

2019 REMINGTON COLLEGE (MEMPHIS CAMPUS) CRIME & SECURITY REPORT

Introduction

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), codified at 20 U.S.C. § 1092(f) as a part of the Higher Education Act of 1965, is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies. All public and private post-secondary educational institutions participating in federal student aid programs are subject to the Clery Act and compliance with the provisions of the Clery Act and applicable regulations does not constitute a violation of Section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

The Clery Act requires colleges and universities to publish an annual report every year by October 1st that contains three (3) years' worth of crime statistics and certain security policy statements, including sexual assault policies, which assure basic victims' rights, the law enforcement authority of campus security, where the students should go to report crimes, and domestic and sexual violence prevention and awareness education.

The complete text of the Clery Act along with the implementing regulations published by the U.S. Department of Education is available at the Clery Center for Security on Campus website located at <http://clerycenter.org/>.

Reporting Crime and Other Emergencies on Campus

Remington College (Memphis Campus) is committed to providing an environment that provides security for persons and property without the need for unduly burdensome policies and practices. No absolute guarantee of individual safety or security of property is possible, but with the cooperation of students, faculty, staff and visitors, it is possible to provide a level of security that is reasonable, effective, and relatively unobtrusive. All members of the Remington College (Memphis Campus) community are expected to familiarize themselves with Campus security policies and procedures, adhere to these policies and procedures, and immediately report violations.

If you witness any non-emergency criminal incidents or safety concerns and/or are the victim of criminal behavior on property owned or controlled by Remington College (Memphis Campus), promptly report it to the Memphis Police Department by dialing (901) 545-2677 (Please dial nine (9) first if calling from a Campus phone). In the case of an emergency, calls should be made to 911 (Please dial nine (9) first if calling from a Campus phone). Immediately after reporting the incident to the Memphis Police Department, please report the incident to the Campus Director or any other school official. For victims who are unable to make a report to local law enforcement, the Campus Director will accurately and promptly notify local law enforcement of a crime

when the Campus Director is made aware of the crime and the victim's inability to report the crime. Victims or witnesses of a crime or incident who wish to report that crime or incident for inclusion in the annual disclosure of crime statistics on a voluntary, confidential basis may do so by contacting the Campus Director and informing him/her of the crime or incident. Remington College (Memphis Campus) has no pastoral and/or professional counselors working with the students and/or employees.

Campus and Community Notification of Criminal Activity (Timely Warnings)

Remington College (Memphis Campus) places a high priority on the safety and security of all members of the Campus community. It is the policy of Remington College (Memphis Campus) to notify members of the Campus community of any reported crime(s) that are determined to pose a threat to the safety of students or employees. Anyone with information warranting a potential timely warning should report the circumstances to the Memphis Police Department, by phone on-campus by dialing "9" to get an outside line then dial 911, or off-campus at 911. The Campus Director is responsible for determining the need for and implementing timely campus notification. If the Campus Director deems it necessary to notify the Campus community of a threat, Public Safety Bulletins will be published and posted on bulletin boards throughout the Campus. The bulletins will allow members of the Campus community to know what concerns currently exist so they can better protect themselves.

Emergency Response and Evacuation Procedures

Remington College (Memphis Campus) places a high priority on the safety and security of all members of the Campus community and will make efforts to immediately notify, either via verbal announcement, electronic notification, or Public Safety Bulletin, and facilitate the evacuation of members of the Campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on Campus property (unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency). The Campus Director will attempt to confirm the existence of a significant emergency or dangerous situation by contacting local law enforcement. After confirming the existence of a significant emergency or dangerous situation, the Campus Director will determine the appropriate segment or segments of the Campus community who will receive notification, determine the content of the notification, and will initiate the notification system. The Campus Director and his/her designees are responsible for implementing the actions required by the Emergency Response and Evacuation Procedures.

At least once per year, Remington College (Memphis Campus) will test its emergency response and evacuation procedures by conducting an emergency evacuation drill, which may be either announced or unannounced. In conjunction with this emergency evacuation drill, Remington College (Memphis Campus) will post or otherwise publicize a copy of its Emergency Response and Evacuation Policy to the Campus community.

Access to and Maintenance and Security of Campus Facilities

Remington College (Memphis Campus) is a private institution, and as such reserves the right to limit the use of its grounds and facilities as it deems appropriate. Access to any Remington College (Memphis Campus) facility by any person or persons is strictly limited to those having legitimate business in that area or facility. Most Campus buildings and facilities are accessible to students, parents, employees, contractors, guests and invitees during normal hours of business, Monday-Thursday 7:30 a.m. to 10:00 p.m., Friday 8:00 a.m. to 5:00 p.m., and Saturday from 9:00 a.m. to 1:00 p.m. Between 12:30 p.m. and 5:00 p.m. and after 6:30 p.m. on Monday through Thursday, access doors at the main campus are limited to the student break room and the front office. On official make-up days that fall on Fridays, access to the building is the same as on Monday through Thursday. Access times will vary depending upon the nature of the building and its activity. Except for faculty and staff with keys or appropriately authorized access codes, access is generally restricted to Campus-affiliated personnel during recognized holidays. Outside of normal business hours, in some locations, alarms are also provided to sound if doors are opened or compromised. Many building high-risk areas are also equipped with security cameras, intrusion alarms and/or duress alarm systems for the protection of staff. Remington College (Memphis Campus) does not maintain any campus residences.

Motor vehicle parking lots, pedestrian walkways, and building exteriors are well lighted and the Campus's design criteria calls for a high level of illumination on all new buildings and surroundings. Members of the Campus community are encouraged to report any exterior lighting deficiencies to the Campus Director or other member of Campus Management. Exterior doors on Campus buildings are locked each evening by the Campus Director, other members of Campus Management, or by the night-time Maintenance Worker. Door and security hardware operating deficiencies should also be reported to the Campus Director. Parking lots and areas are actively patrolled by Campus security.

Remington College does not have campus law enforcement and, for campuses that have them, security guards are not authorized to make arrests. If security guards witness or are informed of a crime being committed they will notify local law enforcement who will be responsible for the investigation of the alleged criminal offense(s).

Security Awareness and Crime Prevention Programs

All students are required to attend the Campus's Orientation at which time they are cautioned to avoid loss of property and/or injury to self or others by reading and observing the safety and Campus security information that is posted in the student lounge and the corridor bulletin boards.

In addition to the Annual Campus Security Report which is made available in the

Registrar's office and the Dean's Office, Remington College (Memphis Campus) makes literature available that is provided by community and government agencies which describes various programs and help numbers for personal safety, health, and emergency counseling. Information is available from the Student Services Coordinator.

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

Criminal Activity by Students at Off-Campus Locations

Remington College (Memphis Campus) does not have any recognized off-campus facilities. All criminal activity observed by students at off-campus locations should be immediately reported to local law enforcement.

Drug and Alcohol Policy

Remington College (Memphis Campus) is committed to having a Campus that is free of the illegal or abusive use of drugs and alcohol. In keeping with this commitment, it is the policy of Remington College (Memphis Campus) that the possession, sale, use or distribution of illicit drugs, alcohol, or other intoxicants in Campus buildings and facilities and at official Campus functions held on Campus is prohibited. Any violation of state or federal drug, alcohol, or underage drinking laws or the violation of the Campus's policies regarding alcoholic beverages or illegal drugs by students, staff, or faculty shall be subject to disciplinary action up to and including termination and/or expulsion. It is unlawful in Tennessee to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone less than 21 years of age in a public place or a place open to the public is illegal.

Excessive use of alcohol and other drugs is a serious health problem in itself, but alcohol and drug abuse can also contribute to a host of other physical and mental health problems such as unwanted pregnancy, violent behavior, HIV infection and other sexually transmitted diseases, and psychological depression.

Remington College (Memphis Campus) encourages students and employees who are experiencing substance abuse problems to seek assistance from resources available to them on Campus, as well as from agencies and self-help groups available in the community. A list of these resources is available below and from the Student Services Coordinator:

Alcohol and Chemical Abuse Rehab Center: (877) 345-3347

Alcoholics Anonymous: (901) 454-1414

Drug Abuse Action Addiction Hotline: (901) 726-9392

Please see either the employee or student Remington College Drug and Alcohol Abuse policy for more detailed information.

Sex Offender Registry and Access to Related Information

In accordance with the Adam Walsh Child Protection and Safety Act of 2006, the “Campus Sex Crimes Prevention Act” of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act and the Family Educational Rights and Privacy Act of 1974, Remington College (Memphis Campus) is providing a link to the Tennessee Sex Offender Registry. The Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained.

The Tennessee Sexual Offender and Violent Sexual Offender Registration, Verification, and Tracking Act of 2004 was established in T.C.A. 40-39—201 et. seq. and became effective August 1, 2004. According to the Act, all persons who meet the definition of sexual offender or violent sexual offender and live or work or attend school in Tennessee must register with the appropriate registering agencies as defined by Tennessee law. The registry website is:

<https://www.tn.gov/tbi/section/tennessee-sex-offender-registry>

Sexual Harassment Policy

It is the policy of Remington College (Memphis Campus) to prohibit sexual harassment of its students, faculty, and staff and to make every effort to eliminate sexual harassment on the Campus. The Remington College (Memphis Campus) policy prohibits sexual harassment between or among students, faculty, staff, and others visiting or conducting official business on Campus, and in all areas of the Campus’s work and educational environments. Those who engage in sexual harassment may be subject to legal consequences, including civil and criminal penalties and monetary damages. The full text of the Campus’s policy and complaint procedure regarding sexual harassment may be found in the Remington College (Memphis Campus) Catalog, the Employee Handbook, and should be posted on all bulletin boards on the Campus.

Domestic Violence, Dating Violence, Sexual Assault, and Stalking Policy

It is the policy of Remington College (Memphis Campus) to prohibit domestic violence, dating violence, sexual assault, and stalking, and to prevent sex offenses committed against students, employees, visitors to the Campus, and other persons who use the Campus facilities. Sexual assault is not only a criminal act of violence, aggression, or coercion against a single individual, but is also an attack on human dignity, a value essential to our Campus community. For these reasons, Remington College (Memphis Campus) encourages individuals who believe they have been a victim of domestic violence, dating violence, sexual assault, and stalking to report these incidents to appropriate Campus and governmental authorities as outlined in the Sexual Harassment

policy. Sexual assault is also an extreme form of sexual harassment. Sexual harassment is prohibited by the Campus's policy and is a form of sex discrimination prohibited by Title VII of the Civil Rights Act of 1964 and by Title IX of the Education Amendments of 1972.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Several programs and resources are available to members of the Campus community on the topics of sexual harassment, rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking. Remington College (Memphis Campus) hosts prevention and awareness programs for all incoming students and new employees as well as an ongoing prevention and awareness campaign for all current students and employees. For the initial prevention and awareness program, incoming students will receive information and have a short discussion about prevention and awareness of sexual harassment, rape, acquaintance rape, domestic violence, dating violence, and sexual assault, and stalking and will be provided a Clery Act Education Program Handout at Student Orientation and new employees will be provided with the same information, handout, and opportunity for short discussion at New Employee Orientation. Due to the way Remington College offers its education programs, the Campus has a Student Orientation every month. For the ongoing prevention and awareness campaign, Remington College (Memphis Campus) will provide notice, via email and/or posting notices on the bulletin boards throughout Campus, to all current students notifying them that they may attend the portion of the Student Orientation containing the domestic violence, dating violence, sexual assault and stalking prevention program and will also conduct annual prevention and awareness training for all current employees to ensure that all students and employees receive ongoing prevention and awareness education. Further, Remington College will provide a website link on the notices provided to students where they can re-watch Remington College's Campus Sexual Violence Elimination Act (SaVE Act) training video that is played during the Student Orientation and employees can access the SaVE Act video via Remington College's employee intranet.

The initial and ongoing prevention and awareness programs and campaign will also cover safe and positive options for bystanders to intervene to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking as well as information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks. Further, the prevention and awareness programs and campaign will cover possible sanctions and protective measures if it is determined a domestic violence, dating violence, sexual assault, or stalking incident has occurred involving a student or employee; procedures victims should follow in the event domestic violence, dating violence, sexual assault, or stalking occurs; procedures for institutional disciplinary action in cases of alleged domestic violence, dating violence, sexual assault, or stalking; information about how Remington College will protect the confidentiality of victims; and written notification of existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid

assistance, and other services for victims as well as victims options for, and available assistance in, changing academic, living, transportation, and working situations.

Further prevention programs can be arranged through the Campus Director, the Career Services Department, the Memphis Sexual Assault Resource Center at (901) 222-4350, or the Rape, Abuse or Incest National Network (RAINN) at (800) 656-4673. Additionally, the U.S. Department of Health and Human Services website (<http://www.womenshealth.gov/index.php>) is a valuable resource for victims and for those who wish to learn about the prevention of sexual assault.

Applicable Definitions

For the purposes of the Clery Act and the reporting of crime statistics, the following definitions apply:

Domestic Violence: Domestic violence means a felony or misdemeanor crime of violence committed – (A) by a current or former spouse or intimate partner of the victim; (B) by a person with whom the victim shares a child in common; (C) by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (D) by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (E) by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence: Dating violence means 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 reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition – (A) dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse; and (B) dating violence does not include acts covered under the definition of domestic violence.

Sexual Assault: Sexual assault means an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s UCR program. Under the FBI’s UCR program: (A) rape means the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim; (B) fondling means 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 because of his/her temporary or permanent mental incapacity; (C) incest means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and (D) statutory rape means sexual intercourse with a person who is under the statutory age of consent.

Stalking: Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress. For the purposes of this definition – (A) course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property; (B) reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; and (C) substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

In Tennessee, for the purpose of criminal actions being brought against an alleged perpetrator, the following definitions apply:

Domestic Violence: A person commits domestic assault who commits an assault as defined in § 39-13-101 against a domestic abuse victim. A domestic abuse victim means any person who falls within the following categories: (1) Adults or minors who are current or former spouses; (2) Adults or minors who live together or who have lived together; (3) Adults or minors who are dating or who have dated or who have or had a sexual relationship, but does not include fraternization between two (2) individuals in a business or social context; (4) Adults or minors related by blood or adoption; (5) Adults or minors who are related or were formerly related by marriage; or (6) Adult or minor children of a person in a relationship that is described in subdivisions (a)(1)-(5) (TN Code § 39-13-111).

A person commits assault who (1) Intentionally, knowingly or recklessly causes bodily injury to another; (2) Intentionally or knowingly causes another to reasonably fear imminent bodily injury; or (3) Intentionally or knowingly causes physical contact with another and a reasonable person would regard the contact as extremely offensive or provocative (TN Code § 39-13-101).

Dating Violence: Dating violence is not specifically defined in Tennessee state criminal statutes; however, a family court service in Tennessee has defined dating violence as the physical, sexual, or psychological/emotional violence within a dating relationship, as well as stalking. It can occur in person or electronically and may occur between a current or former dating partner.

Sexual Assault and Consent to Sexual Activity: Sexual Battery is the unlawful sexual contact with a victim by the defendant or the defendant by a victim accompanied by any of the following circumstances: (1) Force or coercion is used to accomplish the act; (2) The sexual contact is accomplished without the consent of the victim and the defendant knows or has reason to know at the time of the contact that the victim did not consent; (3) The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated or physically helpless; or (4) The sexual contact is accomplished by fraud (TN Code § 39-13-505).

Aggravated Sexual Battery is the unlawful sexual contact with a victim by the defendant or the defendant by a victim accompanied by any of the following circumstances: (1) Force or coercion is used to accomplish the act and the defendant is armed with a weapon or any article used or fashioned in a manner to lead the victim reasonably to believe it to be a weapon; (2) The defendant causes bodily injury to the victim; (3) The defendant is aided or abetted by one (1) or more other persons; and (A) Force or coercion is used to accomplish the act; or (B) The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated or physically helpless; or (4) The victim is less than thirteen (13) years of age (TN Code § 39-13-504).

Rape is unlawful sexual penetration of a victim by the defendant or of the defendant by a victim accompanied by any of the following circumstances: (1) Force or coercion is used to accomplish the act; (2) The sexual penetration is accomplished without the consent of the victim and the defendant knows or has reason to know at the time of the penetration that the victim did not consent; (3) The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated or physically helpless; or (4) The sexual penetration is accomplished by fraud (TN Code § 39-13-503).

Aggravated rape is unlawful sexual penetration of a victim by the defendant or the defendant by a victim accompanied by any of the following circumstances: (1) Force or coercion is used to accomplish the act and the defendant is armed with a weapon or any article used or fashioned in a manner to lead the victim reasonably to believe it to be a weapon; (2) The defendant causes bodily injury to the victim; (3) The defendant is aided or abetted by one (1) or more other persons; and (A) Force or coercion is used to accomplish the act; or (B) The defendant knows or has reason to know that the victim is mentally defective, mentally incapacitated or physically helpless (TN Code § 39-13-502).

Stalking: Stalking means a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested, and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested (TN Code § 39-17-315).

Procedure to Follow if an Alleged Incident of Domestic Violence, Dating Violence, Sexual Assault, or Stalking Occurs:

Definitions: For purposes of the Clery Act and the procedures the Remington College follows after receiving a report of an alleged incident of domestic violence, dating violence, sexual assault, or stalking, the following definitions apply:

Proceeding: Proceeding means all activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact-finding investigations, formal or informal meetings, and hearings. Proceeding does not include

communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

Result: Result means any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution. Notwithstanding section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly referred to as the Family Educational Rights and Privacy Act (FERPA), the result must also include the rationale for the result and the sanctions.

Whom to Contact: If someone believes they are the victim of a sex offense, domestic violence, dating violence, sexual assault, or stalking, the quickest possible way to report it is to contact the Memphis Police Department. A victim should also report the incident directly to the Campus Director. A victim of a sex offense, domestic violence, dating violence, sexual assault, or stalking may go directly to a hospital and decide at the hospital what other agencies or resources to contact. The Campus Director, or any official on campus, will be glad to assist a victim in contacting the proper law enforcement agency, if the victim so chooses. The victim may also decline to notify a law enforcement agency, if the victim so chooses.

Preservation of Evidence: After contacting the necessary law enforcement authorities as soon as possible, it is important that a victim of a sex offense, domestic violence, dating violence, sexual assault, or stalking does not shower, wash, brush their teeth, or use the restroom, and that they do not wash their clothes or any bedding on which the incident may have occurred. If they do so, important evidence can be lost and/or destroyed that could aid in prosecution of an accused individual or aid the victim in obtaining a protection order. This important evidence can be preserved through the completion of forensic examination. The contact information for places that conduct forensic examinations can be obtained from local law enforcement or from sexual assault counseling hotlines. It is important to note, that completing a forensic examination does not require that a victim file a police report.

Notification of Counseling and Assistance: Any victim who reports an incident to an on-campus official will be advised of existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid assistance, and other services available through the agencies listed on the Resource, Counseling, and Assistance Contact Information page on the last page of this Annual Security Report. For student financial aid assistance provided by Remington College, a victim can visit the Campus in person or call the Campus at the number provided on the Resource, Counseling, and Assistance Contact Information page and ask to speak with a representative in the financial aid department.

The agencies listed on the Resource, Counseling, and Assistance Contact Information page and Remington College can work with the victim in finding options for, and available assistance in, changing academic, living, transportation, and working situations or assistance in obtaining protective measures. Further, if requested by the victim and if they are reasonably available, Remington College (Memphis Campus) will provide

accommodations related to the victim's academic, living, transportation, and/or working situation and protective measures after an alleged sex offense, domestic violence, dating violence, sexual assault, or stalking incident, regardless of whether the victim chooses to report the crime to local law enforcement or campus security. Victims can request an accommodation for their academic, living, transportation, and/or working situation and protective measures from their Campus Director by visiting the Campus Director at the Campus or by contacting the Campus at the number provided on the Resource, Counseling, and Assistance Contact Information page on the last page of this Annual Security Report and asking to speak with the Campus Director. Protective measures may include, but are not limited to, being provided with an escort when walking from a vehicle to building and back, changing of class schedules, or informing campus officials of potential threats to enable identification of those threats.

Campus Disciplinary Procedure: If the victim of a sex offense, domestic violence, dating violence, sexual assault, or stalking so desires, and all parties involved are members of the Campus community, the victim can provide notice of the incident to the Campus Director, Dean, or Corporate Vice President of Human Resources (Title IX Civil Rights Coordinator) so the incident can be investigated and adjudicated under the Remington College Sexual Harassment policy. The proceeding will normally be concluded within 30 days from the receipt of the report of an alleged sex offense, domestic violence, dating violence, sexual assault, or stalking; however, should additional time be needed both the accuser and the accused will be notified in writing of the need for additional time. The proceeding will be conducted in a prompt, fair, and impartial manner by the Corporate Vice President of Human Resources who receives annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. All disciplinary proceedings involving an incident of domestic violence, dating violence, sexual assault, or stalking will be conducted using the preponderance of the evidence standard. After the Corporate Vice President of Human Resources concludes the investigation and inquiry, he/she will issue a final determination (result) and will impose sanctions at that time.

Sanctions that can be imposed upon a final determination of an incident include the following: a verbal or written warning or reprimand; participation at further sexual harassment training; imposition of specific restrictions; disciplinary probation; suspension; and/or expulsion. Students may also be transferred to other classes.

Both the accused and the accuser are entitled to the same opportunities to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. Both the accuser and the accused will be simultaneously informed in writing of the result of any disciplinary proceeding brought that arises from an allegation of domestic violence, dating violence, sexual assault, or stalking; Remington College's procedures for the accused and the accuser to appeal the results of the disciplinary proceeding; any change to the results that occurs prior to the time that such results become final; and when such results become final.

Orders of Protection, No Contact Orders, and Restraining Orders: If a student obtains an order of protection, no contact order, restraining order, or other similar lawful order, the student shall notify the Campus Director of the order and shall supply a copy of the order to the Campus Director. When Remington College receives an order, it will utilize all reasonable measures it has at its disposal to help monitor and comply with the provisions of that order.

Confidentiality: To the extent permissible by law, Remington College will protect the confidentiality of victims and other necessary parties. No personally identifying information about the victim will be recorded in the campus' Daily Crime Log and all disciplinary proceedings conducted pursuant to the Remington College Sexual Harassment policy will be kept confidential, unless otherwise stated herein or required by law. With regards to any accommodations or protective measures provided by Remington College, Remington College will only provide the victim's personally identifying information to those individuals who have a need to know in order to properly provide the requested accommodation or protective measure.

Policy Regarding Notification Provided to Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

Any victim who reports an incident to an on-campus official, regardless of whether the incident occurred on or off campus, will be provided with a written explanation of the victim's rights and options regarding the following:

(1) Information stating the procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred, including written information about – (a) the importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order; (b) how and to whom the alleged offense should be reported; (c) options about the involvement of law enforcement and campus authorities, including notification of the victim's option to – notify proper law enforcement authorities, including on-campus and local police; be assisted by campus authorities in notifying law enforcement authorities if the victim so chooses; and decline to notify such authorities; and (d) where applicable, the rights of victims and the institution's responsibilities for orders of protection, “no-contact” orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court or by the institution.

(2) Information about how the institution will protect the confidentiality of victims and other necessary parties, including how the institution will—(a) complete publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim; and (b) maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

(3) Information about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.

(4) Information about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures.

(5) Information regarding the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking where all parties involved are members of the Campus community.

Reported Crimes/Offenses

The following statistics, provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998, are for your information. Remington College (Memphis Campus) prepares this report to comply with the Clery Act. This report is prepared in cooperation with the local law enforcement agencies surrounding our Campus along with information from designated Campus officials.

Campus crime, arrest and referral statistics include those reported to the designated Campus officials and local law enforcement. Each year, written notification that provides the web site address to access this report is distributed to all enrolled students via U.S. Mail. Faculty and staff receive similar written notification. Copies of the report may also be obtained at the Registrar's Office and the Dean's Office.

On-campus property includes all property owned, leased or controlled by Remington College (Memphis Campus), and property that is within or reasonably contiguous to such property that is owned by the Campus and controlled by another person that is frequently used by students and that supports institutional purposes such as food or other retail vendors.

Non-campus property includes all property owned, leased or controlled by a student organization recognized by the Campus, and all property owned, leased or controlled by Remington College (Memphis Campus) that is used in direct support of, or in relation to, the Campus's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the Campus.

Public property includes all thoroughfares, streets, sidewalks, and parking facilities that is within the Campus or immediately adjacent to and accessible from the Campus.

**THREE-YEAR DISCLOSURE OF CRIME
STATISTICS**

Memphis Campus

Criminal Offenses							
	On Campus				Public Property		
	2016	2017	2018		2016	2017	2018
Muder/Non-Negligent Manslaughter	0	0	0		0	0	0
Manslaughter by Negligence	0	0	0		0	0	0
Rape	0	0	0		0	0	0
Fondling	0	0	0		0	0	0
Incest	0	0	0		0	0	0
Statutory Rape	0	0	0		0	0	0
Robbery	0	0	0		0	0	0
Aggravated Assault	1	1	0		0	0	0
Burglary	0	2	0		0	0	0
Motor Vehilce Theft (do not include theft FROM a motor vehicle)	0	0	0		0	0	0
Arson	0	0	0		0	0	0

Hate Crimes - On Campus									
Criminal Offense	2018 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Muder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehilce Theft (do not include theft FROM a motor vehicle)	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Desctruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0

Criminal Offense	2017 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Muder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehilce Theft (do not include theft FROM a motor vehicle)	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Desctruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0

Criminal Offense	2016 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Muder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehilce Theft (do not include theft FROM a motor vehicle)	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Desctruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0

Hate Crimes - Public Property									
Criminal Offense	2018 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Muder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehilce Theft (do not include theft FROM a motor vehicle)	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Desctruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0

Criminal Offense	2017 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Muder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehilce Theft (do not include theft FROM a motor vehicle)	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Desctruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0

Criminal Offense	2016 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Muder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehilce Theft (do not include theft FROM a motor vehicle)	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Desctruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0	0

VAWA Offenses							
	On Campus				Public Property		
	2016	2017	2018		2016	2017	2018
Domestic Violence	0	0	0		0	0	0
Dating Violence	0	0	0		0	0	0
Stalking	0	0	1		0	0	0

Arrests							
	On Campus				Public Property		
	2016	2017	2018		2016	2017	2018
Domestic Violence	0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0
Liquor Law Violations	0	0	0		0	0	0

Disciplinary Actions							
	On Campus				Public Property		
	2016	2017	2018		2016	2017	2018
Weapons: carrying, possessing, etc.	0	0	0		0	0	0
Drug Abuse Violations	0	0	0		0	0	0
Liquor Law Violations	0	0	0		0	0	0

Unfounded Crimes			
	2016	2017	2018
Total Unfounded Crimes	0	0	0

Resource, Counseling, and Assistance Contact Information

Non-emergency police requests - This line should be called for all reports of delayed incidents or non-emergencies.	Memphis Police Department: (901) 545-2677
TTY Number for the Hearing Impaired	(901) 545-2620
Remington College (Memphis Campus)	(901) 345-1000
Tennessee Coalition Against Domestic Violence and Sexual Violence	(800) 356-6767
YWCA of Greater Memphis-Abused Women's Services	(901) 725-4277
Shelby County Rape Crisis Center	(901) 222-4350
The Immigration Advocates Network (Visa and Immigration Assistance)	http://www.immigrationadvocates.org/nonprofit/
Memphis Area Legal Services, Inc.	http://www.malsi.org/