

SALEM COLLEGE

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Tomorrow.*



2025 ANNUAL SECURITY REPORT

Statistics for Calendar Years 2023 – 2025

Issued September 30, 2026



INTRODUCTION

Salem College is committed to providing a safe and welcoming environment for students, employees, and visitors. This Annual Campus Security and Fire Safety Report provides information about campus safety services, policies, procedures, crime reporting, emergency response, prevention programs, support resources, crime statistics, and fire safety.

Salem publishes this report each year in accordance with the Jeanne Clery Campus Safety Act (Clery Act), a federal law designed to promote transparency about crime and safety on college and university campuses. The Clery Act requires institutions that participate in federal student financial aid programs to provide their campus communities with information about certain crimes reported on and around campus, campus safety and security policies, procedures for issuing timely warnings and emergency notifications, and programs addressing crime prevention and certain forms of interpersonal violence.

The Clery Act also requires Salem to identify Campus Security Authorities (CSAs), collect information about certain crimes reported to them, and disclose crime statistics for specific geographic areas associated with the College. These areas generally include on-campus property, residential facilities, certain non-campus property, and public property immediately adjacent to campus. The statistics and information in this report are intended to help members of the Salem community understand campus safety and make informed decisions.

Salem College Public Safety prepares this report with assistance from the Office of Administration and other College offices. Information used in the report comes from incident reports made to Salem Public Safety and other Campus Security Authorities, the Winston-Salem Police Department, the Winston-Salem Fire Department, and other law enforcement agencies with jurisdiction over locations used or controlled by Salem.

The full report is available on Salem's Public Safety webpage at www.salem.edu/ASR. A printed copy may also be requested from the Salem College Public Safety Office.

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SALEM PUBLIC SAFETY

Salem Public Safety works to provide a safe educational and work environment through patrol, building security, victim assistance, safety education, and response to calls for service. Public Safety is staffed 24 hours a day, 7 days a week. Officers are unarmed security officers who respond to emergencies, alarms, suspicious activity, medical calls, parking concerns, special events, and other requests for assistance. Public Safety works closely with local police, fire, EMS, emergency management, and neighboring campus safety agencies. Salem does not have a formal memorandum of understanding with local police departments.

PUBLIC SAFETY AUTHORITY AND JURISDICTION

Salem Public Safety officers may ask individuals for identification, determine whether they have a legitimate reason to be on campus, and issue Salem parking citations. Public Safety officers do not have arrest authority. Criminal matters may be referred to the law enforcement agency with jurisdiction.

REPORTING CRIMES AND OTHER EMERGENCIES

Students, employees, and visitors are encouraged to report crimes, suspicious activity, and emergencies promptly. Timely reporting helps Salem respond, determine whether a warning or emergency notification is needed, and maintain accurate Clery statistics.

Reports may be made to Salem Public Safety at (336) 917-5555 or extension 5555 from a campus phone, or in person at the Public Safety Office on the lower rear level of Main Hall. In an emergency, call 911; from a campus/cell phone, 9-911 connects directly to the Winston-Salem emergency communications center. Public Safety documents reports, conduct appropriate follow-up, and refers criminal matters to the Winston-Salem Police Department when appropriate. Depending on the incident, reports may also be shared with the Dean of Students Office, Residence Life, and/or the Title IX Office for review and appropriate College action.

CAMPUS SECURITY AUTHORITIES

The Clery Act identifies certain College employees and officials as Campus Security Authorities (CSAs). CSAs must report Clery-related crimes they learn about to Public Safety so the information can be evaluated for campus safety and Clery reporting. CSAs do not investigate the report. The following list includes some of the identified Campus Security Authorities at Salem where crimes may be reported:

- Dean of Students
- Executive Director of Residence Life
- Public Safety Officers
- Title IX Coordinator
- Area Directors
- Resident Assistants
- Director/Assistant Director of Athletics
- Athletic Coaches
- Judicial Council Members
- Director/Assistant Director of Lucy Rose Center

Credentialed pastoral and professional counselors are not considered CSAs when acting in their counseling role. They may inform individuals about voluntary reporting options.

VOLUNTARY CONFIDENTIAL CRIME REPORTING

A person who does not want to provide their name may make an anonymous report. Anonymous reporting allows Salem to document the incident, identify patterns or ongoing safety concerns, determine whether a warning may be needed, and include the information in Clery statistics when required. Anonymous reports may be made through Salem's Anonymous Crime Reporting Form/Website at

www.salem.edu/about/title-ix or by calling the Anonymous Crime Reporting Message Line at (336) 917-5550.

Students may also seek confidential support without automatically beginning a college grievance process or making a law-enforcement report. Confidential resources can provide counseling, medical assistance, safety planning, and other support.

- Students may contact the following confidential resources at Salem College:
 - Counseling Services: (336) 713-7028; College Student Counseling Services email: salemcounseling@advocatehealth.org
 - Health Services: (336) 713-7027, Campus Location – Clewell Residence Hall Basement (Salem College Health and Wellness Services)
 - LiveWELL Care: Biotech Place suite 148 - Mon-Fri- 830a - 430p

Salem College community members may also contact the following community resource for confidential support in response to criminal conduct:

- Family Services is a local non-profit organization that provides confidential resources, support, and information for victims of criminal conduct, including sexual assault, relationship violence, and abuse and neglect, in Forsyth County, North Carolina, where Salem College is located, with victim advocates available by telephone twenty-four (24) hours a day, seven (7) days a week. Receiving assistance from Family Services does not require filing criminal charges.
- Family Services Telephone Lines:
 - (336) 723-8125 (24/7 Crisis Line)
 - (336) 722-4457 (24/7 Sexual Assault Crisis Line)
 - 336.722.8173 (Main Line, Non-Crisis)
 - 1-800-316-5513 (Toll Free Main Line, Non-Crisis)
- Family Services Website: <https://familyservicesforsyth.org/>
- Family Services Address: 1200 S. Broad Street, Winston-Salem, NC 27101

Choosing a confidential resource does not prevent a person from later deciding to report to Salem or law enforcement.

CAMPUS SAFETY RECOMMENDATIONS

Public Safety works to reduce safety risks through patrol, education, reporting, follow-up, and coordination with other College offices and local agencies. Community members are encouraged to stay aware of their surroundings; report concerns promptly and use available campus safety resources.

For additional information about risk reduction and bystander intervention, please refer to the Bystander Intervention and Risk Reduction section of this report.

FACILITY ACCESS AND CONTROL

During business and after hours, building access is through card access or assistance from Public Safety, facilities, or Residence Life. Residence halls are secured by card access 24 hours a day. Other facilities follow posted access hours and may be restricted during college breaks.

Public Safety reviews campus security conditions and works with Administration, Student Affairs, Residence Life, and Physical Plant to address concerns involving lighting, landscaping, locks, alarms, fire safety, and communications.

MAJOR INCIDENT RESPONSE PLAN, TIMELY WARNINGS, AND EMERGENCY NOTIFICATIONS

Salem Academy and College maintains an all-hazards emergency response plan to guide the College's response to emergencies and other significant incidents affecting the campus community. Public Safety works with college administrators and outside emergency response agencies, as appropriate, to assess incidents and coordinate the College's response.

Emergency Notifications

An Emergency Notification may be issued when Salem confirms a significant emergency or dangerous situation occurring on campus that presents an immediate threat to the health or safety of students, employees, or others on campus.

When an emergency or dangerous situation is reported, Salem Public Safety and appropriate College officials evaluate the available information to confirm the emergency and determine whether an Emergency Notification is necessary. Depending on the circumstances, confirmation may be based on information from Public Safety personnel, College officials, local law enforcement, fire or emergency medical services, emergency management officials, weather authorities, or other reliable sources.

Once the situation is confirmed, Public Safety and appropriate College officials determine the content of the notification and the portion of the campus community that should receive it. Emergency Notifications will be issued without unnecessary delay, unless issuing the notification would compromise efforts to assist a victim, contain or respond to the emergency, or otherwise reduce the danger to the campus community.

Depending on the circumstances, Salem may communicate Emergency Notifications through text messages, email, voice messages, the campus public-address system, phone trees, in-person notifications, College webpages, or other appropriate communication methods. When appropriate, emergency information may also be provided to parents, the surrounding community, and the media.

Emergency Notification System Testing

Salem tests its emergency notification system monthly to help ensure that the system is functioning properly and capable of communicating emergency information to the campus community.

Timely Warnings

A Timely Warning may be issued when a Clery Act crime occurring within Salem's Clery geography is reported and is determined to present a serious or continuing threat to the campus community.

The decision to issue a Timely Warning is made by Public Safety and appropriate College officials using the same decision-making process used for Emergency Notifications. Factors considered may include the nature and circumstances of the crime, whether the incident presents a serious or continuing threat, the information available to Salem, and whether issuing a warning may help members of the campus community protect themselves or prevent similar crimes.

When a Timely Warning is authorized, Public Safety is responsible for issuing the warning to the campus community. Timely Warnings will contain information appropriate to the circumstances and may include the nature of the incident, the general location, relevant safety information, and actions community members may take to protect themselves or prevent similar incidents. Victim-identifying information will not be included.

Timely Warnings may be distributed through text messages, email, voice messages, College webpages, or other appropriate communication methods capable of reaching the affected campus community.

Emergency Response and Evacuation Testing

During calendar year 2025, Salem conducted regular fire evacuation drills in its residential facilities as part of its emergency preparedness program. Fire evacuation drills were conducted once each semester in each of the five College residence halls. The Academy residence hall conducted fire evacuation drills monthly during the 10 months the Academy was in session. These drills required occupants to evacuate the building and provided an opportunity to assess evacuation procedures and emergency response.

Salem documents emergency response and evacuation exercises, including the type of exercise, date and time, and whether the exercise was announced or unannounced.

EVACUATION PLAN

An evacuation may involve one building, a group of buildings, or the entire campus. Public Safety and College officials will provide instructions through the emergency notification system and other available communication methods.

Departments/Positions: Public Safety, Physical Plant, Executive Director of Operations, Cabinet Response Team, Emergency Operations Response Team, Residence Life Staff

During an evacuation, community members should follow directions from Public Safety, College officials, and responding emergency agencies. A contained evacuation may involve one building or a small group of buildings. A campus-wide evacuation may require people to leave campus or move to a designated assembly area.

When a campus-wide evacuation is ordered, designated locations may include the Salem Congregation cemetery area near the Fine Arts Center and Salem Congregation Archives, the athletic field near the Pit parking area, or the softball field at Blixt Field. If an off-campus location is needed, Salem will provide that location through the emergency notification system.

Evacuation Guidelines

When directed to evacuate, leave the building or affected area immediately, assist others when it is safe to do so, report anyone needing assistance to Public Safety, and do not return until authorized.

CRIMINAL ACTIVITY OFF-CAMPUS

Salem College does not have off-campus student housing or officially recognized student organizations that own or control off-campus housing or other off-campus locations. Therefore, Salem does not have a policy for monitoring criminal activity at such locations through local law enforcement agencies.

When Salem students are involved in incidents away from campus, Salem Public Safety and the Dean of Students Office may assist students and coordinate with the law enforcement agency having jurisdiction when appropriate.

MISSING STUDENT POLICY AND PROCEDURES

This policy applies to students who live in Salem College housing. Anyone who believes a residential student may be missing should contact Salem Public Safety immediately at (336) 917-5555. There is no requirement to wait 24 hours before reporting a student missing.

Upon receiving a report, Public Safety will begin an investigation, notify the Dean of Students Office, and determine the student's status. Residence Life and other appropriate College personnel may assist with the investigation.

If a residential student is determined to be missing, Salem Public Safety will notify the appropriate law enforcement agency within 24 hours after receiving the missing student report and will work with law enforcement during the investigation.

Confidential Missing-Person Contact

Residential students are provided an opportunity annually to identify one or more confidential contacts to be notified if they are determined to be missing. This contact may be different from the student's general emergency contact. The designation remains in effect until the student changes or revokes it.

The confidential contact information will be accessible only to authorized campus officials and law enforcement personnel as necessary in connection with a missing-person investigation. The Dean of Students Office or designee will notify the student's designated confidential contact within 24 hours after the student is determined to be missing.

If a missing student is under 18 years of age and is not emancipated, Salem will also notify the student's custodial parent or guardian within 24 hours after the student is determined to be missing.

Students Who Live Off Campus

If an adult student or other off-campus student is believed to be missing, the reporting person should immediately contact the law enforcement agency with jurisdiction. Salem Public Safety will assist the investigating agency as requested.

Where the Policy Is Available

The Missing Student Policy is included in the Student Handbook, on Salem's Public Safety webpages, and in this Annual Campus Security and Fire Safety Report.

ALCOHOL AND DRUG MISUSE PREVENTION AND RESPONSE

STUDENT ALCOHOL USE POLICY

Salem College prohibits the unlawful possession, use, or distribution of alcohol by students. Students and their guests must follow College policy and federal, state, and local law. North Carolina law generally limits possession and consumption of alcoholic beverages to persons age 21 and older. Alcohol may be possessed or consumed only in college-approved locations and at approved events.

Approved locations may include upper-class residence hall recreation rooms; private rooms in residence halls other than first-year halls when everyone present is 21 or older; Strong Friendship Room; the Student Center Café and patio during approved service; and, with approval of the Dean of Students, designated special-event areas such as Club Dining Hall, Corrin Refectory, May Dell, Bryant Hall Complex, Pleasure Grounds/Lily Pond Terrace, Student Center Great Room and meeting rooms, Pauly Plaza, and the bricked Clewell Patio.

Alcohol is not permitted on paved areas that may be needed for emergency vehicle access. The complete student alcohol policy and disciplinary sanctions are available in the Student Handbook.

Misuse of Alcohol

Misuse of alcohol includes conduct that threatens health or safety, disrupts the community, violates the rights of others, involves underage possession or consumption, or otherwise violates law or College policy.

Students are responsible for their conduct and the conduct of their guests when alcohol is involved.

Violations of alcohol laws or Salem policy may result in college disciplinary action, up to and including expulsion, and may be referred to law enforcement when appropriate. Student sanctions are described in the Student Handbook.

Student organizations or groups that violate alcohol requirements may also be subject to organizational sanctions under applicable College procedures.

STUDENT DRUG USE POLICY

Salem College prohibits the unlawful possession, use, or distribution of illegal drugs, controlled substances, and drug paraphernalia, as well as the misuse of prescription or other legal medications.

Violations of drug laws may result in criminal penalties in addition to college disciplinary action.

Students who violate drug laws or Salem policy may be subject to college disciplinary action, up to and including expulsion, and may be referred to law enforcement. Student sanctions are described in the Student Handbook.

Enforcement of Alcohol and Drug Laws

Salem College enforces its alcohol and drug policies through the student conduct process. Violations of federal, state, or local alcohol and drug laws may also be referred to the appropriate law enforcement agency. Salem Public Safety works with local law enforcement when criminal enforcement is necessary.

Alcohol and Drug Abuse Prevention

Public Safety, Student Affairs, Residence Life, the Title IX Office, guest speakers, and online programs provide education about alcohol and drug misuse, prevention, responsible decision-making, and available resources.

Medical Amnesty Related to Alcohol or Drug Use

Salem's Medical Amnesty Policy encourages students to seek emergency medical help when alcohol or drug use creates a health or safety concern. The complete policy is available in the Student Handbook and applicable College policies.

EMPLOYEE DRUG AND ALCOHOL POLICY

Salem is a drug-free employer. Employees may not unlawfully possess, use, distribute, sell, or transfer illegal drugs while working, on Salem property, or while carrying out Salem responsibilities. Employees may not be impaired while performing their work or when responsible for the safety of others. Violations may result in disciplinary action, up to and including separation from employment.

Limited alcohol consumption by employees may be permitted at authorized Salem events where alcohol is legally served. Legally prescribed medications are permitted when used as prescribed and when they do not impair job performance or safety.

Employees and applicants may be required to undergo alcohol or drug testing when permitted by college policy and applicable law, including when specific circumstances support testing.

Refusal to comply with required testing or a confirmed positive result may lead to disciplinary action under college policy.

Employees must report workplace drug convictions to Human Resources within the time required by the Drug-Free Workplace Act.

Employees whose jobs require driving must report alcohol- or drug-related charges, dispositions, or loss of driving privileges to Human Resources as required by college policy.

SALEM HAZING POLICY

Hazing- Hazing is a violation of North Carolina General Statute §14-35. Hazing is defined by statute as “to subject a student to physical harm or serious psychological injury as part of an initiation, or requirement for membership, into any school organization, athletic team, fraternity or sorority, club or other similar group.”

a. Hazing, which can be construed as an act that:

- Endangers the mental or physical health or safety of a student (whether intentional or not);
- Negatively impacts academic performance; or
- Damages or removes public or private property for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization, is prohibited.

b. This policy exists for the protection of all students. Students are expected to realize the detrimental potential of participating in hazing traditions and activities. Activities that begin as harmless pranks may result in unintended injury or death. Group pressure, alcohol use, hidden physical or psychological disabilities, or unforeseen circumstances may result in harm to individual students, regardless of intent or one’s willingness to participate.

All students who witness, become aware of, or suspect hazing should report the behavior promptly to one or more of the following:

- Dean of Students – deanofstudents@salem.edu
- Executive Director of Residential Life – residencelife@salem.edu
- Public Safety – publicsafety@salem.edu

College employees are mandated reporters under this Policy.

Violations of this Policy may result in disciplinary action under the Salem College Student Handbook, up to and including suspension or expulsion. The Office of Student Affairs oversees this Policy, and the Office of Student Support coordinates hazing investigations in collaboration with appropriate College units. Outcomes are determined through the College’s conduct process.

Hazing Investigation Procedures

Reports of suspected hazing are referred to the Office of Student Affairs and the Office of Campus and Residential Accountability and the for review. The Office of Student Affairs and the Office of Campus and Residential Accountability coordinates hazing investigations in collaboration with appropriate College offices. Information gathered during an investigation is reviewed through the College's applicable student conduct process, and appropriate action is taken based on the findings. Conduct that may constitute a criminal offense may also be reported or referred to the law enforcement agency having jurisdiction.

Hazing Prevention and Awareness

In accordance with the Stop Campus Hazing Act, Salem College is implementing a campus-wide hazing prevention and awareness program for students, faculty, and staff. The program will provide information about hazing, Salem's Hazing Policy, how to report suspected hazing, bystander intervention, and strategies for preventing hazing.

Salem's prevention efforts will incorporate research-informed strategies intended to help members of the campus community recognize and prevent hazing and promote healthy group behavior without hazing.

Campus Hazing Transparency Report

Salem College maintains a Campus Hazing Transparency Report in accordance with federal requirements. The report provides information regarding findings of hazing violations involving student organizations, when applicable, and is available on Salem College's website. The report is updated as required by federal law.

SEX DISCRIMINATION, HARASSMENT, AND RELATED SEXUAL MISCONDUCT POLICY

Purpose and Notice of Nondiscrimination

Salem Academy and College does not discriminate on the basis of sex in its education programs, activities, admissions, or employment. Salem prohibits sex discrimination, sexual harassment, sexual assault, dating violence, domestic violence, stalking, sexual exploitation, and retaliation. These protections apply to students, employees, applicants, and others participating in Salem programs or activities.

Questions about discrimination or harassment based on a protected characteristic other than sex may be directed to the Office of Human Resources and Benefits at hr@salem.edu or (336) 917-5721 for employees; Academy Head of School Kristina (Kris) Sorrells at kris.sorrells@salem.edu or 336.917.5524 for Academy students; or Vice President for Academic and Dean of the College Dr. Brett Woods at brett.woods@salem.edu or 336-721-2617 for college students.

Questions about Title IX or this policy may be directed to Salem's Title IX Coordinator, Nicole Hundt, at (336) 917-5786, nicole.hundt@salem.edu, Clewell Residence Hall, Office 101.

Salem encourages anyone who experiences or learns about possible sex discrimination or sexual misconduct to report it. Salem will respond to reports in a fair and timely manner and will provide information about support, reporting choices, and available resolution options.

Reporting Sexual Misconduct

A report may be made by the person who experienced the conduct or by someone else. Reports may be made to the Title IX Coordinator or Salem Public Safety. A person does not have to decide immediately whether to file a formal complaint or make a police report in order to ask Salem for help.

Employees who are designated by Salem as Responsible Employees must share information about possible sex discrimination or sexual harassment with the Title IX Coordinator. Other employees and members of the Salem community are strongly encouraged to report concerns so Salem can offer support and determine whether further action is needed.

A report may be made at any time. Salem encourages prompt reporting because delays can make it more difficult to gather information, contact witnesses, or address an ongoing safety concern.

Rights and Options Following Sexual Assault, Dating Violence, Domestic Violence, or Stalking

Salem will provide students and employees who report sexual assault, dating violence, domestic violence, or stalking with a written explanation of their rights and options.

Individuals are encouraged to preserve information and evidence that may be helpful in a College investigation, criminal investigation, or request for a protective order. Seeking medical attention promptly may also help preserve evidence and address medical needs.

A person has the right to report an incident to Salem Public Safety and/or local law enforcement, to request Salem's assistance in contacting law enforcement, or to decline to notify law enforcement. Choosing not to make a police report does not prevent a person from seeking support or reporting the matter to Salem.

Salem will provide information about available protective measures and applicable court-issued protective or restraining orders and College-issued no-contact directives. Salem will comply with lawful protective orders and may implement appropriate campus measures consistent with College policy.

Salem will provide written information about available counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid assistance, and other campus and community services. Salem will also provide written information about reasonably available changes to academic, living, transportation, and working situations and other protective measures. These measures may be available regardless of whether the individual reports the incident to law enforcement.

Confidential and Anonymous Reporting

Students may speak with designated confidential resources, including Salem Counseling Services, Health Services, and the Chaplain. These resources can provide support and information without automatically starting Salem's grievance process, except when disclosure is required by law.

Anonymous reports may also be made. Salem will review anonymous information and respond, when possible, but an anonymous report may limit Salem's ability to investigate or take action.

Supportive Measures

Salem can provide supportive measures to help a student or employee continue participating in school, work, and campus life. Supportive measures are not disciplinary and may be available whether or not a formal complaint is filed.

Depending on the circumstances, supportive measures may include counseling, academic or work adjustments, housing changes, campus escorts, mutual restrictions on contact, leaves of absence, increased security, or monitoring of certain campus areas. Salem will keep supportive measures as private as reasonably possible.

When This Policy Applies

Salem first reviews a report to determine which policy, and grievance procedure applies. Conduct that meets the federal Title IX definition is handled under Salem's Title IX Sexual Harassment Grievance Procedures. Sexual misconduct that does not fall within that federal definition may still violate Salem policy and may be handled under the Non-Title IX Sexual Misconduct Grievance Procedures.

The location of the conduct, the people involved, Salem's control over the program or activity, and other circumstances are considered when determining which procedure applies. Salem may also address conduct that affects the campus community even when it occurs away from campus, when allowed by college policy.

Rights of Parents

When a student is a minor or when another person has a legal right to act on a student's behalf, Salem will recognize those rights as required by law and College policy.

Documentation and Records

Salem maintains records related to reports, investigations, supportive measures, resolutions, training, and other Title IX or sexual misconduct actions for the period required by applicable law and College policy.

Important Definitions

Consent is a clear, informed, freely given, and mutually understood agreement to participate in sexual activity. Consent must be present throughout the activity and may be withdrawn at any time. Consent cannot be assumed from silence, a previous relationship, or previous sexual activity. A person who is incapacitated cannot give consent.

Incapacitation means a person is unable to make informed and rational decisions. A person may be incapacitated because of sleep, unconsciousness, alcohol or drug use, or another condition that prevents the person from understanding or choosing what is happening.

Sexual harassment includes unwelcome sex-based conduct that meets the definitions in Salem policy and applicable law. Depending on the circumstances, this may include quid pro quo harassment, hostile-environment harassment, sexual assault, dating violence, domestic violence, or stalking.

Sexual Violence - Sexual violence is a severe form of sexual harassment and refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual exploitation, sexual abuse, relationship violence, stalking and sexual coercion.

Dating violence is violence committed by a person who is or has been in a romantic or intimate relationship with the person affected. Domestic violence includes certain crimes of violence involving spouses, former spouses, intimate partners, people who share a child, or other relationships covered by applicable domestic or family violence law.

Stalking is a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to experience substantial emotional distress.

Sexual exploitation involves taking sexual advantage of another person without consent in a way prohibited by Salem policy.

Retaliation is prohibited. Salem does not allow intimidation, threats, coercion, discrimination, harassment, or other adverse action against a person because they reported misconduct, participated in a grievance process, or exercised rights protected by Title IX or this policy.

North Carolina Definitions

The definitions above are used by Salem for its policy and Clery reporting. North Carolina law also contains definitions that may apply when conduct is reported to law enforcement or when a person seeks a protective or no-contact order.

Domestic Violence - North Carolina General Statute § 50B-1 defines domestic violence as certain acts committed against a person, or a minor child in that person's care, by whom the person has or has had a qualifying personal relationship. The law includes intentionally causing or attempting to cause bodily injury, placing a person or family or household member in fear of imminent serious bodily injury or continued harassment that causes substantial emotional distress, and certain sexual offenses. Qualifying relationships include current or former spouses, certain people who live or have lived together, parents and children or grandparents and grandchildren, people who have a child in common, current or former household members, and certain current or former dating partners.

Dating Relationships - North Carolina does not use a separate criminal offense titled "dating violence" for Clery purposes. However, the state's domestic violence law includes certain dating relationships within its definition of a personal relationship. Under G.S. § 50B-1, a dating relationship is a romantic relationship that develops over time and on a continuing basis; a casual acquaintance or ordinary social or business relationship is not considered a dating relationship.

Stalking - Under North Carolina General Statute § 14-277.3A, stalking generally involves willfully harassing a person more than once, or engaging in a course of conduct directed at a specific person without a legal purpose, when the person engaging in the conduct knows or should know it would cause a

reasonable person to fear for their safety or the safety of family or close associates, or suffer substantial emotional distress because of fear of death, bodily injury, or continued harassment. A course of conduct means two or more acts and may include following, monitoring, observing, threatening, communicating with or about a person, or interfering with a person's property.

Sexual Offenses - North Carolina criminal law addresses rape and other sexual offenses in Article 7B of Chapter 14 of the General Statutes.

First Degree Rape - a person is guilty of rape in the first degree if the person engages in vaginal intercourse: 1. With a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least 4 years older than the victim; 2. With another person by force and against the will of the other person and; employs a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon; or inflicts serious personal injury upon the victim or another, by one or more other persons.

Second Degree Rape - a person is guilty of rape in the second degree if the person engages in vaginal intercourse with another person: 1. By force and against the will of the other person; or 2. Who is mentally defective, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally, or physically helpless.

First Degree Sexual Assault - a person is guilty of a sexual offense in the first degree if the person engages in a sexual act: 1. With a victim who is a child under the age of 13 years and the defendant is at least 12 years old and is at least 4 years older than the victim 2. With another person by force and against the will of the other person, and (a) employs a dangerous or deadly weapon or an article which the other person reasonably believes to be a dangerous or deadly weapon, or (b) inflicts serious personal injury upon the victim or another, by one or more other persons, or (c) the person commits the offense aided and abetted by one or more other persons.

Second Degree Sexual Assault - a person is guilty of a sexual offense in the second degree if the person engages in a sexual act: 1. By force and against the will of the other person, or; 2. Who is mentally defective, mentally incapacitated, or physically helpless, and the person performing the act knows or should reasonably know the other person is mentally, or physically helpless.

Statutory Rape - a person is guilty of statutory rape if the person engages in vaginal intercourse or a sexual act with another person: 1. Who is 13, 14, or 15 years old and the defendant is at least six years older than the person except when the defendant is lawfully married to the person. 2. Who is 13, 14, or 15 years old and the defendant is more than four but less than six years older than the person except when the defendant is lawfully married to the person.

Civil No-Contact Orders - North Carolina General Statute § 50C-1 provides a civil no-contact process for certain cases involving nonconsensual sexual conduct or stalking when the people involved do not have the personal relationship required under the state's domestic violence law. The statute defines nonconsensual conduct as conduct that occurs without freely given consent.

These North Carolina definitions are included to help readers understand how state law may apply. Salem uses the definitions and procedures stated in its own policy when reviewing possible policy violations, and law enforcement and the courts determine whether conduct violates North Carolina law.

Amnesty, Disability Access, Privacy, and Academic Freedom

Salem does not want fear of a minor alcohol or drug violation to prevent someone from reporting sexual misconduct or seeking help. Amnesty may be available as described in Salem policy.

Salem will provide reasonable accommodations so individuals with disabilities can participate in reporting, investigation, hearing, and resolution processes. Requests for accommodations should be made through the appropriate Salem disability or support office.

Salem shares information about a report only with people who need the information to provide support, carry out the grievance process, protect the community, or meet legal requirements. Salem cannot promise complete confidentiality when it must respond to a report or comply with law.

Nothing in this policy is intended to improperly limit academic freedom or lawful expression. Salem may still address conduct that meets the definition of prohibited discrimination or harassment.

How Salem Responds to a Report

After receiving a report, the Title IX Coordinator will contact the person affected, explain supportive measures, discuss reporting and resolution options, and explain how to file a formal complaint when applicable. Support is available even when the person does not want to file a formal complaint.

In limited circumstances, the Title IX Coordinator may determine that Salem must move forward even when the person affected does not want to file a formal complaint. When that happens, Salem will consider the person's wishes and safety while also considering the safety of the campus community.

When required, Salem will give the complainant and respondent written notice of the allegations and information about the grievance process. The respondent is presumed not responsible unless and until the grievance process results in the finding of responsibility.

Dismissal or Change in Process

A complaint may be dismissed from the Title IX process when the reported conduct does not meet the federal Title IX requirements, when the conduct did not occur in a Salem education program or activity covered by Title IX, or when another policy requirement for Title IX jurisdiction is not met. Dismissal from the Title IX process does not necessarily mean the conduct is allowed; Salem may address it under another College policy or procedure.

Salem may also dismiss a complaint in circumstances allowed by policy, such as when a complainant asks in writing to withdraw the complaint, the respondent is no longer enrolled or employed by Salem, or available information is not sufficient to continue the process. Both parties will receive notice of a dismissal and the reason for it.

Advisors and Participation

The complainant and respondent may have an advisor during the grievance process as allowed by the applicable procedure. Salem will explain the advisor's role before interviews, meetings, decision-maker reviews, or hearings.

Both parties will receive a fair opportunity to provide information, identify witnesses, review relevant evidence as required by the applicable process, and respond to information that may be used in deciding the case.

Timing and Related Criminal Investigations

Salem works to complete investigations and resolutions within the timeframes stated in its policy. A process may be extended for good cause, such as the complexity of the matter, witness availability, a related criminal investigation, school breaks, or other circumstances. When an extension is necessary, Salem will provide notice as required by the applicable procedure.

A Salem grievance process and a criminal investigation are separate processes. A person may choose to report to law enforcement, Salem, both, or neither, except when Salem is legally required to make a report. Salem may temporarily delay part of its process when necessary to avoid interfering with a law-enforcement investigation, but it will resume its process when appropriate.

Emergency Removal and Administrative Leave

Salem may remove a person from an education program or activity on an emergency basis when an individualized safety and risk analysis shows an immediate threat to physical health or safety and the

requirements of the applicable policy are met. Employees may also be placed on administrative leave when permitted by policy and law. Emergency action is separate from a final decision about responsibility.

Fair and Impartial Process

Investigators, decision-makers, hearing officers, appeal officers, and informal-resolution facilitators must be appropriately trained and must not have a conflict of interest or bias for or against complainants or respondents generally or for or against an individual party.

Salem is responsible for gathering enough evidence to reach a decision. The burden of proving a policy violation is not placed on either party. Decisions are based on an objective review of relevant information, and credibility is not decided simply because of a person's role as complainant, respondent, or witness.

Salem uses the preponderance of the evidence standard. This means the decision-maker determines whether it is more likely than not that the policy was violated.

Investigation

Salem will appoint one or more trained investigators. The parties will be told who the investigator is and may raise a concern about a conflict of interest or bias as allowed by the policy.

The investigator may interview the complainant, respondent, and witnesses and gather documents, electronic information, photographs, messages, or other relevant information. Each party may identify witnesses and provide relevant information. Salem does not require a party to provide legally protected medical or treatment records without the required permission.

Before a final investigative report is completed, the parties will have an opportunity to review and respond to evidence when required by the applicable procedure. The investigator will then prepare a report that fairly summarizes the relevant information.

Academy Student Cases

When a Title IX complaint involves an Academy student, the formal resolution process uses a trained decision-maker review rather than the hearing process used for College students and employees. The parties receive notice of the review and an opportunity to submit appropriate questions and information as described in Salem's procedure.

The decision-maker reviews the relevant information and determines whether the policy was violated using the preponderance of the evidence standard. The parties receive a written outcome explaining the decision. If there is a finding of responsibility, sanctions are determined and implemented under the applicable Academy process.

College Student and Employee Cases

When a Title IX complaint involves a college student or employee, the formal process may include a hearing before a trained hearing officer. The parties receive advance notice and may have an advisor as provided by the policy.

At the hearing, the hearing officer considers relevant information and permits questioning in the manner required by the applicable Title IX procedure. The hearing is recorded or otherwise documented as required by policy. The hearing officer determines responsibility using the preponderance of the evidence standard and issues a written decision.

Sanctions and Remedies

If a respondent is found responsible, Salem may impose sanctions based on the nature and seriousness of the conduct, the circumstances of the case, and other factors allowed by policy. Student sanctions may include educational requirements, warnings, restrictions, probation, housing changes, suspension, or

expulsion. Employee sanctions may include corrective action, reassignment, suspension, employment or compensation action, or termination.

Salem may also provide remedies designed to restore or preserve the complainant's access to Salem's education programs, activities, or employment. Remedies may include some of the same services available as supportive measures and may also include other steps appropriate to the situation.

Notification of Outcome

In proceedings involving sexual assault, dating violence, domestic violence, or stalking, the complainant and respondent will be simultaneously notified in writing of the result of the proceeding, the procedures for appeal, any change to the result, and when the result becomes final, as required by applicable law and College policy.

Appeals

Both parties have equal appeal rights when an appeal is available under the applicable procedure. Grounds may include a procedural error that affected the outcome, new evidence that was not reasonably available earlier and could affect the outcome, or a conflict of interest or bias involving the Title IX Coordinator, investigator, or decision-maker. Other appeal grounds may apply when stated in Salem policy.

A trained appeal officer who was not the investigator or original decision-maker reviews the appeal. Both parties are given the opportunity to respond as required, and both receive the written appeal decision.

Informal Resolution

In appropriate cases, Salem may offer an informal resolution process after the parties receive required information about the allegations and the process. Participation is voluntary. Salem will not require either party to give up the right to a formal process as a condition of enrollment, employment, or another right.

An informal resolution may involve facilitated discussion or another agreed-upon process. Any final agreement will be put in writing. Until an agreement becomes final, a party may be able to end the informal process and return to the formal process as provided by policy.

Non-Title IX Sexual Misconduct

Conduct that does not meet the federal Title IX definition may still violate Salem's prohibition against sexual misconduct. Salem's Non-Title IX Sexual Misconduct Grievance Procedures provide a process for reviewing those reports.

The process includes initial outreach, supportive measures, notice of allegations when a formal complaint proceeds, a fair and impartial investigation, an opportunity for the parties to provide information, an investigative report, a decision about responsibility, sanctions when appropriate, and appeal rights. Salem uses the preponderance of the evidence standard.

Salem may also offer informal resolution for Non-Title IX Sexual Misconduct when appropriate and when the parties voluntarily agree to participate.

Abuse or Neglect of Minors

Any person who has cause to suspect that a person under age 18 is abused, neglected, or dependent has a reporting obligation under North Carolina law. The concern must be reported immediately to the appropriate authorities and to the appropriate Salem official, including the Title IX Coordinator for Academy and College matters, the Academy Head of School, or the Vice President for Academic and Student Affairs, so required reporting and protective action can occur.

Relationships Involving a Power Difference

Salem prohibits romantic or sexual relationships between faculty or staff and students and between employees in supervisory/subordinate positions. Romantic or sexual advances or relationships by faculty or staff toward students who are minors are strictly prohibited.

Campus Reporting and Support Resources

Title IX Coordinator

Nicole Hundt, Executive Director of Residence
(336) 917-5786
nicole.hundt@salem.edu
Clewell Residence Hall, Office 101

Salem Public Safety Office

(336) 917-5555
publicsafety@salem.edu
Main Hall, Basement Level
Operates 24 hours a day, 7 days a week

Academy Resources

Academy Head of School - Kristina (Kris) Sorrells
336.917.5524
kris.sorrells@salem.edu
Shober House - Main floor

Academy Dean of Students - Nicole Gatto
336-917-5087
Nicole.gatto@salem.edu
Babcock Residence Hall

Academy Director of Student Life - Ashley Pearson
336-917-5508
ashley.person@salem.edu
Babcock Residence Hall

Executive Director of Residential Life, Salem Academy and College - Nicole Hundt
(336) 917-5786
nicole.hundt@salem.edu

College Resources

Dean of Students - Jennifer Borrero
(336) 721-2627
jennifer.borrero@salem.edu

College Office of Academic Support and Student Disability Services - Tiffany Long
academic.support@salem.edu

Academy and College Resources

Office of Human Resources and Benefits
(336) 917-5721
hr@salem.edu
Financial Aid Office
financial.aid@salem.edu

Confidential Campus Resources

Students may contact Salem Counseling Services, Health Services, and the Chaplain for confidential support. These resources can provide information about medical care, counseling, safety planning, academic or housing needs, and other assistance without automatically starting Salem's grievance procedures, except when disclosure is required by law.

College Student Counseling Services
saalemcounseling@advocatehealth.org

Health Services
(336) 713-7027
Clewell Hall, Basement Level

Community Resources and Law Enforcement

Winston-Salem Police Department

Emergencies: 911
Non-Emergencies: (336) 773-7700

Medical Care and Treatment

Novant Health / Forsyth Medical Center
3333 Silas Creek Parkway, Winston-Salem, NC 27103
(336) 718-5000

Wake Forest Baptist Medical Center
Medical Center Blvd, Winston-Salem, NC 27157
(336) 716-2011

These local hospitals provide emergency medical care and may have sexual assault nurse examiners (SANE) available. A person may seek medical care whether or not they choose to make a police report.

Family Services - Victim Advocacy and Safety Planning

1200 S. Broad Street, Winston-Salem, NC 27101
Phone: 336.722.8173 | Fax: 336.724.6491
Toll free: 1.800.316.5513
Crisis Line: 336.723.8125 (24/7)
Sexual Assault Crisis Line: 336.722.4457 (24/7)
Email: info@familyservicesforsyth.org
Website: www.familyservicesforsyth.org

Family Services provides confidential advocacy, counseling, safety planning, shelter assistance, and help with protective orders. Receiving assistance does not require filing criminal charges.

Bridges to Hope Family Justice Center

725 Highland Avenue, Winston-Salem, NC 27101
Phone: 336.776.3255
Email: info@familyservicesforsyth.org
Website: www.familyservicesforsyth.org

Bridges to Hope connects people with law enforcement, victim advocates, legal advocates, and social services in one location.

NC Peer Warm line: 855-733-7762

Suicide & Crisis Lifeline: 988

Text HOME to 741741

Support After Sexual Assault or Relationship Violence

Salem's first priority is helping a person address immediate safety, medical needs, and emotional well-being. A person may contact Salem Public Safety at (336) 917-5555, law enforcement at 911, Counseling Services, Health Services, the Title IX Coordinator, or a community advocacy resource. Public Safety can assist with transportation and contacting support resources.

A person may seek medical care whether or not they choose to make a police report or file a Salem complaint. Counseling and advocacy resources can also help a person understand options and decide what steps, if any, they want to take.

Bystander Intervention and Risk Reduction

Bystander intervention means taking safe and reasonable action when someone recognizes behavior that may place another person at risk. Depending on the situation, a bystander might contact Public Safety or 911, create a distraction, help someone leave an unsafe situation, connect a person with support, or speak up when behavior promotes harassment or violence. No one should intervene in a way that puts themselves or others in danger.

Risk-reduction education is intended to promote safety and reduce opportunities for harm. Sexual assault, dating violence, domestic violence, and stalking are never the fault of the person who experiences them. Salem encourages community members to recognize warning signs, make plans for getting help, stay connected with trusted people, use campus safety resources, and obtain clear and freely given consent before sexual activity.

PREVENTION, EDUCATION, AND AWARENESS PROGRAMS

EDUCATION AND AWARENESS PROGRAMS

Salem College conducts primary prevention and ongoing education programs promoting awareness of personal safety, prevention of crimes and sexual harassment (including rape/acquaintance rape, sexual assault, domestic violence, dating violence, and stalking), safe and healthy versus unhealthy relationships, recognizing the warning signs of relationship violence, drug and alcohol abuse prevention, and applicable Salem College policies, reporting options, and resources. Primary prevention and awareness programs are directed to incoming students during orientation, to residential students related to campus housing, to new employees at hire, and to employees and students on an ongoing basis to address personal safety and security on campus. Information about campus safety and security is provided by Public Safety, Residence Life, Student Affairs, Human Resources, and the Title IX Office to Salem College community members through email notices, distribution/posting of safety-related literature, emergency alert messaging system, educational programming, online training as applicable, and the Salem College website. Salem College students and employees are encouraged to be actively engaged in taking responsibility for their own safety and in helping others by engaging in the risk reduction measures identified in this Report and reporting safety concerns to Public Safety.

Title IX and Violence Against Women Act (“VAWA”) training programs generally include discussion of crimes and sexual harassment (including sexual assault, domestic violence, dating violence, and stalking) prohibited by Salem College policy and North Carolina law with definitions, examples, and case studies; the definition of consent as it pertains to sexual activity; the impact of drugs and alcohol on consent; a description of safe and positive bystander intervention options; information on risk reduction measures such as learning to recognize the warning signs of relationship violence/abusive behavior and avoid attacks; support resources and reporting options for responding to incidents of sexual misconduct and criminal behavior; and information about the institutional grievance and disciplinary procedures.

Listed are some of the primary prevention and ongoing educational programs offered during 2025:

Active Shooter Training
Hop into Healthy Relationships
Clothesline Project
Safe Online Dating and Sexual Assault Awareness
Denim Day

RA Title IX Training
Clover Suicide Prevention Training
CPR First Aid Training
First Year Title IX Training
Student Athlete Title IX Training
Active Shooter Training
Healthy Relationship
Domestic Violence Speak Out
Women in Sports w/ Title IX
Title IX Training for Faculty and Staff

SEX OFFENDER REGISTRATION

Information about registered sex offenders in North Carolina is available through the North Carolina Sex Offender Registry maintained by the North Carolina State Bureau of Investigation at <https://sexoffender.ncsbi.gov/>. Salem provides this information in accordance with applicable federal campus safety requirements.

CRIME STATISTICS

The following statistics are submitted to meet federal reporting guidelines and are indicative of all reported criminal activity on campus for the past three years. These figures have been gathered from campus crime reporting, the Winston-Salem Police Department, and law enforcement authorities with jurisdiction over non-campus buildings and property that Salem controlled during the applicable reporting years. The statistics are compiled in accordance with the definitions used in the Definitions of Reportable Clery Act Crimes section of this Report and do not identify victims of crimes or persons accused of crimes.

The following statistics apply only to Salem College and reflect reports of alleged incidents and not legal or factual determinations.

Statistics are broken down by reported alleged offenses and crimes, as well as fire statistics, and are listed and counted based on the specific requirements and definitions of the Clery Act. As a result, an act may be defined, reported, and counted differently for purposes of the Clery Act. In 2025, Salem had zero offenses in the following categories: murder/non-negligent manslaughter, manslaughter by negligence, incest, statutory rape, robbery, burglary, motor vehicle theft, arson, hazing, domestic violence, stalking, arrests for liquor law, drug law, and weapons violations, and zero hate crimes.

In 2025, Salem had one report of fondling, one report of dating violence, and one referral each for liquor law violations and drug law violations. Salem had two incidents of aggravated assault. Salem had two reports of rape; one of these reports included multiple incidents (all occurring before the report) involving the same two people over a period of time.

In the last three years, Salem has maintained the proper number of fire drills and residential fire safety system checks, and there have been no fires reported.

CRIMINAL OFFENSES*				
	ALL ON CAMPUS PROPERTY	ON CAMPUS HOUSING (Subset of On-Campus)	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
MURDER/NON-NEGLIGENT MANSLAUGHTER				

	ALL ON CAMPUS PROPERTY	ON CAMPUS HOUSING (Subset of On-Campus)	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0
MANSLAUGHTER BY NEGLIGENCE				
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0
RAPE*				
2023	1	1	0	0
2024	0	0	0	0
2025	31	31	0	0
FONDLING				
2023	0	0	0	0
2024	2	2	0	0
2025	1	1	0	0
INCEST				
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0
STATUTORY RAPE				
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0
ROBBERY				
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0
AGGRAVATED ASSAULT				
2023	0	0	0	0
2024	0	0	0	0
2025	2	2	0	0
BURGLARY				
2023	0	0	0	0
2024	1	0	0	0
2025	0	0	0	0
MOTOR VEHICLE THEFT				
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0
ARSON				
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0
HAZING				
2025	0	0	0	0
*In 2025, Salem had two reports of rape; one of these reports included multiple incidents (all occurring before the report) involving the same two people over a period of time.				

VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES				
	ALL ON CAMPUS PROPERTY	ON-CAMPUS HOUSING (Subset of On-Campus)	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
DOMESTIC VIOLENCE				
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0
DATING VIOLENCE				
2023	2	2	0	0
2024	0	0	0	0
2025	1	1	0	0
STALKING				
2023	0	0	0	0
2024	2	2	0	0
2025	0	0	0	0

ARRESTS OR REFERRALS FOR DISCIPLINARY ACTION				
	ALL ON CAMPUS PROPERTY	ON-CAMPUS HOUSING (Subset of On-Campus)	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
ARRESTS				
LIQUOR LAW VIOLATIONS				
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0
DRUG LAW VIOLATIONS				
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0
WEAPONS VIOLATIONS				
2023	0	0	0	0
2024	0	0	0	0
2025	0	0	0	0

ARRESTS OR REFERRALS FOR DISCIPLINARY ACTION				
	ALL ON CAMPUS PROPERTY	ON-CAMPUS HOUSING (Subset of On-Campus)	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
REFERRALS				
LIQUOR LAW VIOLATIONS				
2023	4	4	0	0
2024	3	3	0	0
2025	1	1	0	0
DRUG LAW VIOLATIONS				
2023	1	1	0	0
2024	1	1	0	0
2025	1	1	0	0

	ALL ON CAMPUS PROPERTY	ON-CAMPUS HOUSING (Subset of On-Campus)	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
WEAPONS VIOLATIONS				
2023	0	0	0	0
2024	1	1	0	0
2025	0	0	0	0

HATE CRIMES

Hate Crimes are criminal offenses that manifest evidence the victim was intentionally selected because of the perpetrator's bias against the race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability of the victim. For Clery Act purposes, Hate Crimes are reported for the following crimes: murder, non-negligent manslaughter, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, and destruction / damage / vandalism of property.

There were no Hate Crimes reported in 2023, 2024, or 2025.

UNFOUNDED CRIMES

For Clery Act purposes, a crime is considered unfounded only if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless, meaning that the crime did not occur and was never attempted. Salem College has no unfounded crimes for 2023, 2024, or 2025.

DEFINITIONS OF REPORTABLE CLERY ACT CRIMES

Primary Criminal Offenses

Murder and Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: The killing of another person through gross negligence.

Robbery: The taking or attempting to take anything from the care, custody, or control of a person or persons by force or threat of force, violence, and/or causing the victim fear.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon that could cause serious personal injury is used.

Sexual Assault (Sex Offenses): Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling:** 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 or physical incapacity.
- **Incest:** Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

- **Statutory Rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Burglary: The unlawful entry of a structure to commit a felony or theft. Classify offenses locally known as burglary (any degree), unlawful entry with intent to commit a larceny or felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts at these offenses as burglary.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. Motor vehicles are defined broadly to include any self-propelled vehicle that runs on land surface and not on rails. For example, sport utility vehicles, automobiles, trucks, buses, motorcycles, motor scooters, all-terrain vehicles, and snowmobiles are classified as motor vehicles. Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, or another kind of personal property.

Hate Crimes and Categories of Reportable Bias

Hate Crimes: Criminal offenses motivated, in whole or in part, by the offender's bias against the actual or perceived race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability of the victim. For Clery Act purposes, the reportable criminal offenses include murder, non-negligent manslaughter, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, and arson as defined in the Primary Criminal Offenses definitions identified above, and larceny-theft, simple assault, intimidation, and destruction / damage / vandalism of property as defined hereunder.

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

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 of Property (except Arson): To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control of it.

Categories of Reportable Bias:

- **Disability Bias:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age, or illness.
- **Gender Bias:** A preformed negative opinion or attitude toward a person or group of persons because those persons are male or female.
- **Gender Identity Bias:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.
- **Racial Bias:** A preformed negative opinion or attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair, facial features, genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind.

- **Ethnicity Bias:** A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- **Religious Bias:** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.
- **Sexual-Orientation Bias:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived sexual orientation.
- **National Origin Bias:** A performed negative opinion or attitude toward a group of persons based on their actual or perceived country of birth.

Violence Against Women Act (VAWA) Offenses

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

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. (1) The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. (2) For purposes of this definition, (i) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (ii) Dating Violence does not include acts covered under the definition of domestic violence.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for the person's safety or the safety of others; or (b) 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 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 persons 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.

**Sexual Assault, which is also a VAWA offense, is defined in the Primary Criminal Offenses section above.*

Weapons, Drug Abuse, and Liquor Law Offenses

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness. Classify as a liquor law violation the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and any attempts to commit these acts.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Weapon Law Violations: The violation 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. Classify as a weapons violation the manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; using or manufacturing silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit these acts.

CLERY ACT GEOGRAPHY DEFINITIONS

On-Campus: (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).

Non-Campus Building or Property: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

On-Campus Student Housing Residential Facility: Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus.

FIRE SAFETY REPORT AND FIRE STATISTICS

FIRE SAFETY DEFINITIONS

Fire: any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire Drill: a supervised practice of mandatory evacuation of a building for a fire.

Fire Safety System: any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire including sprinkler or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of fire, such as horns/strobes/bells, smoke-control and reduction mechanisms, fire doors, and walls that reduce the spread of fire.

2023–2025 RESIDENTIAL FIRE STATISTICS

Salem College and Salem Academy On-Campus Student Housing Facilities

Residential Facility / Address	Year	Fires	Cause of Fire	Injuries *	Deaths	Property Damage	Fire Drills
South Residence Hall 609 S. Church St.	2023	0	N/A – No fires reported	N/A	N/A	N/A	2
	2024	0	N/A – No fires reported	N/A	N/A	N/A	2
	2025	0	N/A – No fires reported	N/A	N/A	N/A	2
1772 Residence Hall 625 S. Church St.	2023	0	N/A – No fires reported	N/A	N/A	N/A	2
	2024	0	N/A – No fires reported	N/A	N/A	N/A	2
	2025	0	N/A – No fires reported	N/A	N/A	N/A	2
Clewell Residence Hall 701 S. Church St.	2023	0	N/A – No fires reported	N/A	N/A	N/A	2
	2024	0	N/A – No fires reported	N/A	N/A	N/A	2
	2025	0	N/A – No fires reported	N/A	N/A	N/A	2
Bahnson Residence Hall 721 S. Church St.	2023	0	N/A – No fires reported	N/A	N/A	N/A	2
	2024	0	N/A – No fires reported	N/A	N/A	N/A	2
	2025	0	N/A – No fires reported	N/A	N/A	N/A	2
Dale E. Gramley Residence Hall 801 S. Church St.	2023	0	N/A – No fires reported	N/A	N/A	N/A	2
	2024	0	N/A – No fires reported	N/A	N/A	N/A	2
	2025	0	N/A – No fires reported	N/A	N/A	N/A	2
Mary Reynolds Babcock Hall (Academy) 715 S. Church St.	2023	0	N/A – No fires reported	N/A	N/A	N/A	10
	2024	0	N/A – No fires reported	N/A	N/A	N/A	10
	2025	0	N/A – No fires reported	N/A	N/A	N/A	10

* Injuries requiring treatment at a medical facility.

Corrected residential fire-drill totals: 2023 – 20 drills; 2024 – 20 drills; 2025 – 20 drills. Each College residence hall conducted 2 drills per year; Mary Reynolds Babcock Hall (Academy) conducted 10 drills per year.

RESIDENTIAL FIRE SAFETY SYSTEMS

Salem College and Salem Academy On-Campus Student Housing Facilities

Residential Facility / Address	Fire Alarm System	Smoke Detection	Audible Notification	Sprinkler System
South Residence Hall 609 S. Church St.	Yes	Yes – each room	Yes	No
1772 Residence Hall 625 S. Church St.	Yes	Yes – each room	Yes	Yes
Clewell Residence Hall 701 S. Church St.	Yes	Yes – each room	Yes	No
Bahnson Residence Hall 721 S. Church St.	Yes	Yes – each room	Yes	No
Dale E. Gramley Residence Hall 801 S. Church St.	Yes	Yes – each room	Yes	No
Mary Reynolds Babcock Hall (Academy) 715 S. Church St.	Yes	Yes – each room	Yes	No

Note: All listed residential facilities have a fire alarm system, smoke detection in each room, and audible notification when the fire alarm activates. 1772 Residence Hall is equipped with a sprinkler system.

*2023, 2024 and 2025 fire drill statistics do not include facilities other than residential student housing.

Salem College maintains fire safety policies, systems, and procedures to help protect students, employees, and campus facilities. Fire alarm and detection systems are inspected and tested annually to help ensure they remain operational.

Fire Safety Policies

Salem College maintains fire safety policies designed to promote the safety of students living in campus residence halls. These policies are included in the Student Handbook and address:

- smoke-free facilities and designated outdoor smoking areas;
- restrictions on open flames and grilling, including requirements for administrative approval or fire permits;
- restrictions on appliances, including extension cords, hot plates, toaster ovens, microwaves, and halogen lamps;
- prohibition of burning candles and incense;
- limitations on wall decorations and other materials; and
- fire drill requirements, evacuation procedures, and prohibitions against tampering with fire safety equipment.

Fire Drills

Each College residence hall is required to successfully complete a fire evacuation drill once each semester. Salem Public Safety and the Area Coordinator schedule the drills in accordance with applicable fire code requirements and select a time when the majority of residents are expected to be in the building.

Each residence hall has three minutes to successfully complete the drill. If a drill is unsuccessful, another unannounced drill is conducted. Additional drills continue until the residence hall successfully completes the evacuation drill.

Mary Reynolds Babcock Hall (Academy) conducts a fire evacuation drill once each month while school is in session.

Fire Evacuation Procedures

When a building or group of buildings must be evacuated, occupants should leave the building and proceed to a designated assembly area located away from the building and emergency service vehicles. Assembly areas include Hanes Auditorium at the Elberson Fine Arts Center, Corrin Refectory, the Bryant Hall/Gym area, Salem Square, May Dell, and the Salem Academy Auditorium.

If the entire campus must be evacuated, members of the campus community should relocate to either God's Acre cemetery near the Elberson Fine Arts Center or the athletic field near Pit parking, as directed by Salem officials or emergency personnel.

Fire Safety Education and Training

The Winston-Salem Fire Department works closely with Salem College to support campus fire safety. Fire Department personnel visit campus to become familiar with campus buildings, participate in fire drills, and provide fire safety education and fire extinguisher training.

Salem Public Safety also plays an active role in fire prevention. Public Safety officers conduct monthly building inspections that include checking fire extinguishers, identifying potential fire code violations, and reporting concerns to Physical Plant for evaluation and correction. Public Safety officers receive annual fire extinguisher and campus fire alarm system training and accompany fire inspectors and service providers during inspections and testing of campus fire safety systems.

Fire safety education is provided to students through residence hall safety information, fire evacuation drills, and other campus fire safety communications. Students are instructed on the importance of responding promptly to fire alarms and following established evacuation procedures. Fire evacuation drills are conducted once each semester in College residence halls. Mary Reynolds Babcock Hall (Academy) conducts fire evacuation drills monthly while school is in session.

Campus fire alarm and detection systems are inspected and tested annually. Salem continually evaluates its fire safety systems and practices and considers modifications, improvements, and upgrades when necessary.

Reporting Fires

Any fire occurring in an on-campus student housing facility should be reported immediately to 911 and Salem Public Safety at (336) 917-5555. This includes fires that have already been extinguished, even if the fire was small and did not result in injury or property damage.

Fires may also be reported directly to a Salem Public Safety officer or at the Public Safety Office located in Main Hall, Basement Level. Salem Public Safety is available 24 hours a day.

Reports of fires are documented by Salem Public Safety and used to maintain the College's fire log and annual fire statistics.

Future Fire Safety Improvements

Salem continually evaluates its fire safety systems and practices and considers modifications, improvements, and upgrades when necessary. Fire safety enhancements and corrective actions are addressed as needs are identified through inspections, testing, facility changes, and recommendations from fire safety professionals.

At this time, Salem College will continue to evaluate and make fire safety improvements as needs are identified.

SALEM CAMPUS MAP

Campus buildings, Public Safety, residence halls, athletic facilities, and other major campus locations.



- | | | |
|------------------------------------|---|--------------------------------|
| 1 Shober House | 13 Mary Reynolds Babcock Residence Hall | 23 Rondthaler Science Building |
| 2 Salem Square | 14 Bahnson House Residence Hall | 24 May Dell |
| 3 Inspector's House | 15 Gramley Residence Hall | 25 Rondthaler-Gramley House |
| 4 Main Hall | 16 Tennis Courts | 26 Lizora Fortune Hanes House |
| 5 Public Safety | 17 Physical Plant Building | 27 Elberson Fine Arts Center* |
| 6 South Residence Hall | 18 Strong Hall | 28 Academy Building |
| 7 History Wing | 19 Louisa Wilson Bitting Residence Hall | 29 Boner House |
| 8 Annie Spencer Penn Alumnae House | 20 Corrin Refectory | 30 Athletic Field 5 |
| 9 Single Sisters House | 21 Athletic Complex/Fitness Center | 31 Athletic Field 4 |
| 10 Alice Clewell Residence Hall | 22a Bryant Hall* | 32 Blixt Fields |
| 11 Lehman Hall | 22b Pool* | 33 Student Center |
| 12 Dale H. Gramley Library | | |

* Visitor Parking Available

Salem Academy and College Campus Map