan Campus (334)798-1381**

**Sparks Campus (334)798-1228**

**Law Enforcement Authority of Wallace Campus Police**

The importance of training for police officers, especially within an academic community, cannot be overemphasized. Police officers must be service oriented given their environment, as well as capable of providing law enforcement service. Therefore, the Campus Police Department utilizes many resources to ensure that the certified officers patrolling the community are of the highest caliber. The certified officers also receive training sponsored by the Alabama Peace Officers Standards and Training Commission, Alabama's State Police Academy, and other law enforcement agencies. Wallace College has three full-time certified police officers and one part-time certified police officers; also, non-certified contract security guards provide services at both locations. Certified police officers carry weapons and have arrest authority on and off campus by authority of the Code of Alabama as amended 16-22-1, 16-22-2. These certified police officers are vested with all powers, authority, and responsibilities of any state law enforcement officer. Non-certified contract security guards do not carry weapons and do not have arrest authority. Additionally, the contract security guards are trained by the contractor. Specific information concerning the campus locations of certified police officers or any other staffing questions may be obtained from the Dean of Business Affairs.

**Working Relationship with Local Law Enforcement**

George C. Wallace Community College is located geographically within the city limits of Dothan, Alabama and within Dale County. The Sparks campus is located geographically within the city limits of Eufaula, Alabama and within Barbour County. Campus Police has jurisdiction over criminal matters occurring within the campuses of Wallace Community College, but whenever the situation dictates, campus police will call outside agencies for assistance, which could assume primary investigative responsibility, upon the request of the Campus Chief of Police for certain crimes that would likely

exhaust the capabilities of the college. The campus police officers work closely with all local, state, and federal law enforcement agencies along with emergency management agencies. Wallace Community College has Mutual Aid Agreements signed with the Midland City Police Department, Dothan Regional Airport Police Department, and the Eufaula Police Department.

The prosecution of all criminal offenses committed on the Dothan campus is conducted, depending on the classification of the offense as a federal offense, a state felony or misdemeanor, in the Federal District Court of Middle Alabama, the State Circuit or District Court of Dale County, or the Dothan Municipal Court.

The prosecution of all criminal offenses committed on the Sparks campus is conducted, depending on the classification of the offense as a federal offense, a state felony or misdemeanor, in the Federal District Court of Middle Alabama, the State Circuit or District Court of Barbour County, or the Eufaula Municipal Court.

The College Police Department prepares and submits reports regarding criminal offenses to the Federal Bureau of Investigation to which all authorized law enforcement agencies report statistical data. Additionally, "real-time" information is made available to other local, state, and federal law enforcement agencies on arrest and serious crimes.

**Other Services**

The Wallace Community College Campus Police Department also provides safety and general support services tailored to meet the needs of the campus community. These services include but are not limited to the following:

1. Assisting campus motorist with minor vehicle problems.
2. Preparing private property accident reports on motor vehicle accidents.
3. Patrolling campus streets and parking areas to enforce Wallace Community College parking regulations, state, and local traffic laws.
4. Coordinating security for college sponsored campus events.
5. Providing crime prevention and safety presentations.
6. On campus safety escorts.
7. Conducting criminal investigations and preparing cases to submit to the district attorney and/or a grand jury.

**Reporting On Campus Crimes and Other Emergencies**

It is the policy of the college to strongly encourage students, employees, and visitors to Wallace Community College to promptly contact the campus police, or 911 about any criminal activities, accidents, or medical emergencies occurring on campus. An emergency is hereby defined as any event that is disruptive to the normal affairs of the college. Reporting a crime does not mean

an individual must take legal action; however, it may help law enforcement stop further incidents as well as help them keep the community informed about criminal activity. Members of the campus community should be alert to emergency situations and make immediate reports as outlined below. In reporting an emergency, the caller must (1) State their name,(2) State type of emergency, (3) State the location of the emergency, and (4) Remain in the area (if safe to do so) until assistance arrives.

**1. Reporting of Emergencies - On Campus**

**A. Medical Emergencies: In the case of major injury or serious illness,**
(a) Call the paramedics at 911;
(b) Call the Campus Police at (334)798-1381 Dothan Campus or (334)798-1228 Sparks Campus

**B. Fire/Explosion/Hazardous Material Spill: In the case of fire, explosion or hazardous material spill,**
(a) Activate the fire alarm or otherwise notify occupants to vacate the building;
(b) Call the fire department at 911;
(c) Call the Campus Police at (334)798-1381 Dothan Campus or (334)798-1228 Sparks Campus

**C. Criminal Acts:** In case of criminal acts including murder, rape, robbery, aggravated assault, burglary or motor vehicle theft, call the Campus Police at (334)798-1381.

**Emergency Procedures**

**1. Criminal Acts**
**A.** The Campus Police Department has primary jurisdiction for response, and investigation of all criminal actions on campus property.
B. To report a crime, notify Campus Police at (334)798-1381 Dothan Campus or (334)798-1228.

**2. Medical Emergencies**
A. Call 911 to summon emergency medical assistance.

**3. Fire**
A. Call 911 to report a fire.
B. Fire Extinguishers are located in common areas on all floors of campus buildings.

4. **Emergency Procedures - Building Evacuation**
In the event it becomes necessary to evacuate a building, all occupants are expected to vacate the facility as directed by the signage located in each building. During fire events, do not use elevators. Stair chairs have been deployed in buildings with more than one floor for the purpose of evacuating individuals with disabilities. In the event of a building evacuation, a rally point will be identified in the emergency evacuation warning.

5. **Emergency Procedures - Tornado Warning**
A. Campus Police or Administration will send Wallace Alert emergency notifications when a tornado warning is issued by the National Weather Service.

B. All members of the campus community should take shelter in the lowest floor of the building, away from windows and doors.

C. When the tornado threat is over, the all-clear will be given by a Wallace Alert message and/or Campus Police and normal activities will resume.

D. Do not send people home during a tornado watch or warning.

**Reporting Off-Campus Crimes and Other Emergencies**

Victims and witnesses to criminal activity occurring off campus should contact the appropriate agency for the jurisdiction:

- Dale County Sheriff's Department at (334)774-2335
- Dothan Police Department at (334)615-3000
- Midland City Police Department at (334)983-3591
- Eufaula Police Department at 1-800-232-4636
- Alabama State Troopers Dothan Post at (334) 983-5614

To make a report in person, an individual should go to the Campus Police Department, which is located across from Wallace Hall on the Dothan campus, and on the Sparks campus, inside the A building . On the Dothan campus, campus police can be reached by phone by dialing 798-1381. On the Sparks campus, campus police can be reached by phone by dialing 798-1228. The switchboard operator can also contact campus police. The switchboard can be reached by dialing either 983-3521 ext. 0 with a non-college phone or dialing "0" from a college phone located throughout most college buildings. In emergency situations, including fires and major medical emergencies, call 911 first, then contact campus police.

**Campus Security Authorities (CSA)**

A person may also report a crime to the Business Dean, the Dean of Student Affairs, the Director of Athletics, the Director of Human Resources, or other Wallace Community College officials with significant responsibility for student and campus activities. All such individuals, along with campus law enforcement staff, are referred to as a **Campus Security Authority (CSA)**. Upon request, the CSA may assist the reporting individual in contacting the Campus Police Department about an incident. The college will allow a victim or a witness of a crime to report it to a CSA (other than law enforcement) on a voluntary and confidential basis. All such incident reports will help the college take steps to make the campus safer. They will be used, in particular, to determine whether there is a pattern of crime involving a particular location, offender, or method; to provide the basis for alerting the campus community about crimes posing a danger to students or employees; and to compile the crime statistics included in this annual report. Campus Security Authorities who are not law enforcement will be provided the appropriate forms to be completed when a crime is reported to them.

**Non-Law Enforcement Campus Security Officials**

**Victims that do not want to report crimes to law enforcement may contact the following Campus Security Authorities:**

| **Wallace Campus** | |
|---|---|
| Dr. Chris Franklin, Dean of Student Affairs | (334)556-2444 |
| Keith Saulsberry, Director of Enrollment Services | (334)556-2470 |
| Dr. Ryan Spry, Director of Student Services | (334)556-2587 |
| Daymesha Reed, Director of Student Life and Activities | (334)556-2477 |
| Brooke Strickland, Director of Human Resources | (334)556-2418 |
| Ryan Ihle, Head Baseball Coach | (334)556-2416 |
| Head Softball Coach | (334)556-2216 |
| Mandy Wise, Counselor, Diamond Dolls | (334)556-2281 |
| Leah Cuthriell-Dawkins, American Chemical Society | (334)556-2417 |
| Ashley Bell, Art Club | (334)556-2386 |
| Dr. Gwynn Galloway, Association of Student Practical Nurses | (334)556-2433 |
| Amy Greene, Bass Fishing Club | (334)556-2369 |
| Torrence Laney, Criminal Justice Club | (334)556-2247 |
| Joseph Ferguson, EMS Student Faculty Association | (334)556-2246 |
| Kim Welborn, Lambda Beta Society | (334)556-2457 |
| Daymesha Reed, Student Leadership Development | (334)556-2477 |
| Keith Boozer, Philosophical Society | (334)556-2252 |
| Judith Harrell, Respiratory Therapy Student Association | (334)556-2291 |
| Athletic Director | (334)556-2565 |
| Dr. Joy Whitlow, Wallace Association of Nursing Students | (334) 556-2488 |
| Keith Boozer, Rotaract | (334)556-2252 |

| | |
|---|---|
| Sarah Newman, Sigma Kappa Delta | (334)556-2237 |
| Ryan Gresko, Wallace Ensemble | (334)556-2619 |
| Dr. Ann McCarty, Society of Physics Students | (334)556-2402 |
| Brandie Yeomans, Society of Medical Assistants | (334)556-2429 |
| Daymesha Reed, Student Government Association | (334)556-2477 |
| Shannon Turner, Student Physical Therapist Association | (334)556-2362 |
| Cameron Weiler, The Wallace Sound | (334)556-2277 |
| Savannah Granberry, Wallace Theater | (334)556-2314 |
| Marc Nicholas, Dean of Business Affairs | (334)556-2223 |
| **Sparks Campus** | |
| Terri Ricks, Coordinator of Student Services | (334)556-4270 |
| Dr. Amy Greene, Director of Sparks Campus | (334)556-4254 |
| Wendy Weston, Student Government Association | (334)556-2569 |

Please note that a CSA is not responsible for determining authoritatively whether a crime took place—that is the function of Campus Safety and/or law enforcement personnel. A CSA should not try to apprehend the alleged perpetrator of the crime. This is the responsibility of law enforcement. It is also not the responsibility of a CSA to try to convince a victim to contact law enforcement if the victim chooses not to do so.

**Emergency Notification, Evacuation Procedures, and Timely Warnings**

It is the policy of Wallace Community College to quickly inform the campus community of conditions posing a threat to life, safety, security, and/or property so that appropriate measures may be taken. To carry out this policy the college has developed procedures to facilitate notice to, and if necessary, evacuate the campus community in the event of a confirmed active emergency posing an immediate or reasonable likely threat.

The campus employs an emergency notification system commonly known as “Wallace Alert” to provide emergency warnings and follow up information to the campus community and the general public. Wallace Alert will ensure that this information is automatically delivered to any

email address and by text message that is registered through the Wallace Alert system within moments of any such alerts being sent by the college.
Wallace Alerts are also employed through the entire network computer system operated by the college to ensure that the entire campus is informed at a moment's notice in the event of an emergency. Every student, parent, guardian, faculty, and staff member is encouraged to register their email address and/or phone number with Wallace Alert. Information on how to register for Wallace Alert, free of charge, can be located at Wallace.edu under the "Security" banner.
Also, the Dothan campus utilizes an emergency notification system by means of a public address system. The public address system uses alert tones and approved messages that can be deployed throughout the campus in addition to activation of the Wallace Alert. On the Sparks campus, an intercom system is utilized to communicate emergency messages throughout the campus in addition to Wallace Alert. There are certain college officials that have been granted authority by the College President to authorize emergency notifications. These officials are also referred to as Responsible Authorizers.

The activation process is initiated when a report of an emergency posing an immediate or reasonably likely threat is made to the Wallace Community College Campus Police Department or to another Responsible Authorizer. The Responsible Authorizer is to confirm that such a threat does exist and approve the wording and content of the message, taking into account pre-approved message templates, the nature of the impacted population on campus, and the actions the impacted population should take.
Finally, the Responsible Authorizer is to direct that notification be provided through activation of Wallace Alert and/or the public address system, and the intercom system. These actions are to be taken without delay unless issuing a notification will, in the professional judgment of the Responsible Authorizer, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The Wallace Alert, public address and intercom systems will be tested during the Fall and Spring semesters. Tests of these systems may be announced to the campus community beforehand or may be unannounced. After the test, after-action reports are prepared to document the nature of the test, the date and time of the test, whether it was announced or unannounced, an evaluative observations regarding system and personnel performance. If criminal incidents occur on campus that do not pose an immediate danger to the community, but the possibility of a reoccurring or similar incidents exist , Timely Warnings describing those incidents will be made and disseminated to all students, faculty, and staff. An employee or student can sign up for Wallace Alert free of charge by visiting www.wallace.edu/Security.

**Crisis and Other Urgent Communications**

**Clery Timely Warning Notices** are specifically related to compliance with the federal Clery Act, which requires colleges and universities to notify students and employees whenever there is a threat that a serious crime has been reported and/or may be repeated--so that campus community members can protect themselves or their property. The Clery Act identifies specific crimes that require a timely warning notice to be issued. When crimes are reported to a CSA or the police and the reported crime(s) are believed to have occurred on campus, in or on non-campus buildings or property, or on public property immediately contiguous to the campus.

**Timing, Content, and Decision Criteria for Issuing a Crime Alert:**

• The Clery Act does not define what is *timely*. However, the warning should be issued as soon as pertinent information is available, because the intent of a Clery timely warning is to alert the campus community of a criminal event and any continuing threats that are believed to exist.

• Clery Act regulations do not specify what should be included in a timely warning. However, the warning should include information that would promote actions to encourage security awareness.

• The issuance of a Crime Alert should be decided on a case-by-case basis in light of all of the facts surrounding a crime. These include factors such as the nature of the crime, a continuing danger to the community, and the possible risk of compromising law enforcement efforts to apprehend the suspect(s) if certain information is made public.

• Generally, the Alert should specify the type of reported crime, the time and location where the crime occurred, and specific advice to the community regarding steps to take to avoid becoming a victim of similar crimes.

The decision to issue a Crime Alert is made by the Chief of Police or his designee, at times after consulting with The President.

A **CRIME ALERT** may be disseminated campus-wide using a variety of methods that include official Wallace e-mail, advisory posters placed at building entrances and inside locations frequented by members of the campus community, and via social media such as Facebook and Twitter.

**Emergency Operation Plan**

Wallace Community College has a well-developed process for significant emergencies or dangerous situations involving an immediate threat to the health and safety of students, employees, and visitors. The process is detailed in the Wallace Community College Emergency Operations Plan (EOP), which includes information about the College's operating status parameters; incident priorities; shelter-in-place and evacuation guidelines; and local contingency and continuity planning requirements. The EOP is designed to take an all- hazards approach to both natural and human caused hazards. The college publishes the Emergency Operational Plan (EOP). The handbook can also be found by students and employees of Wallace Community College website under "Security" on Share Point. Divisions, departments, offices and individuals are encouraged regularly to familiarize themselves with information in this plan.

The College conducts emergency response exercises each year, which may include one or more activities, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. When a serious incident occurs that causes an immediate threat to the campus, the Campus Police Department will be the first to respond. Additional resources from a variety of local, state and federal agencies will be requested as needed.

**Wallace Community College Police Department Response to Crime**

Victims of crime are encouraged to report offenses to the Campus Police. Our officers will conduct a complete and thorough investigation of the event. If the victim desires to press charges, information will be presented to a magistrate, who determines if there is probable cause to issue a warrant. Wallace Community College Police Officers will assist the victim in obtaining the warrant. Additionally, a Wallace Campus Police officer is available to assist the victim during all stages of the court process.

Victims also have the option of filling a Code of Conduct violation if the alleged offender is a student. Code of Conduct violations may be filled in place of or in addition to criminal charges. Code of Conduct violations may be submitted to the following:

| | | |
|---|---|---|
| Dr. Ryan Spry, Director of Student Services | Dothan Campus | (334)556-2587 |
| Dr. Amy Greene, Director of Sparks Campus | Sparks Campus | (334)556-4270 |

**Code of Conduct Process for Students**

Upon receipt of a code of conduct complaint, the Director of Enrollment Services may investigate or assign the case to an investigator to gather additional facts. If there is probable cause to believe that a violation of the Wallace Community College Code of Conduct has occurred, then the case will proceed to an informal adjudication stage. In this stage a resolution can occur when the terms of the agreement is deemed appropriate by the Dean of Student Affairs, is designed to eliminate the conduct at issue, prevent its recurrence and remedy its effects in a manner that meets the expressed preference of the complainant and the safety and welfare of the campus community. If the case cannot be settled with an informal adjudication, the case will move to the hearing stage. After a verdict is rendered from the hearing, the decision may be appealed to the President for review. The Presidents' decision is final.

You can find additional information about our Student Code of Conduct at https://catalog.wallace.edu/misconduct

**Complaint Process for Employees**

**In circumstances in which the offender is a college employee, victims may file a complaint with Human Resources in place of or in addition to criminal charges. These complaints may be submitted to:**

**Brooke Strickland, Director of Human Resources, (334)556-2418.**

The victim of a crime who does not want to pursue action within the College's judicial system or the criminal justice system may still consider making a report to a Campus Security Authority. A student or employee can notify any Campus Security Authority about a crime and they can file an internal report without revealing their identity.

The College cannot guarantee confidentiality; but does guarantee privacy. The purpose of a confidential report is to comply with the reporting individual's wish to keep the matter confidential, while taking steps to ensure their future safety and the safety of others. Further options will be discussed with the reporting party. With such information, the college can keep an accurate record of the number of incidents involving students, employees and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential dangers. Reports filed in this manner are counted and disclosed in the annual crime statistics for the College.

**Security of Personal Property**

The college cannot be responsible for personal property, nor can the college assume responsibility for the protection of vehicles or their contents. The campus police recommend that students conceal books, supplies, and other valuables in the trunks of their cars or keep valuables in their possession at all times. Items such as purses, handbags, book bags, and knapsacks should not be left unattended.

**Safety and Security Programs**

Safety and Security programs are provided by Campus Police when requested. To request a class, please contact Campus Police at (334)556-2251. Types of classes include: Sexual Harassment and Workplace Violence, Emergency Operation Response, Citizen Response to Active Shooter Events, Alcohol and Drug Prevention, and other classes as requested.

**Campus Crime Statistics Disclosure**

Wallace Community College is required under Section 668.46(b) of the Campus Security Act to publish and distribute an annual security report. The Campus Crime and Security Survey as required by the United States Department of Education is available at http://ope.ed.gov/security. The offenses for which the Campus Security Act requires statistical reporting are defined in accordance with the FBI Uniform Crime Reporting (UCR) System, as modified by the Hate Crimes Statistics Act.
Victims or witnesses of crimes may report crimes confidentially for inclusion in the annual disclosure of crime statistics.

**Monitoring Campus, Non-Campus and Public Property for Criminal Activity**

The Campus Police Department maintains a list of all reports of crimes that occur on Wallace Community College property. Between January and July of each calendar year, letters of inquiry, or emails, are sent to local police jurisdictions inquiring about specific Clery crimes associated with each address during those specific dates/times. These letters are sent by mail. When these letters are answered, their contents are analyzed, and any crime deemed to be within the exact Clery geography of that location is added to the crime data for that year.

**Daily Crime Log**

Wallace Community College maintains a Daily Crime Log that records the date the incident was recorded, the type of incident, the general location of the incident and the disposition of the complaint. The department post criminal incidents on the Crime Log within two business days of receiving a report of an incident. These records are available for public inspection at Wallace Campus Police Department anytime that the campus is open for business or on the college website under the Security tab.

**Definitions of Crimes that must be defined by the Clery Act are:**

**Domestic Violence** - Defined under federal law (42 U.S.C. 13925(a)) as any felony or misdemeanor crime of violence committed by:

1. Current or former spouse, or intimate partner, of the victim
2. Person whom the victim shares a child with
3. A person who has or is cohabitating with the victim as a spouse or intimate partner
4. A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime or violence occurred or
5. By any other person against an adult or youth victim who is protected from domestic or family violence laws of the jurisdiction, in which the crime of violence occurred.

**Dating Violence** – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the complainant's statement, length of the relationship, type of relationship, and the frequency of interactions between the person(s) involved in the relationship. For the purpose of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. For the purpose of complying with the requirements of this section, any incident meeting this definition is considered a crime for the purpose of Clery Act reporting.

**Sexual Assault** - Can include any form of actual or attempted sexual activity perpetrated upon a person without that person's consent, including sexual behavior coerced through physical or verbal threats, force or other forms of manipulation and sexual behavior when one person cannot give consent due to incapacitation.

**Rape** – 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. This definition includes any gender of victim or perpetrator.

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

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

**Consent -** Knowing, voluntary and clear permission by word or action, to engage in mutually agreed upon sexual activity. Each party has the responsibility to make certain that the other has consented before engaging in the activity. The request of consent must be specific to each act and should be obtained with each new level of physical and/or sexual contact/conduct in any given interaction, regardless of who initiates it. For consent to be valid, there must be at the time of the act of sexual intercourse or sexual contact actual words or conduct indicating freely given agreement to have sexual intercourse or sexual contact. A person cannot consent if he or she is unable to understand what is happening or is disoriented, helpless, asleep or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has engaged in nonconsensual conduct. Intoxication is not a defense against allegations that an individual has engaged in nonconsensual sexual conduct. Consent is the act of willingly and verbally agreeing to engage in specific sexual contact or conduct. Obtaining consent is an ongoing process in any sexual interaction.

**Stalking** - Stalking, defined as intentionally and repeatedly harassing or following a person and intentionally or unintentionally placing the person being followed or harassed in fear of physical harm to one's self or property or physical harm to another person or another's property. A person engages in stalking if, without lawful authority and under circumstances not amounting to a felony attempt of another crime:

1. He or she intentionally and repeatedly harasses or repeatedly follows another person; and

2. The person being harassed or followed is placed in fear that the stalker intends to injure the person, another person, or property of the person or of another person. The feeling of fear must be one that a reasonable person in the same situation would experience under all the circumstances; and

3. The stalker either intends to frighten, intimidate, or harass the person; or knows or reasonably should know that the person is afraid, intimidated, or harassed even if the stalker did not intend to place the person in fear or intimidate or harass the person.

4. If he or she attempts to contact or follow the person after being given actual notice that the person does not want to be contacted or followed. That constitutes prima facie evidence that the stalker intends to intimidate or harass the person. “Contact” includes, in addition to any other form of contact or communication, the sending of an electronic communication to the person.

**Confidentiality**

Wallace Community College encourages anyone who is the victim or witness to any crime to promptly report the incident to the police. Because police reports are public records under state law, Wallace Community College Campus Police cannot hold reports of crime in confidence. Anonymous reports to Campus Safety Authorities may be filed for statistical reporting purposes. A student's privacy concerns are weighed against the needs of the College to respond to certain incidents and crimes. To the greatest extent possible, all reports will remain private. In compelling situations, Wallace Community College reserves the right to take reasonable action in response to any crime report, and information may be shared with appropriate departments and agencies under a need-to- know basis when it pertains to investigative needs and safety concerns of the campus community. All reports submitted on a confidential or anonymous basis are evaluated for purposes of issuing a campus- wide "timely warning notification" as well as inclusion in the annual crime statistics.

**Arrest Statistics Relating to Alcohol, Drugs and Weapons**

For compliance with the Campus Security Act, institutions must also report the numbers of arrests for liquor law violations, drug abuse violations, and weapons possession.

Definitions of crimes for which arrests must be reported also as defined by the National Association of College and Universities Attorneys College Law Digest are:

• Liquor law violations: violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages (with the exception of "driving under the influence" or "drunkenness").

• Drug abuse violations: violations of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation or use.

• Weapons possessions: violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

# Crime Statistics for Reporting Period

### Criminal Offenses-On Campus-Wallace Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Murder/Non-negligent manslaughter | 0 | 0 | 0 |
| Negligent manslaughter | 0 | 0 | 0 |
| Sex offences-Forcible | 0 | 0 | 0 |
| Sex offences-Non-forcible | 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 |
| Domestic Violence | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |
| Hazing | | | 0 |

### Criminal Offenses-On Campus-Sparks Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Murder/Non-negligent manslaughter | 0 | 0 | 0 |
| Negligent manslaughter | 0 | 0 | 0 |
| Sex offences-Forcible | 0 | 0 | 0 |
| Sex offences-Non-forcible | 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 |
| Domestic Violence | 1 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 |
| Hazing | | | 0 |

**Criminal Offences-Public Property-Wallace Campus**

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Murder/Non-negligent manslaughter | 0 | 0 | 0 |
| Negligent manslaughter | 0 | 0 | 0 |
| Sex offences-Forcible | 0 | 0 | 0 |
| Sex offences-Non-forcible | 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 |

**Criminal Offenses-Public Property-Sparks Campus**

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Murder/Non-negligent manslaughter | 0 | 0 | 0 |
| Negligent manslaughter | 0 | 0 | 0 |
| Sex offences-Forcible | 0 | 0 | 0 |
| Sex offences-Non-forcible | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 |
| Aggravated assault | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 |
| Motor vehicle theft | 1 | 1 | 0 |
| Arson | 0 | 0 | 0 |

## Hate Crimes

**Hate Crimes** – Includes all of the crimes listed under reportable crimes that manifest evidence that the victim was chosen based on one of the categories of bias listed below, plus the following crimes:

**Larceny/Theft** – Includes pocket picking, purse snatching, shoplifting, theft from building, theft from motor vehicle, theft of motor vehicle parts or accessories, and all other larceny.

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

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

**Destruction/Damage/Vandalism to Property (except Arson)** – To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

The categories of Bias included in Hate Crime reporting include: **race, gender, gender identity, religion, sexual orientation, ethnic / national origin, and disability.**

## Hate Crimes-On Campus-Wallace Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Murder/Non-negligent manslaughter | 0 | 0 | 0 |
| Negligent manslaughter | 0 | 0 | 0 |
| Sex offences-Forcible | 0 | 0 | 0 |
| Sex offences-Non-forcible | 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-On Campus-Sparks Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Murder/Non-negligent manslaughter | 0 | 0 | 0 |
| Negligent manslaughter | 0 | 0 | 0 |
| Sex offences-Forcible | 0 | 0 | 0 |
| Sex offences-Non-forcible | 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-Public Property-Wallace Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Murder/Non-negligent manslaughter | 0 | 0 | 0 |
| Negligent manslaughter | 0 | 0 | 0 |
| Sex offences-Forcible | 0 | 0 | 0 |
| Sex offences-Non-forcible | 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-Public Property-Sparks Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Murder/Non-negligent manslaughter | 0 | 0 | 0 |
| Negligent manslaughter | 0 | 0 | 0 |
| Sex offences-Forcible | 0 | 0 | 0 |
| Sex offences-Non-forcible | 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 |

## Arrests-On Campus-Wallace Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Illegal weapons possession | 0 | 0 | 0 |
| Drug law violations | 0 | 0 | 0 |
| Liquor law violations | 0 | 0 | 0 |

## Arrests-On Campus-Sparks Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Illegal weapons possession | 0 | 0 | 0 |
| Drug law violations | 0 | 0 | 0 |
| Liquor law violations | 0 | 0 | 0 |

## Arrests-Public Property-Wallace Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Illegal weapons possession | 0 | 0 | 0 |
| Drug law violations | 0 | 0 | 0 |
| Liquor law violations | 0 | 0 | 0 |

## Arrests-Public Property-Sparks Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Illegal weapons possession | 1 | 0 | 0 |
| Drug law violations | 6 | 6 | 18 |
| Liquor law violations | 3 | 2 | 4 |

## Disciplinary Actions-On Campus-Wallace Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Illegal weapons possession | 0 | 0 | 0 |
| Drug law violations | 0 | 0 | 0 |
| Liquor law violations | 0 | 0 | 0 |

## Disciplinary Actions-On Campus-Sparks Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Illegal weapons possession | 0 | 0 | 0 |
| Drug law violations | 0 | 0 | 0 |
| Liquor law violations | 0 | 0 | 0 |

## Disciplinary Actions-Public Property-Wallace Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Illegal weapons possession | 0 | 0 | 0 |
| Drug law violations | 0 | 0 | 0 |
| Liquor law violations | 0 | 0 | 0 |

## Disciplinary Actions-Public Property-Sparks Campus

| Criminal Offense | 2023 | 2024 | 2025 |
|---|---|---|---|
| Illegal weapons possession | 0 | 0 | 0 |
| Drug law violations | 0 | 0 | 0 |
| Liquor law violations | 0 | 0 | 0 |

**Notification to Victims of Crime of Violence**

Wallace Community College will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of the crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purpose of this paragraph.

According to Section 16 of title 18 of the United States Code, the term "crime of violence" means:

a. 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

b. any other offense hat 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.

c. The results of a disciplinary proceeding means – only the institutions final determination with respect to the alleged sex offense and any sanctions that is imposed against the accused.

**Sex Offender Registry**

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000 and the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) 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, to each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student. Information about sex offenders in Alabama can be found at: https://www.alea.gov

**Sexual Offenses**

Wallace Community College places a high priority on the safety of all students, employees and visitors. Any type of sexual misconduct is strictly forbidden at Wallace Community College. Both college disciplinary procedures and criminal charges may be applied to sexual offenses.

**1. Educational Programs**
Education programs aimed at making the Wallace community free from sex offenses are administered by the Director of Student Life and Activities and Campus Police. These programs include but are not limited to:

A. Presentations by external organizations at Student Activity Periods.

B. Presentations by Campus Police as requested.

C. Brochures available in the offices of Campus Police and the counselors, which describe the prevention of sexual assault.

D. Posters throughout the campus community to heighten awareness of sexual assault.

**2. Sanctions**
Upon determination that a student or employee has committed rape, acquaintance rape or another sexual offense, the following sanctions are available:

- Criminal charges
- Probation
- Suspension from college and/or employment
- Expulsion from college
- Termination of employment
- Ban from college property

**Sexual Assault Elimination Act**

Enacted in March 2013, the Campus Save Act is the most recent, and far reaching, in a long line of laws that protect students from sexual violence and harassment. The act requires students, faculty and staff to be trained in the appropriate response to sexual violence and harassment. These programs will include a discussion of what constitutes sexual harassment and sexual violence, the college's policies and disciplinary procedures, and the consequences of violating these policies.

## Hazing

### Purpose

Wallace Community College is committed to providing an environment for students, employees, and campus visitors that is free from all forms of hazing. Hazing violates both WCC policy, federal and state law, and may lead to removal from College or termination of employment as well as personal liability—civil and criminal.

### Policy

Wallace Community College is committed to maintaining a supportive, educational environment that seeks to enhance the well-being of all members of its community. This commitment reflects the institution's adherence to its mission, to its various policies supporting its mission, and to relevant state and federal laws. Consistent with that commitment, the College has implemented the following policy on hazing.

### Prohibition on Hazing

Simply defined, hazing includes any act that threatens or inflicts physical, emotional, or psychological pressure or injury on an individual or that purposely demeans, degrades, or disgraces an individual. The College does not condone hazing, regardless of its form. Indeed, hazing is prohibited by the College's Code of Student Conduct and considered a crime in the State of Alabama under Alabama Code § 16-1-23. No individual shall directly engage in hazing or indirectly encourage, aid, or assist any other person in hazing. All students and other College representatives, including employees, should immediately report known or suspected hazing violations as directed herein.

An individual commits hazing by intentionally, knowingly, or recklessly causing, coercing, or forcing another individual to engage in or endure any of the following for the purpose of pre-initiation or pre-pledging activities, pledging, initiating, holding office, admitting or affiliating into or with an organization, or for the purpose of continuing, reinstating, or enhancing an individual's membership or status in an organization:

1. Conduct or conditions that violate College policy or local, state, or federal law.
2. Physical brutality or any other conduct or conditions that pose a substantial risk of physical injury or death, including, but not limited to, whipping, striking, punching, beating, paddling, electric shock, placing harmful substances on the body, excessive exercise or calisthenics, branding, or exposure to the elements.
3. The consumption of any food, alcohol, drug, non-alcoholic liquid, or other substance that could adversely affect the physical health or safety of the individual.
4. Sexual misconduct, harassment, assault, humiliation, or brutality, such as forced nudity or an act of sexual penetration, or both.

5. An unreasonable act of forced servitude, restraint, including confinement, or sleep deprivation.
6. Any activity that would subject the individual to extreme mental stress, such as forced conduct that could result in extreme embarrassment, or other forced activity that could adversely affect the mental health or dignity of the individual.

For the purposes of this Policy, "organization" means any formal or informal fraternity, sorority, association, corporation, order, society, corps, student organization (registered or not), cooperative, club, service group, social group, band, spirit group, athletic team, or similar group whose members are primarily students at, or former students of, the College.

This Policy does not apply to reasonable and customary athletic, law enforcement, or military training, testing, competitions, or events, or to other similar events sanctioned by the College.

**Reporting Hazing**

All members of the campus community have a duty to promptly report good faith concerns about potential hazing impacting another member of the campus community. Specifically, if any such individual holds firsthand knowledge about hazing, whether that hazing has already occurred or is set to occur in the future, they have a duty to make a reasonable effort to immediately report the hazing-related information as noted herein.

If the situation is an emergency and you or someone else needs immediate assistance, please contact the Wallace Community College Police Department (WCCPD) at 334-798-1381.

An individual with a duty to report a specific hazing incident or concern may be immune from College sanctions that might otherwise be imposed as a result of the reported hazing incident if the individual:

1. Immediately provides a full report of all known information upon learning that hazing will occur or has occurred;
2. Makes a reasonable effort to stop the hazing if it is planned or in progress, which, among other things, may include immediately reporting the situation;
3. Participates in good faith with:
    a. Any College or law enforcement agency investigation regarding the incident, and
    b. Any judicial proceeding resulting from a report of hazing; and
4. If the reporting individual is present at the scene of the hazing and the individual who is a victim requires medical attention:
    a. The reporting individual immediately takes steps to get the victim assistance from appropriate medical personnel; and
    b. The reporting individual remained with and assisted in good faith the individual requiring assistance until such medical personnel arrived.

To report hazing that does not involve an emergency situation, please provide specific information about the hazing incident to any of the following:

- The Wallace  Community College Police Department (WCCPD)—please call 334-798-1381.

**Penalties/Sanctions**

Individuals who are victims of hazing and who truthfully report violations of this Policy will not be subject to penalties or sanctions for violations of this Policy.

The penalties and sanctions for individuals who are found to violate this Policy may include the following:

1. In addition to any significant criminal charges or civil liability that may occur, an individual will be subject to immediate termination from employment or suspension/expulsion if:
    a. They are found to have engaged in or contributed to hazing that results in serious physical injury, which is defined as physical injury that creates a substantial risk of death, or that causes serious or protracted disfigurement, protracted impairment of health, or protracted loss or impairment of the function of any bodily organ or extremity;
    b. They are found to have engaged in or contributed to hazing that results in someone's death; or
    c. They are found to have engaged in or contributed to hazing that involves forced alcohol and/or drug consumption.
2. An individual who engages in any other form of hazing will be subject to penalties and sanctions up to and including termination from employment or suspension/expulsion.
3. An individual who has a duty to report potential hazing incidents as outlined herein but fails to make reasonable efforts to immediately report that knowledge may be subject to penalties and sanctions up to and including termination from employment or suspension/expulsion.
4. An individual who attempts to or does dissuade or prevent an individual from reporting potential or actual hazing or takes an adverse action against an individual in retaliation for a good faith report of hazing will be subject to penalties and sanctions up to and including termination from employment or suspension/expulsion.

This is not an exhaustive list of potential sanctions/penalties for violating this Policy.  Each situation will be assessed on a case-by-case basis.

An organization that is found to have violated this Policy may also be subject to sanctions/penalties, including, but not limited to, removal from campus, suspension of operations, social event restrictions, or block seating revocation.

A third-party who is found responsible for hazing may be removed from campus and barred from returning.

An individual may not avoid hazing charges or sanctions by arguing that the hazing victim consented, whether express or implied, to the conduct. In short, a person cannot consent to being hazed.

If an individual or organization is found responsible for violating this Policy and a criminal or civil proceeding relating to the conduct arrives at an alternative conclusion, the College finding will not be subject to change.

Making an intentionally false accusation of hazing is prohibited. Any member of the campus community who is found to have engaged in this conduct will be subject to penalties and sanctions up to and including termination from employment or suspension/expulsion.

**Prohibition on Retaliation**

It is a violation of this Policy for a member of the campus community to retaliate against another individual who has made a good faith report of hazing.

**Scope**

This policy applies to all members of the campus community, which includes faculty and staff, contractors, residents, students, advisors, visitors, alumni, and guests.

**Policy**

Wallace Community College places a high priority on the safety of all students, employees and visitors.

Any type of harassment, abuse, physical violence or intimidation is forbidden. Both college disciplinary procedures and criminal charges may be applied to these offenses.

**Student Bill of Rights**

1. Complainants have the right to assistance by all faculty and staff in reporting allegations of harassment, abuse, physical violence, sexual violence or intimidation.
2. Complainants have the right in choosing the manner in which the complaint is filed.
    a. The complainant may report the crime to law enforcement.
    b. The complainant may request a school disciplinary inquiry.
    c. The complainant may choose both options.
    d. The complainant may choose not to report the incident.

3. Complainants have the right to confidentiality when reporting allegations of harassment, abuse, physical violence, sexual abuse or intimidation.

4. Complainants have the right to a thorough and professional investigation that protects the rights of both the accused and the accuser.

5. Complainants have the right to know that criminal sanctions include probation, fines, imprisonment or counseling.

6. Victims have the right to know that school disciplinary sanctions include probation, suspension, expulsion, counseling, termination of employment and ban from college property.

7. Complainants have the right to assistance in obtaining orders of protection, no contact orders and restraining orders by the Campus Police concerning offenses that occur on campus, when requested and when probable cause exists.

8. Complainants have the right to know that there will not be a monetary charge for filling criminal or school disciplinary complaints.

9. Complainants have the right to a prompt, fair, and impartial investigation, conducted by properly trained individuals conducted by officials who receive annual training.

10. Accusers and accused have the right to simultaneous written notification of outcome at each stage in the process.

11. Accusers and the accused both have the right to appeal code of conduct decisions.

12. Complainants have the right to assistance with accommodations regarding academic and work scheduling when requested and reasonably available; whether or not the offense was reported to law enforcement. The location of the offense does not affect this right.

13. Wallace Community College will not allow any form of retaliation against a complainant for making an allegation of harassment, abuse, physical violence, or intimidation.

**Instructions for Sexual Assault Victims**

In the event you or another person is the victim of sexual assault, it is important to remember details, follow procedures and notify the proper departments. The single most important thing a victim of rape or sexual assault can do is tell someone - the police, a friend, a medical professional, etc. Rape or sexual assault, whether by a stranger or someone you know, is a violation of your body, your trust and your right to choose. The following are recommended procedures to follow:

A. Do not shower, wash or change your clothes.

B. Do not brush your teeth.

C. Preserve any evidence such as clothing, used condoms, towels, tissue or other items which may be useful for investigation purposes.

D. If the incident occurs on campus, contact the Campus Police at (334) 798-1381 Dothan Campus or (334)798-1228 Sparks Campus. If the incident occurs off campus, contact 911.

F. Seek medical attention immediately. Campus Police at (334)798-1381 or (334)798-1228 can assist in seeking medical attention. Also, local emergency medical services can be contacted by dialing 911.

G. Seek counseling to assist with mental and emotional trauma. Information concerning counseling services available through various agencies can be obtained in the Campus Police Department.

**How to be an Active Bystander**

Bystanders play a critical role in the prevention of sexual and relationship violence. A bystander is defined as a "individual who observes or witnesses' conditions that perpetuate violence. They are not Directly involved but have the choice to intervene, speak up, or do something about it." Wallace Community College want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do in the event we want to help. The link below provides useful information to help bystanders make informed decisions: https://www.nsvrc.org/bystander-intervention-online-learning-opportunities.

- If you or someone else is in immediate danger, dial 911. This could be when a person is yelling or being physically abusive toward another person and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.

- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.

- Speak up when someone discusses plans to take sexual advantage of another person.

- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.

**Risk Reduction**

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

**Protection from Abuse Orders**

Wallace Community College complies with Alabama law in recognizing protection from abuse orders. Any member of the campus community that obtains such order should notify the Campus Police Department . The Campus Police will assist the complainant with developing a Safe Action Plan. The purpose of this plan is to reduce the risk of harm to the complaint while on campus or traveling to and from campus.

Should you need assistance in obtaining a protection from abuse order, please see any member of the Campus Police Department.

**Drug and Alcohol-Free Campus**

As required by Section 22 of the Drug Free Schools and Communities Act of 1989 (Public Law 101-226) and in recognition of this institution's responsibility to serve as a beneficial influence on its students, its employees, and the community at large, Wallace Community College is designated as a drug and alcohol-free campus and will comply with all the provisions of Public Law 101-226:

Wallace Community College prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, use or sale of alcoholic beverages, controlled substances, and illegal drugs on campus. The impairment by alcohol or drugs of any student or employee while participating in the academic or workplace setting is also prohibited. Wallace College employees, students and visitors are required to abide by all federal and state laws, local ordinances, and other related state and federal requirements regarding the consumption or possession of alcoholic beverages, controlled substances and illegal drugs.

Drug and alcohol education and abuse prevention training can be provided by Campus Police will upon request.

**Resources**

A. **Wallace Community College refers employees with confidential drug, alcohol and mental health services to the following provider.**
   Spectra Care
   440 Honeysuckle Road
   Dothan, AL 36301

   Employees with questions about services may contact Brooke Strickland at (334)556-2418.

B. **The following is a local provider of drug, alcohol and mental health resources for students:**
   Spectra Care
   440 Honeysuckle Road
   Dothan, AL 36301

Students that need more information concerning drug, alcohol or mental health counseling may contact enrollment services at any campus.

**Student Possession, Use and Sale of Alcoholic Beverages**

Wallace Community College promotes a drug-free campus. The college has a vital interest in maintaining a safe, healthy, and productive work and academic environment for its employees, students, and the public. As such, Wallace Community College complies with the federal Drug Free Schools and Communities Act, the Drug Free Schools and Campuses Regulations, the Drug Free Workplace Act, the Controlled Substances Act, the drug regulations mandated by the federal highway administration of the US Department of Transportation, and other applicable federal state and local laws and regulations. Wallace Community College prohibits the unlawful manufacture, distribution, dispensation, possession, use and/or sale of any controlled substance, including illicit drugs, marijuana, of any kind or any amount.

Employee's that violate this policy are subject to the following disciplinary action upon completion of due process hearings:

Probation

Suspension from college

Expulsion from college

Criminal Prosecution

Ban from college property

Recognized Student Organizations

**Employee Possession, Use of Alcohol and Drugs at Wallace Community College**

Wallace Community College promotes a drug-free campus. The college has a vital interest in maintaining a safe, healthy, and productive work and academic environment for its employees, students, and the public. As such, Wallace Community College complies with the federal Drug Free Schools and Communities Act, the Drug Free Schools and Campuses Regulations, the Drug Free Workplace Act, the Controlled Substances Act, the drug regulations mandated by the federal highway administration of the US Department of Transportation, and other applicable federal state and local laws and regulations. Wallace Community College prohibits the unlawful manufacture, distribution, dispensation, possession, use and/or sale of any controlled substance, including illicit drugs, marijuana, of any kind or any amount.

Employee's that violate this policy are subject to the following disciplinary action upon completion of due process hearings:

Probation

Suspension

Termination of employment

Criminal Prosecution and /or Ban from college property

**Federal Drug Offenses and Penalties**

***Possession of Controlled Substances:*** Federal drug possession penalties generally consider only the drug violation history of the offender. With one exception (when the possession is for personal use for which a civil penalty up to $10,000 may be imposed if first offense), federal penalties for a person convicted of possession of any type or amount of a controlled substance can be:

- up to one year in prison and a minimum fine of $1,000 for a first offense;
- a minimum of 15 days and a maximum of two years in prison and a minimum fine of $2,500 for a second drug offense; and
- a minimum of three months and a maximum of three years in prison and a minimum fine of $5,000 for a third drug offense.

Persons convicted of possession of certain amounts of a mixture or substance containing cocaine base such as crack cocaine face much stiffer penalties under mandatory minimum sentencing, including at least five years in prison, not to exceed 20 years and fined a minimum of $1,000 or both, if:

a) First conviction and the amount of crack possessed exceeds five grams;
b) Second crack conviction and the amount of crack possessed exceeds three grams; or
c) Third or subsequent crack conviction and the amount of crack possessed exceeds one gram (21 U.S.C. 844(a)).

***Federal Drug Trafficking*:** Federal drug trafficking penalties consider the type and amount of the drug involved, the offender's drug violation history, and other factors. The US Drug Enforcement Administration (DEA) maintains a list of penalties for federal trafficking offenses, a copy of which is incorporated below. Generally, for each drug, there is a threshold amount that brings the offender under the mandatory minimum sentencing structure. When death or serious bodily injury results from use of the drugs, first time offenders are subject to a sentence of 20 years to life, and repeat offenders are subject to a mandatory life sentence. A first offense of distributing to persons under age 21 may be punishable by twice the maximum sentence, and three times for second offenses (21 U.S.C. §859). If the trafficking is on premises in which a person under age 18 is present or resides, an additional penalty up to 20 years imprisonment may be imposed (21 U.S.C. § 860a). Persons convicted of trafficking within 1,000 feet of a school or college face penalties twice as high as the maximum penalties, with a mandatory one-year prison sentence for first offenses, and three times as high for second offenses (21 U.S.C. § 860).

***Drug Paraphernalia*:** Any person who sells, offers to sell, transports, exports or imports drug paraphernalia is subject to three years imprisonment (21 U.S.C. § 863).

***Other Penalties*:** A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and professional and commercial licenses for up to one year for a first offense and up to five years for subsequent offenses (21 U.S.C. § 862). Federal drug *trafficking* convictions may result in denial of federal benefits for up to five years for a first conviction; *possession* convictions may result in denial of federal benefits for up to one year for a first conviction and up to five years for subsequent convictions (21 U.S.C. § 862). In addition, for crimes punishable by more than one year in prison, the person will forfeit personal or real property related to the violation, including houses, cars, and other personal belongings (21 U.S.C. § 853 (a)(2) & 881(a)(7)), or vehicles, boats, or other conveyance used to transport or conceal controlled substances (21 U.S.C. § 881(a)(4)). Finally, persons convicted are ineligible to receive or purchase a firearm (18 U.S.C. 922(g)).

**FEDERAL TRAFFICKING PENALTIES FOR SCHEDULES I, II, III, IV, and V (EXCEPT MARIJUANA)**

| Schedule | Substance/Quantity | Penalty | Substance/Quantity | Penalty |
|---|---|---|---|---|
| II | Cocaine 500-4999 grams mixture | **First Offense:** Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life.<br><br>Fine of not more than $5 million if an individual, $25 million if not an individual.<br><br>**Second Offense:** Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $8 million if an individual, $50 million if not an individual. | Cocaine 5 kilograms or more mixture | **First Offense:** Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life.<br><br>Fine of not more than $10 million if an individual, $50 million if not an individual.<br><br>**Second Offense:** Not less than 20 yrs., and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual.<br><br>**2 or More Prior Offenses:** Life imprisonment. Fine of not more than $20 million if an individual, $75 million if not an individual. |
| II | Cocaine Base 28-279 grams mixture | | Cocaine Base 280 grams or more mixture | |
| IV | Fentanyl 40-399 grams mixture | | Fentanyl 400 grams or more mixture | |
| I | Fentanyl Analogue 10-99 grams mixture | | Fentanyl Analogue 100 grams or more mixture | |
| I | Heroin 100-999 grams mixture | | Heroin 1 kilogram or more mixture | |
| I | LSD 1-9 grams mixture | | LSD 10 grams or more mixture | |
| II | Methamphetamine 5-49 grams pure or 50-499 grams mixture | | Methamphetamine 50 grams or more pure or 500 grams or more mixture | |
| II | PCP 10-99 grams pure or 100-999 grams mixture | | PCP 100 grams or more pure or 1 kilogram or more mixture | |

| Substance/Quantity | Penalty |
|---|---|
| Any amount of other Schedule I & II substances | **First Offense**: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine $1 million if an individual, $5 million if not an individual.<br><br>**Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if not an individual. |
| Any drug product containing Gamma Hydroxybutyric Acid | |
| Flunitrazepam (Schedule IV) 1 Gram | |
| Any amount of other Schedule III drugs | **First Offense**: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than $500,000 if an individual, $2.5 million if not an individual.<br>**Second Offense**: Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than $1 million if an individual, $5 million if not an individual. |
| Any amount of all other Schedule IV drugs (other than one gram or more of Flunitrazepam) | **First Offense**: Not more than 5 yrs. Fine not more than $250,000 if an individual, $1 million if not an individual.<br>**Second Offense:** Not more than 10 yrs. Fine not more than $500,000 if an individual, $2 million if other than an individual. |
| Any Amount of all Schedule V drugs | **First Offense:** Not more than 1 yr. Fine not more than $100,000 if an individual, $250,000 if not an individual.<br><br>**Second Offense**: Not more than 4 yrs. Fine not more than $200,000 if an individual, $500,000 if not an individual. |

| FEDERAL TRAFFICKING PENALTIES FOR MARIJUANA, HASHISH AND HASHISH OIL, SCHEDULE I SUBSTANCES | |
|---|---|
| Marijuana<br><br>1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants | **First Offense:** Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than $10 million if an individual, $50 million if other than an individual.<br><br>**Second Offense:** Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $20 million if an individual, $75 million if other than an individual. |
| Marijuana<br><br>100 to 999 kilograms marijuana<br><br>mixture or 100 to 999 marijuana plants | **First Offense:** Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than $5 million if an individual, $25 million if other than an individual.<br><br>**Second Offense:** Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than $8 million if an individual, $50million if other than an individual. |
| Marijuana<br><br>50 to 99 kilograms marijuana mixture,<br><br>50 to 99 marijuana plants | **First Offense:** Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine $1 million if an individual, $5 million if other than an individual.<br><br>**Second Offense:** Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine $2 million if an individual, $10 million if other than an individual. |
| Hashish<br><br>More than 10 kilograms | |
| Hashish Oil<br><br>More than 1 kilogram | |
| Marijuana<br><br>less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight)<br><br>1 to 49 marijuana plants | **First Offense:** Not more than 5 yrs. Fine not more than $250,000, $1 million if other than an individual.<br><br>**Second Offense:** Not more than 10 yrs. Fine $500,000 if an individual, $2 million if other than individual. |
| Hashish<br><br>10 kilograms or less | |
| Hashish Oil<br><br>1 kilogram or less | |

**STATE OF ALABAMA DRUG OFFENSES AND PENALTIES**

A list of Alabama statutes regarding controlled substances, marijuana and drug paraphernalia is incorporated below. Crimes involving controlled substances range from Class A to Class C felonies, punishable by substantial prison terms and/or fines, with enhanced penalties if controlled substances are sold to persons under 18 years of age or within a three-mile radius of campus boundaries of a college or school. Possession of marijuana for personal use is a Class A misdemeanor for the first offense, but elevated to a Class C felony for a second offense. Possessing drug paraphernalia is a Class C misdemeanor, but elevated to a more serious Class B felony if sold to a person under 18 years of age. The Department of Public Safety may suspend a driver's license for six months for persons convicted of a drug offense.

***A drug conviction under state or federal law may make a student ineligible for federal financial aid (loans, grants, work study).*** *For more information, see [https://studentaid.ed.gov/eligibility/criminal-convictions#drug-convictions](https://studentaid.ed.gov/eligibility/criminal-convictions#drug-convictions)*

| **STATE OF ALABAMA CONTROLLED SUBSTANCES/MARIJUANA VIOLATIONS AND PENALTIES** | | |
|---|---|---|
| **VIOLATION** | **PENALTIES*** | **AL CODE §** |
| **CONTROLLED SUBSTANCES** | | |
| *Trafficking:* Knowingly sells, manufactures, delivers or brings into state cannabis (in any of its forms), cocaine, heroin, morphine, opium, methaqualone, hydro morphine, methylenedioxy amphetamine, phencyclidine, lysergic acid diethylamide, methamphetamine, or LSD | *Class A Felony*. Imprisonment & fines dependent on amounts Prison: Ranges from 3 years to mandatory life in prison without parole. Fine: Ranges from $50,000 - $250,000 | 13A-12-231 |
| *Sale* of controlled substance by person over 18 to person under 18 | *Class A Felony*. Not eligible for suspended sentence or probation Prison: 10-99 years or life Fine: Not more than $60,000 | 13A-12-215 |
| *Sale* of controlled substance that is on the campus or within a 3-mile radius of campus boundaries of any public or private school, college, university or other educational institution or of public housing | *Class A Felony*.<br><br>Prison: Add five years to penalty | 13A-12-250<br><br>13A-12-270 |
| Engages in a criminal enterprise, in connection with 5 or more persons, to *traffic* in illegal drugs | *Class A Felony*. Prison: 25 years to life w/o eligibility for parole; Fine: Not more than $500,000; 2nd offense: Prison: mandatory life Fine: $150,000 - $1,000,000 | 13A-12-233 |
| *Manufacturing* controlled substance if 2 or more of following conditions are present: possession of firearm, use of booby trip, use of clandestine lab within 500 feet of a residence or school, the presence of someone under 17 years of age during the manufacturing process | *Class A Felony*. Not eligible for suspended sentence or probation<br><br>Prison: 10-99 years or life Fine: Not more than $60,000 | 13A-12-218 |
| *Manufacture* of a controlled substance | *Class B Felony*. Prison: 2-20 years Fine: Not more than $30,000 | 13A-12-217 |
| *Distribution* of controlled substances (furnished, sold, given away, manufactured, delivered or distributed) | *Class B Felony*. Prison: 2-20 years Fine: Not more than $30,000 | 13A-12-211 |
| *Possession* or receipt of controlled substances | *Class C Felony*. Prison: 1-10 years Fine: Not more than $15,000 | 13A-12-212 |

| | | |
|---|---|---|
| Person convicted of attempt, criminal solicitation & criminal conspiracy to commit controlled substance crime | Punishable the same as the crime itself | 13A-12-202 (c); -203(c);-204(c) |
| **MARIJUANA & DRUG PARAPHERNALIA** | | |
| Possession of marijuana in first degree (other than personal use or previously convicted of possession in second degree) | *Class C Felony*. Prison: 1-10 years Fine: Not more than $15,000 | 13A-12-213 |
| Possession of marijuana in second degree (for personal use only) | *Class A Misdemeanor*. Jail: Not more than 1 year; Fine: Not more than $6,000 | 13A-12-214 |
| Use, possession, delivery, or sale of drug paraphernalia | *Class B Felony* for *sale to one under 18* by one over 18. Prison: 2-20 years; Fine: Not more than $30,000<br>*Class C Felony* for *sale*. Prison: 1-10 years; Fine: Not more than $15,000<br>*Class C Misdemeanor* for *possession*. Jail: Not more than 3 months; Fine: Not more than $500 | 13A-12-260 |

**STATE ALCOHOLIC BEVERAGE LAWS AND PENALTIES**

Various Alabama statutes address alcohol-related laws and penalties. Most offenses expose an individual to 30 days to six months in jail and a fine no greater than $500. Penalties for DUI increase with the number of offenses, with the fourth DUI exposing a person to a felony charge, with imprisonment from 1-10 years and fine from $4,100 to $10,100. Significantly, the fourth DUI results in mandatory revocation of the person's driver's license for five years. Adults who authorize a party at a residence they control and allow the party to continue with persons under age 21 illegally possessing or consuming alcohol without taking reasonable action to prevent it expose themselves to a $3,000 fine and up to six months in jail. Finally, in addition to criminal penalties, civil monetary damages are available through the Alabama Civil Damages Act and/or Alabama Dram Shop Act if injuries are caused by a minor who has consumed alcohol.

**HEALTH RISKS ASSOCIATED WITH USE OF CONTROLLED SUBSTANCES AND ABUSE OF ALCOHOL**

Substance abuse and drug dependency are problems of staggering proportions in our society today. They are the leading causes of preventable illness, disability, and death in the U.S. and afflict millions of Americans. This number increases dramatically when one considers the harm done to the families of substance abusers as well as to those injured or killed by intoxicated drivers or in drug-related work accidents. Alcoholism can develop in anyone. It tends to appear first between the ages of 20 and 40 and to be more prevalent in persons with a family history of alcoholism.

**ALCOHOL**

Alcoholism is a disorder that has profound psychological, biological, and societal effects. Directly, it affects over 18 million people; indirectly, it affects another 56 million. It is usually characterized by one of three different patterns:

1. Regular daily intoxication;
2. Drinking large amounts of alcohol at specific times; or
3. Periods of sobriety interspersed with periods of heavy daily drinking.

Alcoholism is usually progressive, and physical dependence can develop; if this happens, serious, sometimes life-threatening symptoms can develop when alcohol is withdrawn. Short term effects of alcohol use can include depression, gastritis, liver disease, automobile accidents, and domestic violence. Chronic alcohol abuse can produce irreversible health changes, including dementia, sexual impotence, cirrhosis of the liver, and heart disease. Death can occur either as a complication of one of these chronic problems, or acutely, secondary to alcohol intoxication by poisoning or to aspiration of vomitus, or as the result of any automobile accident while driving intoxicated.

**MARIJUANA (CANNABIS)**

Though physiological consequences do depend on frequency, duration, and quantity of use, marijuana use has been linked to impairment of short-term memory, concentration, judgment, perception, and fine motor skills. Therefore, the use of this drug increases the risk of machinery or motor vehicle accident and injury for four to six hours after ingestion. Impairment of memory may last for three to six months, even if use of the drug is discontinued completely. The active chemical in marijuana (THC) remains stored in body fat cells long after ingestion. Marijuana use is associated with chronic anxiety, depression, and paranoid feelings. It can exacerbate or increase significantly underlying emotional problems. Frequent and/or ongoing use by children and adolescents may have long term developmental consequences resulting in lack of motivation, apathy, and difficulty managing current stresses and responsibilities, as well as making appropriate plans for the future. Pregnant women who use marijuana may be at a higher risk for giving birth to children with developmental or birth defects.

**HALLUCINOGENS**

This category includes drugs such as lysergic acid diethylamino (LSD, also known as "acid"), mescaline, psilocybin (also known as mushrooms) and peyote. These drugs cause delusions, hallucinations, and impaired perception of time and space. Phencyclidine (PCP, or "angel dust") and amphetamine variants known as "ecstasy" are included in this category, though they rarely cause hallucinations in the true sense. They are, however, potent drugs that have mind-altering effects and impair perception and cognition. Hallucinogens can produce a "bad trip" with anxiety, agitation, hallucinations, and paranoia leading to impulsive behavior. After a "bad trip" the person can be subject to "flashbacks," which are recurrences of the experiences of the "bad trip" without taking any more of the drug. Psychosis and impaired thinking may result after long-term use.

**COCAINE**

The use of cocaine, an illegal stimulant drug, has risen dramatically in the United States. Other names for this drug are code, C., lady, and snow. Cocaine is a white powder that is snorted, injected into veins, or smoked freebase or as "crack." Crack is a crystalline form of cocaine that is also known as "rock", from its small, white rock-like appearance. "Speed balls" are cocaine mixed with heroin, which is a particularly dangerous combination. Crack produces the most intense cocaine high; addiction can occur after using it only once or twice. Cocaine highs are characterized by feelings of extreme happiness and a sense of limitless power and energy. However, the physical effects include high blood pressure and heart palpitations. A cocaine "crash" follows the high and includes symptoms of depression, dullness, great

irritability, and paranoia. Serious medical complications occur with cocaine use, such as heart attacks (even in young people), seizures, and strokes due to high blood pressure. The psychological effects of cocaine use include violence, paranoia, and personality changes as well as symptoms such as depression, anxiety, and confusion. Pregnant women using cocaine have increased risk of miscarriages and still-births. Newborns addicted to cocaine are irritable, unresponsive, they are prone to have malformed kidneys and genitals, and to have heart attacks and strokes. Addiction to cocaine controls aspects of the user's life, impinges on the lives of those closest to the user, and occurs in people of all ages, classes, and educational levels.

**AMPHETAMINES, METHAMPHETAMINE AND OTHER STIMULANTS**

In addition to cocaine, a number of other drugs stimulate the nervous system and are very addictive. Most of them belong to the amphetamine family of drugs. Dexedrine (present in "diet" pills) may at times be prescribed by a physician, but its use as a legitimate medication is now infrequent. Street drugs of the amphetamine group include "ecstasy" and "ice." Ice is a smokable amphetamine compound that is very potent, and the effects are long lasting and devastating. The health risks of these and other stimulants are similar to those of cocaine use.

**NARCOTICS, INCLUDING HEROIN**

Various medications are taken to relieve pain. Most non-prescription pain relievers (such as aspirin, Tylenol, Motrin, and Nuprin) are not considered addictive. However, there is a class of stronger pain relievers, available by prescription only, which are referred to as narcotics and most of which are opiates. Examples of these drugs include morphine, codeine, Tylenol No. 3, Darvon, Darvocet, Percocet, Percodan, Demerol, and certain prescription cough medicines. These drugs differ from non-prescription pain relievers in their potential for abuse and dependence. With close medical supervision, these drugs may be safely used in specific medical circumstances for a limited time. However, addiction may occur, and the person may not want to stop the drug even when the pain has stopped. Tolerance to the drug is shown by an increase in the amount of drug necessary to relieve pain. This becomes progressive and leads to the craving or need for larger and larger doses, without which the person becomes extremely uncomfortable and physically ill. The time may come when the person "needs" such a large dose of the drug that it is poisonous or lethal. Under these circumstances, coma, suffocation, and death may ensue. The malignant course of this problem is similar to that of addiction to heroin. Although heroin is not available by prescription, it is a narcotic, which belongs to the same chemical family as the above drugs. The use of heroin is mainly by injection into a vein, which carries the additional medical dangers of contracting AIDS and hepatitis from unclean needles and syringes.

**SEDATIVES AND TRANQUILIZERS**

Barbiturates and benzodiazepines are two of the most commonly used classes of sedatives. Barbiturates (such Phenobarbital, Seconal, and Amytal) are highly addictive and can be fatal if taken in excess. Although they still have medical uses, they have largely been replaced by benzodiazepines, used for relief of anxiety and to promote sleep. Benzodiazepines include such drugs as Valium, Librium, Ativan, Xanax, Dalmane, Halcion, and Restoril. While safe and effective at moderate doses for short periods of time (weeks), all

benzodiazepines have a potential for physical and psychological dependence if used at higher doses for longer periods of time. Frequently, benzodiazepines are abused by adults who become dependent on them because of their anti-anxiety effects. Other tranquilizers which may be abused include methaqualone (Quaaludes), Doriden, and Equanil. Intoxication may result from benzodiazepine use and resembles alcoholic drunkenness. Drowsiness, slurred speech, unsteady gait, and lack of coordination are common signs. The effects of benzodiazepines (barbiturates and other sedatives) add to those of alcohol; taken together, they can lead to coma and even death. Withdrawal from benzodiazepines resembles alcohol withdrawal and is most apparent if the drugs are stopped abruptly. Withdrawal takes place within hours to days of stopping the drug. Once a person is addicted to benzodiazepines, a physician should supervise the plan for gradually stopping them, to minimize serious effects of withdrawal.

**IMPACT OF SUBSTANCE ABUSE ON FAMILIES**

Families are often gravely affected by a substance-abusing member. This can occur on many levels. As a very direct, physiological consequence, the infants of alcohol and cocaine-abusing mothers often have low birth weight and may suffer from malformations and a variety of developmental problems. In addition, abusers often affect the economic well-being of their families as their inability to hold down a job or, in some instances, their stealing from relatives, reduces the family's financial means and stability. In many cases substance abuse leads to violence at home. Substance abuse takes an emotional toll on the functioning of individual members and the family. Family members may actively deny the problem, may become symptomatic in an effort to deflect attention from the substance-abusing member, or may assume the abuser's responsibilities at home and even at work. On the other hand, very often the family's intervention with the user is an essential step in getting the abusing member to seek treatment. Support groups or family members, such as Al-Anon, Nar-Anon or COC-Anon, as well as family therapy can provide needed assistance to families as they confront the destructive effects of the user's addiction.

**RECOGNIZING SIGNS AND SYMPTOMS OF ALCOHOL AND SUBSTANCE ABUSE**

Everyone occasionally has days when they exhibit behavior not normally associated with an educational or work environment nor characteristic of himself or herself. Unusual behavior during times of stress can be understood and accepted. However, when unusual behavior is displayed on a gradually increasing scale accompanied by general decline in work habits over a period of time, it indicates that an individual needs professional help. Below are some of the more common signs or symptoms of unusual behavior.

**ABSENTEEISM AND TARDINESS**

- Arriving late and leaving early
- Absences before and after payday or holidays
- Sporadic but significant use of sick time
- Taking frequent breaks
- Unexplained absences
- Friday and Monday absences
- Absences due to accidents both on and off the work site

**IMPAIRED JOB PERFORMANCE**

- Increasing operating errors
- Lost time on the job
- "Putting things off"
- Irresponsibility in completing tasks
- Faulty decision-making
- Increased accident rates
- Wasted materials or damaged equipment
- High performance that slowly declines over time
- Job performance that becomes focused on a specialized, repetitious activity (Rather than the entire array of job duties)
- Irregular or non-existent office hours
- Sudden, extreme gaps in performance (missing a grant deadline, unexpected missing of final exams)

**UNUSUAL INTERPERSONAL INTERACTIONS**

- Sudden emotional outburst including anger, tears, laughter
- Mood swings, especially early or late in the workday
- Overreactions to criticism
- Blaming others for poor performance
- Making inappropriate statements
- Rambling or incoherent speech
- Isolation from co-workers or increasing social withdrawal

**DECLINING PHYSICAL APPEARANCE (SUDDEN OR GRADUAL)**

- Poor personal hygiene (e.g. body odor or dirty hair, nails, and skin)
- Less interest in dress and appearance (or a noticeable decline from previous meticulousness)
- Glazed or red eyes
- Slurred speech
- Poor coordination, staggering
- Tremors, poor eye-hand coordination
- Frequent gastrointestinal distress
- Deterioration of oral hygiene
- Legal problems, such as arrest for driving under the influence (DUI)
- Domestic situation, including children's drug use (children of alcoholics sometimes have drug abuse problems)
- Financial concerns, such as high debt load, bad loans, garnished wages, unusual spending patterns

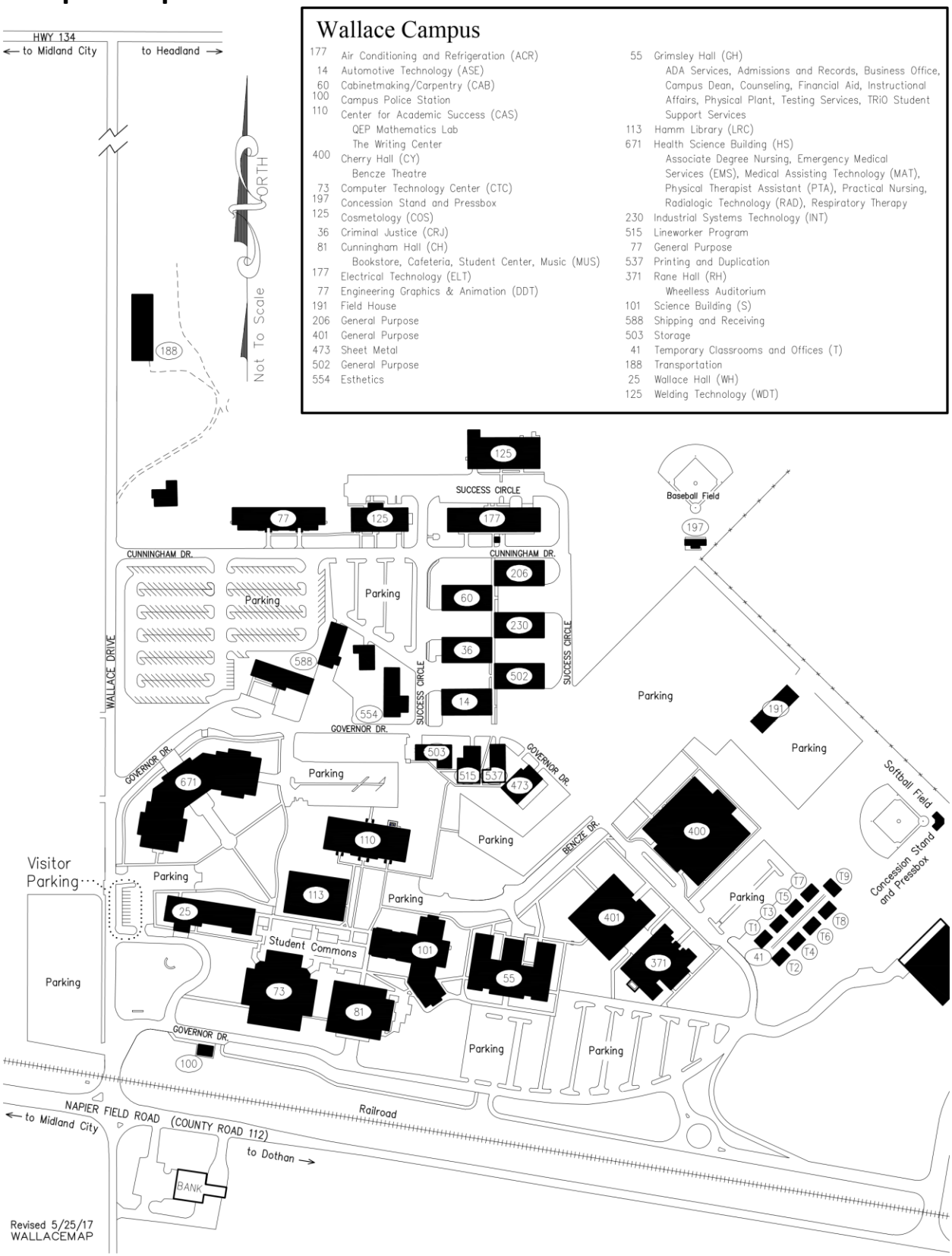
**Communication**

To ensure all employees are aware of their critical roles in this, they receive a summary of the Alcohol- and Drug-Free Workplace policy, along with a link to the complete document, health risks, and legal implications during the annual notification of policies. Wallace Community College will make good faith efforts to have and maintain an alcohol and drug-free workplace.

## EMERGENCY TELEPHONE NUMBERS

| | |
|---|---|
| **Campus Police—Wallace Campus** | **334-798-1381** |
| **Evening Director—Wallace Campus** | **334-556-2370** |
| **Campus Police—Sparks Campus** | **334-798-1228** |
| **Evening Director—Sparks Campus** | **334-726-0382** |
| Dothan Police Department | 334-615-3000 or 911 |
| Dothan Fire Department | 334-615-3000 or 911 |
| Dale County Sheriff | 334-774-2335 or 911 |
| Midland City Police Department | 334-983-3591 or 911 |
| Eufaula Police Department | 1-800-232-4636 or 911 |
| Eufaula Fire Department | 911 |
| Barbour County Sheriff | 334-775-3434 or 911 |
| Southeast Alabama Medical Center | 334-793-8111 |
| Flowers Hospital | 334-793-5000 |
| Barbour Medical Center | 334-688-7000 |
| Houston County Emergency Management Association | 334-677-0400 |
| Dale County Emergency Management Association | 334-774-2214 |
| Barbour County Emergency Management Association | 334-687-1521 |
| State Bureau of Investigation | 334-983-5614 |
| Alabama Department of Transportation (ALDOT) | 334-242-6358 |
| National Response Center Oil and Toxic Spills | 1-800-424-8802 |

# Campus Maps

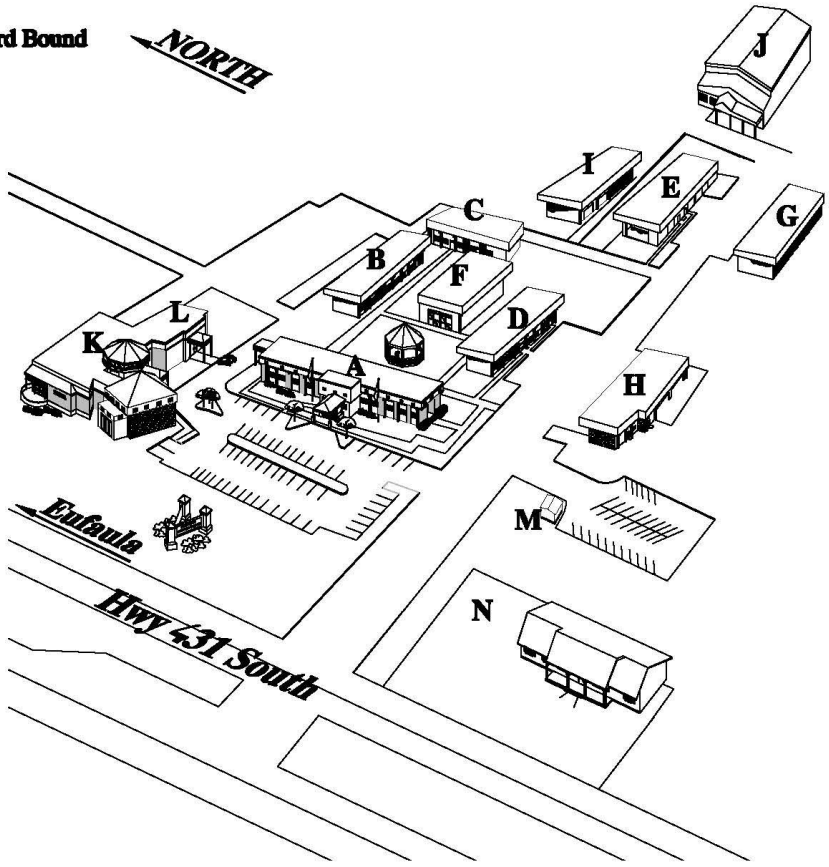



## Wallace Campus

| | |
|---|---|
| 177 | Air Conditioning and Refrigeration (ACR) |
| 14 | Automotive Technology (ASE) |
| 60 | Cabinetmaking/Carpentry (CAB) |
| 100 | Campus Police Station |
| 110 | Center for Academic Success (CAS) |
| | QEP Mathematics Lab |
| | The Writing Center |
| 400 | Cherry Hall (CY) |
| | Bencze Theatre |
| 73 | Computer Technology Center (CTC) |
| 197 | Concession Stand and Pressbox |
| 125 | Cosmetology (COS) |
| 36 | Criminal Justice (CRJ) |
| 81 | Cunningham Hall (CH) |
| | Bookstore, Cafeteria, Student Center, Music (MUS) |
| 177 | Electrical Technology (ELT) |
| 77 | Engineering Graphics & Animation (DDT) |
| 191 | Field House |
| 206 | General Purpose |
| 401 | General Purpose |
| 473 | Sheet Metal |
| 502 | General Purpose |
| 554 | Esthetics |
| 55 | Grimsley Hall (GH) |
| | ADA Services, Admissions and Records, Business Office, Campus Dean, Counseling, Financial Aid, Instructional Affairs, Physical Plant, Testing Services, TRiO Student Support Services |
| 113 | Hamm Library (LRC) |
| 671 | Health Science Building (HS) |
| | Associate Degree Nursing, Emergency Medical Services (EMS), Medical Assisting Technology (MAT), Physical Therapist Assistant (PTA), Practical Nursing, Radialogic Technology (RAD), Respiratory Therapy |
| 230 | Industrial Systems Technology (INT) |
| 515 | Lineworker Program |
| 77 | General Purpose |
| 537 | Printing and Duplication |
| 371 | Rane Hall (RH) |
| | Wheelless Auditorium |
| 101 | Science Building (S) |
| 588 | Shipping and Receiving |
| 503 | Storage |
| 41 | Temporary Classrooms and Offices (T) |
| 188 | Transportation |
| 25 | Wallace Hall (WH) |
| 125 | Welding Technology (WDT) |

# SPARKS CAMPUS MAP

**A** **Administration**
**Academic Classrooms, Administrative Offices, Admissions, Campus Dean, Campus Police, Child Development, Computer Information Science, Counseling, Financial Aid, Student Services, TRiO Support Services, TRiO Talent Search, Veteran Affairs, Workforce Development**
**B** **Industrial Systems Technology, Practical Nursing**
**C** **QEP Math Lab, Certified Nursing Assistant (CNA)**
**D** **General Academics, Science**
**E** **Auto Body Repair**
**F** **Cafeteria**
**G** **Continuing Education: Cabinetmaking and Woodworking**
**H** **Cosmetology, Drafting and Design Technology**
**I** **Adult Education, Maintenance/Custodial Services, Welding Simulation Lab**
**J** **Welding Technology**
**K** **Alabama Technology Network - Eufaula Center**
**L** **Learning Resource Center**
**M** **Security**
**N** **TRiO, Upward Bound**




**Revised: 05/03/12**