



**BAY MILLS**  
Community College

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Hours: Mon-Fri 8-4:30pm | 1.906.248.3354

# ANNUAL SECURITY REPORT



# 2019

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## **INTRODUCTION**

### **Message from the College President**



***Michael C. Parish***  
***BMCC President***

Bay Mills Community College (BMCC), and its Board of Regents, is committed to providing a safe, non-discriminatory and harassment-free educational and working environment for all of its members, including students, faculty, administrators, staff, and visitors. Safety is our number one priority.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1990 (20 USC §1092(f)), as amended by the Violence Against Women Reauthorization Act (Clery Act), was enacted to provide students nationwide with a safe environment in which to learn and to ensure that students, parents, employees and visitors are well informed about campus security.

BMCC prepared and published this 2019 Annual Security Report to comply with the Clery Act. This report contains three (3) years of statistics for certain types of crimes that were reported to have occurred on campus, in or on off-campus buildings or property owned by BMCC and public property within or immediately adjacent to the campus. This report also contains critical campus safety information, such as emergency response and preparedness, crime prevention, and crime reporting. Finally, this report also addresses the issue of compliance with the Drug-Free Schools and Communities Act and the issue of substance abuse.

Effective campus safety is the combined responsibility of the entire BMCC community. Accordingly, we encourage all students, staff, and visitors to create and maintain a safe and secure educational campus environment by being active, knowledgeable participants in their own personal safety and that of others.

Read this report and all of its useful information. Stay alert and informed. Report all suspicious activity and offensive behavior to any of our staff or faculty. Your active response will help keep our campus safe!!!

We wish you the best in your time at Bay Mills Community College!

Sincerely,

Michael C. Parish  
President

## **THE CLERY ACT**

The Clery Act 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 Act. The Clery Act was named after 19 year old Jeanne Clery, who was raped and murdered in her Lehigh University residence hall in 1986. Jeanne's parents lobbied Congress to enact the law when they discovered students at Lehigh hadn't been notified about 38 violent crimes that had occurred on campus in the three years prior to Clery's murder.

The Clery Act was amended several times since its enactment. A requirement was added in 1992 that schools afford the victims of campus sexual assault certain basic rights, and was amended again in 1998 to expand the reporting requirements. Amendments in 2000 and 2008 added provisions dealing with registered sex offender notification, campus emergency response and a provision to protect crime victims, "whistleblowers" and others from retaliation. In 2013, the Violence Against Women Reauthorization Act (VAWA) added additional requirements to colleges and universities which resulted in the reporting of incidents involving stalking, domestic violence, and dating violence.

### **How the Report is Disseminated**

The Clery Act requires BMCC to notify current and prospective students, faculty and staff of the availability of this report, no later than October 1, 2019. An annual e-mail notification is sent to all enrolled students, faculty and staff with the report attached. The report may also be downloaded from the college's Right To Know website at <http://www.bmcc.edu/right-know> . Printed copies of the report are available upon request at the Receptionist's desk in the Administration Building.

Prospective students are notified of the availability of the report in a letter as part of the admissions process. Prospective employees are notified of the availability of the report in the form of an electronic link on the college web site indicated on the posted position announcement.

## QUICK REFERENCE RESOURCES

EMERGENCY SERVICES  
DIAL 9-1-1  
FOR POLICE, FIRE OR MEDICAL EMERGENCIES

SAFETY AND SECURITY			
<b>Bay Mills Police Department</b>			<b>Bay Mills Emergency Connection-Ambulance</b>
<b>Emergency</b>	<b>911</b>		<b>Emergency</b>
<b>Non Emergency</b>	<b>(906) 248-3244</b>		Non Emergency
			(906) 248-2021
<b>Fire Department</b>			<b>Bay Mills Water Problems</b>
<b>Emergency</b>	<b>911</b>		(906) 248-8179
Non Emergency			<b>Bay Mills Public Works</b>
Superior Township	(906) 248-3312		(906) 248-8170
Bay Mills Township	(906) 437-3473		
<b>DTE Gas Leak Emergencies</b>		(800) 947-5000	<b>Cloverland Electric</b>
<b>Michigan Road Conditions</b>		(800) 381-8477	<b>BMCC Maintenance</b>
			<b>Richard Schofield</b>
			1-800-562-4953
			(906) 635-6800
			(906) 322-7519
COMMUNITY AND HEALTH RELATED RESOURCES			
Bay Mills Community College (BMCC)			(906) 248-3354
Bay Mills Victim Assistance Program			(906) 248-3204
Bay Mills Behavioral Health Services			(906) 248-3204
Community Social Service Referral Line			211
Diane Peppler Resource Center			(906) 635-0566
Ellen Marshall Memorial Health Center			(906) 248-5527
Hiawatha Behavioral Health			(800) 839-9443
War Memorial Hospital			(906) 635-4460
NATIONAL HOTLINE RESOURCES			
Abuse Hotline			(800) 472-2121
Alcohol and Drug Information 24 hrs day			(800) 729-6686
Poison Control Hotline			(800) 222-1222
Suicide Prevention Hotline			(800) 273-8255

## CLERY ACT REQUIRED CRIME STATISTICS

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### Understanding the Crime Statistic Tables

Crime statistics presented in the tables are the total number of crimes or suspected crimes occurring at the specified locations and reported to either college or local law enforcement officials during the calendar year (January 1 through December 31). Crimes or suspected crimes reported to both college and law enforcement officials are counted only once. Crimes are classified and counted based on the records of calls for service, complaints and investigations. The crime statistics disclose reported offenses, not the findings of a court, coroner or jury or the decision of a prosecutor. Nor are the names of the victims or perpetrators listed in the statistics.

The crimes included in the table are those crimes mandated by the Clery Act. As stipulated by the Clery Act, crimes are classified based on the Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting Handbook (UCR). Hate crimes are classified according to the FBI's Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Guide for Hate Crime Data Collection. **Per the Clery Act, the definitions for sex offenses are from the FBI's National Incident- Based Reporting System while the definitions of all other crimes are from the UCR. BMCC will use all of the following crime definitions as the federal government has primary jurisdiction over prosecution of those offenses.**

### Definitions of Criminal Offenses

**Aggravated assault** is 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 is used which could and probably would result in serious potential injury if the crime were successfully completed).

**Arson** is any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Burglary** is the unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes: unlawful entry with intent to commit larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safe cracking; and all attempts to commit any of the aforementioned.

**Dating violence** is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and the existence of such 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.

**Domestic violence** is a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner; 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, 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.

**Drug abuse violations** are defined as violations of state and local laws 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, methadones); and dangerous non-narcotic drugs (barbiturates, benzedrine).

**Hate crimes** are committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation, ethnicity, national origin, or disability.

**Liquor law violations** are defined as the violation of laws or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

**Motor vehicle theft** is the theft or attempted theft of a motor vehicle. Motor vehicle theft is classified as all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned. This includes joy riding.

**Murder and non-negligent manslaughter** is the willful (nonnegligent) killing of one human being by another.

**Negligent manslaughter** is the killing of another person through gross negligence.

**Robbery** is the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Sex offenses** are defined as any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape** is 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. This definition includes any gender of victim or perpetrator.
- **Fondling** is 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.
- **Incest** is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory rape** is sexual intercourse with a person who is under the statutory age of consent.

**Stalking** is 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 to suffer substantial



emotional distress.

**Weapons violations** are defined as the violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

**Consent is a knowing, voluntary, and mutually understood decision among all participants to engage in sexual activity. There Is No Consent If.**

- (1) Coercion, intimidation, threats, and/or force are used;
- (2) If a person is mentally or physically incapable or incapacitated or impaired so that the person cannot understand the fact, nature, or extent of the sexual situation;
- (3) If the incapacitation or impairment is due to alcohol or drug consumption, or being asleep or unconscious;
- (4) If a person administers a drug intoxicant, or other similar substance to render another person impaired or physically helpless; or,
- (5) If the person is a minor under the age of 18.

Please note in federal prosecutions, lack of consent is not an element of the offense and the prosecution does not have to prove lack of consent or of victim resistance. In addition, there is no spousal immunity and corroboration of the victim's testimony is not required.

### **Definitions of Geography**

The Clery Act stipulates that statistical information for offenses reported by the college must be broken down into specific categories indicating where the crime was reported to have occurred. The Clery Act defines these locations as follows:

#### **On-Campus Buildings or Property**

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 the above paragraph, 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 other retail vendor).
3. Bay Mills Community College has no residence halls.
4. Bay Mills Community College has the following on-campus buildings and property:
  - a. \*Main campus located at 12214 W. Lakeshore Drive, Brimley, MI 49715.
  - b. \*East Campus located at 2736 W. M-28 Dafer Township, MI 49724
  - c. \*Waishkey Bay Farm located at 10135 W. Mills Rd. Brimley, MI 49715
  - d. \*\*West Campus located at 1797 S Iroquois, Brimley, MI 49715

*\*Located within the exterior boundaries of the Bay Mills Indian Community reservation.*

*\*\* Located on land subject to state jurisdiction.*

## **Non-Campus Buildings 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.

\*Bay Mills Community College does not have any non-campus buildings or property.

## **Public Buildings or Property**

All public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used in direct support of or in a manner related to the institution's purpose.

Unique Jurisdictional Issues for Sexual Offenses

**DID YOU KNOW THAT YOU CAN BE FEDERALLY PROSECUTED FOR COMMITTING A SEXUAL OFFENSE ON THE BAY MILLS COMMUNITY COLLEGE CAMPUS OR WITHIN THE BAY MILLS INDIAN COMMUNITY RESERVATION?**

The On Campus buildings of the Bay Mills Community College (BMCC), with the exception of the West Campus site, are located within the exterior boundaries of the Bay Mills Indian Community reservation and are considered to be within "Indian Country" for federal prosecution purposes. If a sexual crime is committed on the BMCC campus or within the Bay Mills Indian Community reservation, the matter will be prosecuted in federal court regardless of native status. The federal laws apply to all persons who are on the Bay Mills Community College campus and the Bay Mills Indian Community reservation.

The federal statutes covering sexual abuse are in Chapter 109A, 18 U.S.C. §§2241 to 2245. The Federal Bureau of Investigation has investigative jurisdiction. The Office of the U.S. Attorney for the Western District of Michigan is assigned to prosecute criminal violations in the U.S. District Court for the Western District of Michigan. Title 18, Chapter 109A applies in Indian country to offenses committed by non-Indians against Indians, 18 U.S.C. §1152, and to felonious offenses committed by Indians, 18 U.S.C. §1153, as amended. Sexual offenses committed by Indians in Indian country are prosecutable only under 18 U.S.C. § 1153, and only if they are felonies under Chapter 109A. If a person is convicted of violating a federal crime in Indian Country, they will serve their sentence under federal jurisdiction including federal prison.

The federal definition of sexual assault is Aggravated Sexual Abuse (18 U.S.C. §2241) which states, in part, that:

- (a) **By Force or Threat.**-Whoever...knowingly causes another person to engage in a sexual act-(1) by using force against that other person; or (2) by threatening or placing that other person in fear that any person will be subjected to death, serious bodily injury, or kidnapping; or attempts to do so, shall be fined under this title, imprisoned for any term of years or life, or both.
- (b) **By Other Means.**-Whoever...knowingly-(1) renders another person unconscious and thereby engages in a sexual act with that other person; or (2) administers to another person by force or threat of force, or without the knowledge or permission of that person, a drug, intoxicant, or other similar substance and thereby-(A) substantially impairs the ability of that other person to appraise or control conduct; and (B) engages in a sexual act with that other person; or attempts to do so, shall be fined under this title, imprisoned for any term of years or life, or both.
- (c) **With Children.**-Whoever crosses a State line with intent to engage in a sexual act with a person who has not attained the age of 12 years ... knowingly engages in a sexual act with another person who has not attained the age of 12 years, or knowingly engages in a sexual act under the circumstances described in subsections (a) and (b) with another person who has attained the age of 12 years but has not attained the age of 16 years (and is at least 4 years younger than the person so engaging), or attempts to do so, shall be fined under this title and imprisoned for not less than 30 years or for life. If the defendant has previously been convicted of another Federal offense under this subsection, or of a State offense that would have been an offense under either such provision had the offense occurred in a Federal prison, unless the death penalty is imposed, the defendant shall be sentenced to life in prison.
- (d) **State of Mind Proof Requirement.**-In a prosecution under subsection (c) of this section, the Government need not prove that the defendant knew that the other person engaging in the sexual act had not attained the age of 12 years

**Other applicable federal statutes which apply to “Indian Lands”, include, but are not limited to: (1) Obscenity crimes; (2) Child pornography and the sexual exploitation of children crimes; (3) Interstate Stalking** under 18 U.S.C. 2261A which includes entering or leaving Indian Country “with intent to kill, injure, harass, or intimidate another person”; **(4) Interstate Domestic Violence** under 18 U.S.C. 2261 which includes entering or leaving Indian Country “with the intent to kill, injure, harass, or intimidate a spouse, intimate partner, or dating partner, and who, in the course of or as a result of such travel, commits or attempts to commit a crime of violence against that spouse, intimate partner, or dating partner”; and, **(5) Interstate Violation of a Protective Order** under 18 U.S.C. 2262 which includes entering or leaving Indian Country “with the intent to engage in conduct that violates the portion of a protection order that prohibits or provides protection against violence, threats, or harassment against, contact or communication with, or physical proximity to, another person”.

**Another unique fact concerning "Indian Country" jurisdiction is that if a member of a US federally recognized Indian Tribe commits a sexual offense, or any criminal offense, within the exterior boundaries of the Bay Mills Indian Community reservation, that person is subject to both U.S. federal jurisdiction and Bay Mills Tribal jurisdiction and it is not double jeopardy to be tried, convicted, and sentenced in both courts.** An Indian who is of Canadian status will be treated for criminal jurisdictional purposes as a non-Indian.

The On Campus buildings located at the West Campus of the Bay Mills Community College, are not located within the exterior boundaries of the Bay Mills Indian Community reservation. Therefore, they are not considered to be within "Indian Country" for federal prosecution purposes. If a sexual crime, or any crime, is committed on the West Campus of the Bay Mills Community College, the matter will be prosecuted in state court. Michigan laws covering sexual offenses include: Criminal Sexual Conduct; Dating Violence; Domestic Violence; Stalking; and, Sexual Harassment.

## Crime Statistics for 2016, 2017, and 2018

Crime Statistics	On-Campus			Public Property			Unfounded Crimes
	2016	2017	2018	2016	2017	2018	2018
<b>Criminal Offenses</b>							
a. Murder/non-negligent manslaughter	0	0	0	0	0	0	0
b. Negligent manslaughter	0	0	0	0	0	0	0
c. Robbery	0	0	0	0	0	0	0
d. Aggravated assault	0	0	0	0	0	0	0
e. Burglary	0	0	0	0	0	0	0
f. Motor vehicle theft	0	0	0	0	0	0	0
g. Arson	0	0	0	0	0	0	0
h. Sexual Offenses: Total	0	0	0	0	0	0	0
<input type="checkbox"/> Rape*	0	0	0	0	0	0	0
<input type="checkbox"/> Fondling	0	0	0	0	0	0	0
<input type="checkbox"/> Incest	0	0	0	0	0	0	0
<input type="checkbox"/> Statutory rape	0	0	0	0	0	0	0
<b>VAWA Offenses</b>							
a. Domestic violence	0	0	0	0	0	0	0
b. Dating violence	0	0	0	0	0	0	0
c. Stalking	0	0	0	0	0	0	0
<b>Arrests</b>							
a. Weapons: carry, possession, etc.	0	0	0	0	0	0	0
b. Drug abuse violations	0	0	0	0	0	0	0
c. Liquor law violations	0	0	0	0	0	0	0
<b>Disciplinary Actions</b>							
a. Weapons: carry, possessing, etc.	0	0	0	0	0	0	0
b. Drug abuse violations	0	0	0	0	0	0	0
c. Liquor law violations	0	0	0	0	0	0	0

\*Sodomy and sexual assault with an object are included in the rape category.

**Note:** Bay Mills Community College does not have any on-campus student housing facilities or non-campus buildings or property.

### Hate Crimes – On-Campus and Public Property

There were no hate crimes reported to college or law enforcement officials in calendar years 2016, 2017, and 2018.

BMCC HAD NO REPORTED CRIMES FOR THE PAST THREE YEARS!!!

## **CAMPUS SAFETY**

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Bay Mills Community College is committed to the safety and welfare of our students, faculty, staff, and visitors. The information contained in this section is intended to inform and educate you, the college community, about critical campus safety information. All administration, faculty, staff, and students should become familiar with the initial response to an emergency situation. For most people, this first response may be as simple as summoning assistance, evacuating the area or assisting another member of the college community.

Since every situation is unique, the policies and procedures in this document are intended to serve as a guide. Students, administration, faculty, and staff should become familiar with these guidelines so all can react safely in the event of an emergency.

### **Campus Police/Security and Crime Statistics**

Bay Mills Community College does not have a campus police department or security personnel. Therefore, the college does not maintain a daily crime log. The college obtains its crime statistic information from the Bay Mills Police Department.

### **Law Enforcement Authority**

The Bay Mills Police Department (BMPD) is the law enforcement agency serving the Bay Mills Community College. It is the duty and responsibility of each law enforcement officer to protect the general public, assist any person in need, and to report and investigate all violations of any law. Law enforcement officers work in conjunction with other tribal, state, and federal authorities for the protection of the community. Dispatch is available 24 hours a day.

### **Accurate and Timely Reporting of Criminal Offenses**

Prompt and accurate reporting of criminal offenses aids in providing a timely response and timely warning notices to the community when appropriate, and assists in compiling accurate crime statistics. Community members, students, faculty, staff, and guests are strongly encouraged to report all crimes, public safety related incidents, and suspicious activity in an accurate and timely manner to the Bay Mills Police Department and college Administration.

Prompt reporting of criminal activity enables the college and local law enforcement officials to more effectively protect the safety of the entire community. No matter how insignificant an incident might seem, the information you provide may be helpful to the college and/or local law enforcement officials.

### **Confidentiality and Crime Reporting**

A student's privacy concerns are weighed against the needs of the college and BMPD in responding to certain incidents and crimes. To the greatest extent possible, all reports will remain private. However, information may be shared with appropriate departments and agencies under a need-to-know basis when it pertains to investigative needs and safety concerns of the campus community. The Family Educational Rights and Privacy Act (FERPA) law allows information disclosure for public safety reasons. BMCC may disclose personally identifiable information from education records, without student consent, to appropriate parties, including parents of an eligible student, in connection with a health or safety emergency. Under this FERPA provision, BMCC may notify parents when there is a health or safety emergency involving their son or daughter, even if the parents do not claim the student as a dependent.

## **How to Report an Emergency or Crime to Emergency Responders**

Emergency police, fire and medical services for Bay Mills Indian Community are dispatched from a combined reservation/county 9-1-1 service center. To summon emergency assistance:

### **Dial 9-1-1**

The campus community is encouraged to call 9-1-1 to report any situation on-campus that could constitute a significant emergency or dangerous situation involving an immediate or on-going threat to the campus. Dialing 9-1-1 is also the best way to help expedite an emergency notification to alert the rest of the campus community of the threat.

Reports may also be made to the Bay Mills Police Department (BMPD) at 248-3244.

**Go to a safe place and then call 9-1-1.** If you are a crime victim or if you feel threatened by suspicious activity, your first priority should be to get to a safe place. If you encounter a crime scene (i.e. breaking or entering) you may be in danger because the perpetrator may still be in close proximity. Do not enter the crime scene!

## **How to Report an Emergency or Crime to the College**

For any suspicious activity or circumstance which could cause an emergency situation and necessitate the need of an emergency alert to campus, contact BMPD first and then college administration. For off-campus options, you may refer to the local law enforcement department with appropriate jurisdictional authority.

## **Response Procedures for an Emergency or Dangerous Situation**

When a serious threat or disaster to the campus community occurs, the Bay Mills Police Department (BMPD) will respond and may obtain assistance from other local, state, and federal agencies. BMCC staff and students should cooperate fully with all directions from the law enforcement officers.

BMCC will, upon confirmation of an ongoing significant emergency or dangerous situation that poses an imminent threat to the safety of campus community members, immediately issue emergency notifications to the campus community. The following situations are examples that may warrant an emergency notification:

- Fire and Evacuation
- Bomb Threat
- Hostile Intruder/Active Shooter
- Chemical Spills
- Utility Failure and Natural Disaster

BMCC officials shall use their best, reasonable judgment in all other situations to determine whether an emergency notification is warranted. Situations that may create business or academic interruptions, but do not pose a health or safety risk, do not necessitate an emergency notification. College communications will facilitate notifications about such situations with coordination of involved departments as appropriate. Examples of such situations include: snow closures, temporary building closures, or power outages.

## **Limited Voluntary Confidential Reporting**

BMCC encourages anyone who is the victim or witness to any crime to promptly report the incident to the college, tribal, or other local law enforcement agency. Depending on the type of crime and campus location, your desire for confidentiality may be subject to any requirements of that jurisdiction. Anonymous reports may be filed for statistical reporting purposes. A student's privacy concerns are weighed against the needs of BMCC to respond to certain incidents and crimes. To the greatest extent possible, all reports will remain private.

In compelling situations, BMCC reserves the right to take reasonable action in response to any crime report, and information may be shared with appropriate departments and agencies under a need-to-know basis when it pertains to investigative needs and safety concerns of the campus community. All reports submitted on a confidential or anonymous basis are evaluated for purposes of issuing a campus-wide "timely warning" as well as inclusion in the annual crime statistics.

## **Legally Mandated Reporting**

There are instances when the college official taking the report of a crime may be legally mandated to report the incident to law enforcement officials.

- Educational administrators, teachers, counselors and clergy are required by law to make a report anytime they become aware of any abuse being perpetrated on a minor child.
- If during the course of receiving a criminal report, the college officials become aware that there is an imminent threat to someone's safety, he/she must take appropriate steps to protect that person which may include making a report to appropriate law enforcement officials.

## **Pastoral Counselors and Professional Counselors**

Pastoral Counselors and Professional Counselors, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion into the annual disclosure of crime statistics.

- A *Pastoral Counselor* is defined as an employee of an institution who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.
- A *Professional Counselor* is defined as an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

***BMCC does not currently employ pastoral counselors or professional counselors.***

## **Access to and Security of Campus Facilities**

Bay Mills Community College (BMCC) is a public institution and is accessible to the public during normal building hours. Building hours may vary. Emergencies may necessitate changes or alterations to any posted schedules. Buildings will be secured according to schedules developed by the department responsible for the building. During non-business hours, buildings are locked and access is permitted only with proper authorization and by key.



## **BMCC does not have any residence halls.**

### **Firearms and Other Dangerous Weapons**

Possession of firearms and other dangerous weapons is prohibited on campus. Weapons will be confiscated. Other dangerous weapons include, but are not limited to, explosives of any kind, brass knuckles, clubs, knives with blades longer than four inches (other than kitchen knives), and switchblade knives. Violations of this policy will be reported to the Bay Mills Police Department.

### **Snow Closures**

When there are snow closures, BMCC provides notice through their website at [www.bmcc.edu](http://www.bmcc.edu), T.V. news channels (9&10 and 7&4), and radio stations (FM - 99.5, 101.3, and 105.5, AM – 1230, 1400). Students, faculty, and staff are advised to check for snow closings and when BMCC is open, to use their own judgement to determine whether it is safe to drive in winter road conditions.

## **COMMUNICATION ABOUT CAMPUS CRIME**

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### **Timely Warnings**

The Clery Act requires the college to notify the campus community of an “immediate threat” defined as an “imminent or impending threat”. A Timely Warning is required when any “Clery crime” is committed on college property that poses an immediate or continuing threat to the safety of the college community.

### **Initiating Timely Warnings**

BMCC has designated specific campus officials who are empowered to authorize the issuance of timely warnings. Such authority is delegated to the highest ranked official available:

1. Mickey Parish, President
2. Samantha Cameron, Vice President for Academic Affairs
3. Kathy Adair, Director of Development
4. Laura Postma, Vice President for Business and Finance
5. Steve Yanni, Land Grant Director
6. Chet Kasper, Director of Technology
7. Debra Wilson, Dean of Student Services
8. Sherri Schofield, Registrar/Institutional Information Systems Manager

The authorized official, in conjunction with various campus offices, will distribute timely warning announcements when there appears to be a threat to the safety and security of persons on campus for the following crimes:

- Aggravated assault
- Arson
- Burglary
- Negligent manslaughter
- Motor vehicle theft
- Murder/non-negligent manslaughter
- Robbery

- Sexual offenses
- Domestic violence, dating violence, and stalking
- Violations of liquor law, drug law, or weapons possession law
- Any other crime in which the victim was chosen on the basis of race, gender, gender identity, religion, disability, sexual orientation, ethnicity, or national origin.

Decisions concerning whether to issue a timely warning will be made on a case-by-case basis using the following criteria:

- Nature of the crime
- Continuing danger to the campus community
- Possible risk of compromising law enforcement efforts

**If the threat is sudden and serious, a warning will be issued immediately and will be continually updated until the threat is contained or neutralized. If a threat is less immediate, the warning will be fully developed and distributed after that point in time.**

Crimes that could constitute a continuing threat include, but are not limited to:

- Serial crimes that target certain campus populations such as sex crimes or race-based crimes in which the perpetrator has not been apprehended, and
- Ongoing criminal activity in which there is no apparent connection between perpetrator and victim.

Crimes that would not constitute a continuing threat include, but are not limited to:

- Crimes in which the perpetrator has been apprehended, thereby eliminating the threat, and
- Crimes in which an identified perpetrator targets specific individuals to the exclusion of others, such as domestic violence.

### **Warning Content**

The warning will contain sufficient information about the nature of the threat to allow members of the campus to take protective action:

- A succinct statement of the incident
- Possible connection to previous incidents if applicable
- Date, time, and location of the warning
- Description and drawing of the suspect, if available
- Risk reduction and safety tips
- Other relevant and important information

In some cases, BMCC may need to keep some facts confidential to avoid compromising an ongoing investigation.

### **Notification Methods**

The following methods may be used to notify the campus community of crimes and emergencies on campus:

- Radio Stations: FM - 99.5, 101.3, 105.5; AM 1230, 1400
- Websites: [www.bmcc.edu](http://www.bmcc.edu) and [www.facebook.com/BayMillsCommunityCollege](http://www.facebook.com/BayMillsCommunityCollege)
- T.V. News Channels: 9&10 & 7&4

- Text Alerts available through TV 9&10
- Email Alerts to students, faculty, and staff
- Verbal Announcement within each classroom or PA announcement
- Posted Notice on exterior doors of each campus building or on campus doors.

## **Emergency Response and Evacuation Procedures**

Bay Mills Community College has adopted The BMCC Emergency Preparedness and Response Guide which can be found at the President's office and also online at <http://www.bmcc.edu/about-bmcc/governance-administration/college-policies>. The Guide will inform you about emergency procedures, fire detection and prevention, medical emergencies and other types of hazardous situations. This Guide also describes the role and responsibilities of students and administration in the event of an emergency or dangerous situation involving an immediate threat. Students, faculty and staff should become familiar with these guidelines so all can react safely in the event of an emergency.

### **Evacuation Procedures in Emergency or Dangerous Situations**

In the event of an emergency or dangerous situation, the Authorized Official will direct students, faculty, staff, and guests to evacuate a building, several buildings, a portion of the campus, or the entire campus. The campus community will be asked to follow building and campus evacuation protocols and to obey directions from law enforcement officers.

Certain events, may require the campus community to take shelter in place/safe shelter when evacuation is not an option. Refuge should be sought in an interior room with few or no windows. It may be necessary to shelter in place following the intentional or accidental release of chemical, biological, or radiological contaminants into the environment. Shelter in place may also be necessary in the event of a hostile intruder on campus. Shelter in place procedures will be initiated through the various notification systems used by BMCC.

### **Drills and Exercises**

The emergency response and evacuation procedures will be exercised and tested at least annually. BMCC employees will receive training at the time of hire and as needed when changes are made. The test may be announced or unannounced, but it must be conducted at a time when most of the students, faculty, and staff are expected to be present on campus. BMCC will document each test, including the date, time, and whether it was announced or unannounced.

## Security Awareness and Crime Prevention Programs

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.

### Crime Prevention and Security Programs

- **Emergency preparedness and response training: at least annually**  
*Conduct training and drills of the emergency response and evacuation procedures.*
- **Informational Correspondence: annually**  
*BMCC sends faculty, staff, and students a notice about the availability of the Annual Security Report, which contains critical campus safety information, such as emergency response, crime prevention, crime reporting, and crime statistics for the past three years.*  
*The BMCC Student Handbook is updated yearly and contains important information about student conduct and the types of violations that will result in disciplinary action. It also includes a description of sanctioned violations, such as firearms and weapons, illegal substances, and sexual harassment.*
- **Campus lighting checks: ongoing**  
*Parking lots and campus building exteriors are lit throughout the night. Exterior lighting receives periodic inspections to identify any unreported lighting failures.*
- **Security cameras and posted signs that the property is under surveillance: ongoing**  
*The college has several security cameras and recently posted signs that the property is under surveillance, which is designed to prevent crime on campus and collect information to assist with investigations of incidents.*
- **Maintenance of building and grounds with a concern for safety and security: ongoing**  
*Inspections of campus facilities are conducted regularly, and repairs are made as quickly as possible. All members of the campus community are encouraged to report safety hazards, such as broken locks and windows to the President's Office.*
- **Safety drop box to report safety concerns: ongoing**  
*A safety drop box is located near the front reception desk of the Administrative Building with forms to be completed that describes the safety concern and location. These forms are reviewed daily and action to alleviate the concern will be determined and scheduled.*
- **Ongoing Patrols of BMCC campus by BMPD**  
*The presence of Bay Mills Police Department law enforcement officers, who occasionally patrol the campus of BMCC, prevents and deters crime.*
- **Key Control.** Electronic keys are issued to employees, must be secured at all times, and not given to other individuals. Master keys are also maintained by the Campus Security person in a secure location.

## Addressing Criminal Activity Off-Campus

BMCC cooperates with law enforcement agencies to monitor any off-campus criminal activity that may jeopardize the safety and security of the college community. Bay Mills Police Department (BMPD) provides timely notification to college officials of safety or security risks in the community and when appropriate, the college will employ its emergency notification and security advisory procedures to alert students, faculty and staff of the risk that exists. BMCC does not have any recognized student organizations in off-campus locations.

## ALCOHOL AND DRUG FREE CAMPUS POLICY

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BMCC is concerned about the academic success of students, the safety of all members of the campus community and is committed to maintaining an academic and social environment conducive to the intellectual and personal development of students.

**All persons entering BMCC grounds must comply with the Alcohol/Drug Free Campus Policy** as required by Public Law 101-226, "The Drug-Free Schools and Communities Act Amendments of 1989."

**No student or employee may bring, possess, sell or drink alcoholic beverages on college premises or at college functions, which includes student field trips or other off campus events.**

**Bay Mills Community College also strictly prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, sale, or use of illegal controlled substances on campus, in classes, and at off campus college-sponsored events including field trips.**

Illegal controlled substances include stimulants, depressants, narcotics or hallucinogenic drugs, including marijuana in any form, LSD, speed, methamphetamine, cocaine, heroin, opiates, and other mind-altering drugs that have not been lawfully prescribed by a medical doctor. Drugs prescribed by a physician must be in the original container in which they were received from the pharmacist.

IN SUM, ALCOHOL AND ILLEGAL DRUGS ARE PROHIBITED  
ON THE BMCC CAMPUS!!!

## Consequences for Violating the BMCC Alcohol and Drug Free Policy

The Drug-Free School and Communities Act Amendments of 1989 require clear and consistent sanctions for violation of this policy. **Any person found to be possessing, using, selling or distributing such drugs or alcohol will be subject to disciplinary action, which could include prosecution for violation of tribal or federal law.** A student or employee found to be under the influence of or in possession of any alcoholic beverage or any illegal drug while on BMCC's campus is subject to immediate appropriate discipline.

The matter will be investigated by BMCC personnel and may be referred to law enforcement. BMCC encourages employees and students to voluntarily seek help with alcohol and/or drug problems. The Office of Student Services has information and can provide referrals regarding substance abuse.

### **Referral to Law Enforcement for Under Age Alcohol and Controlled Substance Violations**

In Michigan and within the Bay Mills Indian Community, it is illegal for anyone under the age of 21 to consume or be in possession of alcohol and also for anyone to sell, furnish or provide alcohol to a person under the age of 21. Anyone in violation of these laws may be subject to a civil infraction citation and/or criminal prosecution depending on native status.

Any student found to be under the influence of an alcoholic beverage or any other intoxicating substance, and/or is a threat to him or herself or others, shall be reported to the Bay Mills Police Department for investigation. Any guest of a student using an intoxicating substance, or who is under the influence of any illegal drug, or in possession of any alcoholic beverage or any illegal drug while on campus, may be reported to the Bay Mills Police Department and asked to leave the campus.

### **Michigan Law Governing Marijuana**

The Bay Mills Community College is located within the exterior boundaries of the Bay Mills Indian Community reservation and is subject to Tribal and federal laws. The Michigan Medical Marijuana Act (MMMA) conflicts with federal criminal laws governing controlled substances, as well as federal laws requiring institutions receiving federal funds, by grant or contract, to maintain drug-free campuses and workplaces.

The Bay Mills Community College is located on "Indian Lands" and federal laws apply to all persons. Thus, the use or possession of marijuana on the Bay Mills Community College campus is strictly prohibited because it violates federal and tribal laws and also the BMCC Alcohol and Drug policy. Violations will be referred to the Bay Mills Police Department.

### **Jurisdiction for Enforcing Controlled Substance Violations**

The Bay Mills Community College is on "Indian Land" for federal and tribal jurisdictional purposes. Therefore, all persons who enter the Bay Mills reservation are subject to federal laws regarding Controlled Substances. The federal law governing controlled substances can be found at 21 U.S.C. §841 et. seq. In addition, members of U.S. federally recognized tribes are also subject to Bay Mills Tribal jurisdiction. It is not double jeopardy to be tried and convicted in both the Bay Mills Tribal Court and the U.S. Federal Court for a drug offense.

### **Federal Drug Laws**

21 U.S.C. §841(a) makes it "unlawful for any person knowingly or intentionally-(1) to manufacture, distribute, or dispense, or possess with intent to manufacture, distribute, or dispense, a controlled substance; or (2) to create, distribute, or dispense, or possess with intent to distribute or dispense, a counterfeit substance. The penalties are listed in 21 U.S.C. §841(b) with the type and quantity of the substance determining the appropriate sentence.

**Federal law has greatly enhanced penalties if distribution, possession or manufacturing of controlled substances occurs on or within close proximity of schools or colleges (21**

**U.S.C. §860) and/or if distribution is made to a person under 21 years of age (21 U.S.C. §859).**

In addition, persons convicted of possession or distribution of controlled substances can be barred from receiving benefits from any and all Federal programs including student grants and loans, except long-term drug treatment programs. (21 U.S.C Section 862). There are enhanced penalties for subsequent violations.

### **Bay Mills Tribal Drug Laws**

Bay Mills Tribal laws apply to all members of U.S. federally recognized Tribes. Under the Bay Mills Tribal Code Section 641(A) "It shall be unlawful for any person to possess or use, without a valid prescription from a medical doctor, a controlled substance, as defined by the Controlled Substance Act of 1970, as amended from time to time (21Section 801 et. Seq.) and any substance listed in schedule 1 (MCL 333.372) or schedule 2 (MCL 333.7214) of the Michigan Uniform Controlled Substance Act, as they may from time to time be amended. Possession or use of marijuana is not prohibited by this subsection." The Bay Mills Tribal Code Section 641 was recently amended to permit possession or use of marijuana with certain restrictions.

**Bay Mills Tribal Code Section 641(J) states "Marijuana products may not be consumed, possessed, or used within, in or on, or within five hundred (500) feet of, the real property compromising a public or private elementary, vocational, or secondary school, or a public or private college, junior college, or university, or a playground, or housing facility owned by a public housing authority, or within one hundred (100) feet of a public or private park, or other community recreational area."**

## Legal Consequences for Alcohol Law Violations-Non-Natives and Canadian Status Indians

**Non-natives and Canadian Status Indians who commit misdemeanor alcohol offenses within the exterior boundaries of the Bay Mills Indian Community reservation, including the BMCC campus, will be prosecuted in Michigan State Court.**

<b>LEGAL CONSEQUENCES OF ALCOHOL VIOLATIONS FOR NON-NATIVES</b>					
<b>MICHIGAN State Court Jurisdiction for non-natives (includes Canadian Status Indians)</b>					
<b>CHARGE</b>	<b>POSSIBLE JAIL TIME</b>	<b>POSSIBLE FINE</b>	<b>DRIVERS LICENSE SANCTION</b>	<b>POSSIBLE SA TREATMENT ORDERED</b>	<b>POSSIBLE OTHER SANCTIONS</b>
<b>Minor in Possession (MIP) Civil Infraction</b>	1 <sup>st</sup> None	\$100	None	Possible	Community Service
<b>Minor in Possession (MIP) Misdemeanor</b>	2 <sup>nd</sup> 30 days	\$200	30 day suspend 60 day restrict	Possible	Community Service
<b>Minor in Possession (MIP) Misdemeanor</b>	3 <sup>rd</sup> 60 days	\$500	60 day suspend 305 day restrict	Possible	Community Service
<b>Operating While Visibly Impaired (OWVI) Misdemeanor</b>	1 <sup>st</sup> Up to 93 days	\$0-300 Driver Resp Fee OWI \$500 2 yrs	90 day restricted or 180 days if impaired by controlled substance 4 points	Possible	Up to 360 hours Community Service, Vehicle Immobilization
<b>Operating While Intoxicated (OWI) <u>or</u> Operating W/Any Presence of Sched. 1 Drug or Cocaine (OWPD) Misdemeanor</b>	1 <sup>st</sup> Up to 93 days	\$100-500 Driver Resp Fee OWI \$1000 2 yrs OWPD \$500 2 yrs	30 day suspend followed by 150 day restricted  6 points	Possible	Up to 360 hours Community Service, Possible Vehicle Immobilization, Possible Ignition interlock
<b>OWI High BAC (+.017) Misdemeanor</b>	1 <sup>st</sup> Up to 180 days	\$200-700 fine + Driver Resp Fee, \$1000 each yr	Mandatory 1 yr suspension, may be eligible for restricted after 45 days only if ignition interlock installed  6 points	Possible	Up to 360 hours Community Service, Possible plate confiscation and vehicle immobilize if operate w/o ignition interlock
<b>Zero Tolerance (under age 21) Prohibits any level alcohol while driving Misdemeanor</b>	1 <sup>st</sup>	\$0-250 fine Driver Resp Fee \$500 2 yrs	30 day restricted  4 points	Possible	Up to 360 hours Community Service
<b>Person under 21 transport/possess alcohol in vehicle</b>	N/A	Up to \$100 fine	1 <sup>st</sup> No action against drivers license; 2 <sup>nd</sup> 30 day suspend and 60 day restricted  2 points	May order alcohol screening	Community Service, vehicle may be impounded up to 30 days
<b>Fraudulent ID to purchase alcohol</b>	Up to 93 days	Up to \$100 fine	90 day suspension	N/A	N/A



**Legal Consequences for Alcohol Law Violations-Members of U.S. federally recognized Indian Tribes**

**Members of U.S. federally recognized Indian Tribes who commit misdemeanor alcohol offenses within the exterior boundaries of the Bay Mills Indian Community reservation, including the BMCC campus, will be prosecuted in the Bay Mills Tribal Court.**

<b>LEGAL CONSEQUENCES OF ALCOHOL VIOLATIONS</b>					
<b>Bay Mills Tribal Court Jurisdiction for members of federally recognized Tribes</b>					
<b>CHARGE</b>	<b>POSSIBLE JAIL TIME</b>	<b>POSSIBLE FINE</b>	<b>DRIVERS LICENSE SANCTION</b>	<b>POSSIBLE SA TREATMENT ORDERED</b>	<b>POSSIBLE OTHER SANCTIONS</b>
<b>Minor in Possession (MIP) Tribal Misdemeanor</b>	90 days	Up to \$1000		May be ordered	Community Service possible
<b>Operating While Visibly Impaired (OWVI) Misdemeanor</b>	Up to 60 days	Up to \$300	Reported to state. See chart on previous page for sanctions	May be ordered	Community Service up to 30 days
<b>Driving under intoxicating liquor or controlled substance Misdemeanor</b>	Up to 90 days	Up to \$500	Reported to state. See chart on previous page for sanctions	May be ordered	Community Service up to 45 days
<b>Zero Tolerance (under age 21) Prohibits any level alcohol while driving Misdemeanor</b>	1st	Up to \$250	Reported to state. See chart on previous page for sanctions	May be ordered	Up to 45 days of community service
<b>Open Intoxicants in vehicle Misdemeanor</b>	Up to 90 days	Up to \$500 Could include both jail and fine	Reported to state. See chart on previous page for sanctions	N/A	N/A
<b>Possession of a controlled substance Misdemeanor</b>	Up to 6 months	Up to \$2500 Could include both	N/A	May be ordered	Probation may be ordered
<b>Manufacture or sale of a controlled substance Misdemeanor</b>	Up to 1 year	Up to \$5000 Could include both jail and fine	N/A	May be ordered	Probation may be ordered

## **Policy on Tobacco**

Bay Mills Community College believes in offering a healthy, safe, and clean campus environment to its students, employees, and visitors. In accordance with this policy, smoking cigarettes, E- cigarettes, and the use of chewing tobacco is not permitted in any campus buildings or in college owned vehicles.

## **Drug and Alcohol-Abuse Education Programs**

### **For Students:**

The BMCC Student Support Services staff assists students by educating, anticipating, and intervening in situations where substance use/abuse may negatively influence student performance. Students who are concerned about their own alcohol use and/or that of others are encouraged to contact the Student Support Services Specialists or TRIO staff. Referrals for appropriate treatment and/or education can be made. Also, students may contact the Bay Mills Behavioral Health Department for assistance in the matter.

BMCC has also partnered with the SafeColleges company to offer computer education training on Alcohol usage for students. All BMCC students are required to complete the training before the end of each semester. The mandatory training is provided to students free of charge.

### **For Employees:**

BMCC recognizes that alcohol and drug abuse and addiction are treatable illnesses, and realizes early intervention and support improves the success of rehabilitation. To support its employees, BMCC:

1. Encourages employees to seek help if they are concerned that they or their family members may have a drug and/or alcohol problem;
2. Encourages employees to utilize the services of qualified professionals in the community to assess the seriousness of suspected drug or alcohol problems and identify appropriate sources of help.
3. Allows the use of accumulated leave time while seeking treatment for alcohol and drug problems.

Treatment for substance use disorders (e.g., alcohol dependence, alcohol abuse, alcoholism, drug abuse, etc.) may be covered by the employee health insurance plan, subject to applicable deductibles and co-pays. The ultimate financial responsibility for substance abuse treatment belongs to the employee.

The Bay Mills Health Center has a substance abuse treatment program for everyone including employees, students and the community at large. For help, call 906-248-3204. The receptionist will coordinate services and an appointment for you.

## **Health Risks Associated with Excessive Drinking**

Excessive drinking includes binge drinking, heavy drinking, drinking by pregnant women or by people under 21. Binge drinking is defined as consuming 4 or more drinks during a single occasion for women or 5 or more drinks for men. Heavy drinking is defined as consuming 8 or more drinks per week for women or 15 or more per week for men.

## Excessive drinking increases the risks that the following can occur:

- **Physical injury: Increased risk that you could be injured or killed by:**
  - (1) **Violence**-murder, assault, suicide, sexual assault;
  - (2) **Injuries**-car accidents, falls, drownings, and burns;
  - (3) **Alcohol poisoning** from high blood alcohol levels;
  - (4) **Risky sexual behaviors**-unprotected sex, sexually transmitted diseases including HIV, and unplanned pregnancies.
  - (5) **Alcohol is a factor, for example, in about 60% of fatal burn injuries, drownings, and homicides; 50% of severe trauma injuries and sexual assaults; and 40% of fatal motor vehicle crashes, suicides, and fatal falls.**
- **Health problems:** Increased risk of chronic diseases such as liver disease, heart disease, stroke, brain damage, poor management of diabetes, and other conditions. Also sleep disorders, mental health problems- depression and anxiety, bleeding from the stomach, sexually transmitted infections from unsafe sex, learning and memory problems and several types of cancer.
- **Birth defects.** Drinking during pregnancy can cause permanent brain and body damage in the baby which is called fetal alcohol spectrum disorder(s). Also, stillbirth and miscarriage can occur.
- **Alcohol use disorders.** An alcohol use disorder is a medical condition that doctors diagnose when a patient's excessive drinking causes physical dependency, distress or harm.
- **Legal Problems.** Minor in Possession charges; Drunk driving charges; Disorderly Conduct or Assault charges. Convictions may impact future employment, licenses for professions, etc.
- **Personal Problems.** Lost job; lost driver's license; relationship problems; lost productivity; dropping out of school; incarceration, and, homelessness.

\*Information obtained from <https://www.rethinkingdrinking.niaaa.nih.gov/>

## Reducing Risks

- **Don't Drink.** Make a decision to not drink.
- **Drink moderately.** Stay within low risk drinking limits.
- **Don't binge drink.** Don't drink more than 4 or 5 drinks at once.
- **Be safe. Take steps to be safe when you drink.**
  - **IF YOU DRINK DON'T DRIVE**-walk, use a cab, have a designated driver.
  - Use protection for sex and don't engage in risky sexual behaviors.
  - Don't walk in dangerous areas, get in a car with a drunk driver, swim, drive machinery or boats, or go with strangers you do not know.
  - **SAY NO TO DRUGS OR ANY OTHER RISKY BEHAVIORS.**
- **Get Educated on the effects of Alcohol.** Numerous educational websites include <http://www.cdc.gov/alcohol/fact-sheets/alcohol-use.htm> **and** <https://www.niaaa.nih.gov/alcohol-health/overview-alcohol-consumption/alcohol-facts-and-statistics>.

## Education

- See chart on next page for a snapshot view of the health risks of substance abuse.

Health Risks Associated With Abuse Of Alcohol And Use Of Controlled Substances								
Classification	Drug name	DEA Schedule	Common or brand	Dependence Potential		Acute effects	Health risks and effects of long term use	Overdose effects
				Physical	Psycho-logical			
<b>ALCOHOL</b>	Ethanol	N/A	Beer Wine Distilled Liquor	High High High	High High High	Lowered Inhibitions Impaired Judgment, Vision Loss of Motor Skills, Coordination Slurred Speech	Hypertension Liver Damage Heart Disease Toxic Psychosis Brain Damage Addiction Severe Withdrawal	Coma Death
<b>NARCOTICS</b>	Opium  Morphine Codeine  Heroin Meperidine Other  Fentanyl Vicodin	II, III, V  II,III II, III, V  I II II  II II	Paregoric, Dover S Power Morphine Tylenol W/Codeine, Robitussin  Heroin Demerol< Pethadol Dilaudid, Lentine, Percodan Apache, China girl Lortab, lorcet	High  High High  High High High High High High	High  High High  High High High High High High	Euphoria, Drowsiness Respiratory Depression Constricted Pupils Nausea, Vomit Pain Relief Constipation Confusion	Loss of Appetite Constipation Risk of AIDS/HIV from IV Drug Use Pregnancy- Miscarriage, low birth weight, neonatal withdrawal Elder-increased drug interactions	Shallow Perspiration Clammy Skin Coma Convulsions Possible Death May be toxic if Mixed with Alcohol
<b>DEPRESSANTS</b>	Chloral Hydrate  Barbiturates  GABA  Gamma Butyrolactone Glutethimide Ketamine Methaqualone  Tranquillizers  Benzodiazepine s	  II, III, IV  I    III  IV  IV	<sup>2</sup> Noctec, Somnos <sup>2</sup> Nembutal, Phonobarbital Seconal, Tuinol  Date Rape Drug Liquid Ecstasy Cherrymeth  GBL  Doriden Special K Optimil, Parest, Quaalude, Sopor Equanil, Valium, Tranxene, Serax, Xanax, Rohyphal, Dalmane, Dormate, Placidyl, Valmid	Moderate High  Moderate High  Unknown  High Unknown High  Moderate  High	Moderate High  High  Unknown  High Unknown High  High  High	Slurred Speech Disorientation Drunken Behavior    Euphoria Lowered Inhibitions Loss of Motor Skills Blackouts Relaxation, Depression Hallucinations	Addiction with Withdrawal Toxic Psychosis Weak Rapid Pulse Hallucinations Nausea Seizures Insomnia Anxiety Tremors Dizziness Loss of Peripheral Vision	Shallow Perspiration Clammy Skin Blackout Coma Possible Death May be Toxic if Mixed with Alcohol
<b>STIMULANTS</b>	Cocaine  Amphetamine  Phenmetrazine Methylphenida te Other  Methylenedioxy- Methampheta minee	II  II  II  I II	Cocaine Hydrochloride <sup>2</sup> Benzedrine, Biphetamine, Desoxy, Dexedrine  <sup>2</sup> Preludin <sup>2</sup> Ritalin Cylert, Didrex, Pre- Sate, Sanorex, Voranil  Ecstasy, MDMA, Molly Crank, Meth, Crystal, Fire, Glass	Possible  Possible  Possible Possible Possible  Low  High	High  High  High High High  High  High	Feeling of well being Excitation, euphoria Increased alertness Increased blood pressure and pulse Insomnia Appetite loss	Delusions Hallucinations (Toxic psychosis) Possible organ and tissue damage	Agitation Temperature increase Hallucinations Convulsions Heart attack Stroke High blood pressure Loss of Consciousness Seizures
<b>HALLUCINO-GENICS</b>	LSD Mescaline  Psilocybin MDMA PCP	I I  I I I, II	Acid, Lysergic Acid Peyote/Buttons, Mescalitor  Magic Mushrooms Molly, Ecstasy Angel Dust, Crystal, Cernylan (Veterinary)	Low Low Low  Unknown Unknown Unknown Unknown	Unknown Unknown Unknown Unknown Unknown Unknown	Dilated pupils Increased blood pressure, Pulse Delusional/Hallucina tions, Distorted perception of time/space/reality, Rapid emotional swings, Raised blood pressure/body temperature/heart rate	Hallucinogens, Especially LSD, may intensify Existing Psychosis Possible Violent Behavior	Intense Bad Trips Frightening flashbacks Psychosis Paranoia Mood swings Possible Sudden Death Permanent brain damage
<b>INHALANTS</b>	Airplane Glue Lighter Fluid Aerosols Spray Paints Paint Thinner Gasoline Poppers		*Toluene * Naphalene * Chloropluorocarbon * Petroleum Distillate * Petroleum Distillate * Petroleum Distillate * Amyl/butyl Nitrite * Active Ingredient	Unknown Unknown Unknown Unknown Unknown Unknown	Unknown Unknown Unknown Unknown Unknown Unknown	Slurred Speech Drunken behavior Impaired Judgment Poor Coordination	Hallucinations Possible Damage to Bone Marrow, Kidneys, Liver, Heart, Brain, Eyes	Unconsciousness Coma Possible Toxic Reaction Possible Sudden Death
<b>CANNABIS</b>	Marijuana Hashish Hash Oil	I	Grass, Pot, Weed Hash	Low Low Low	Moderate Moderate Moderate	Tachycardia, Reddened eyes, Euphoria, Altered Time/Space perception, Profound Humor, Short term memory loss, Increased appetite	Cardiovascular damage as with smoking tobacco	Insomnia, Hyperactivity, Panic attacks, Paranoia, Possible toxic reaction
<b>SYNTHETIC CANNABINOIDS</b>	K2, Spice	I	K2, Spice, Black Mamba, Bliss, Bombay Blue, Fake Weed, Fire, Skunk	Unknown	Unknown	Increased heart rate, vomiting, agitation, confusion, hallucinations,	Unknown	Increased emergency room visits, Heart attack, Coma

## PREVENTING AND RESPONDING TO DOMESTIC AND DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

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Bay Mills Community College (BMCC) does not tolerate domestic violence, dating violence, sexual assault, stalking, or other forms of sexual misconduct. Offenders may be subject to appropriate campus adjudication processes, disciplinary action, and/or criminal proceedings in tribal, federal or state court.

DID YOU KNOW THAT IF YOU ARE A  
VICTIM OF VIOLENCE OR SEXUAL ASSAULT,  
THAT YOU CAN FILE BOTH  
A POLICE REPORT AND A REPORT WITH THE COLLEGE?

BMCC utilizes procedures that provide prompt, fair, and impartial investigation and resolution in cases involving domestic violence, dating violence, sexual assault, and stalking.

BMCC has posted its official BMCC Sexual Misconduct Policy for students on its website at <https://www.bmcc.edu/about-bmcc/governance-administration/college-policies>. In addition, there are posters posted throughout campus educating students about their Title IX and Clery Act rights and whom to contact if their rights are violated. The provisions of the BMCC Sexual Misconduct Policy solely governs the disciplinary proceeding used by BMCC in the event of a violation.

BMCC is committed to providing crisis intervention measures for students, faculty, and staff, as well as appropriate administrative response for the complainant and respondent; referring individuals to criminal authorities; and educating and promoting discussion on interpersonal abuse and violence issues.

BMCC also prohibits retaliation by its faculty, staff, students, or agents against a person who exercises his or her rights or responsibilities under any provision federal or state law, including Title IX and the Violence Against Women Reauthorization Act (VAWA), or this policy.

### Prevention Efforts

#### Educational Programs

BMCC provides prevention and awareness education to all incoming students, staff and faculty on domestic violence, dating violence, sexual assault and stalking. The primary prevention program includes a mandatory online training program by SafeColleges. The program covers the issues aforementioned, also bystander education information, information on consent, applicable state and local laws and campus policies, and risk reduction strategies for individuals and communities.

BMCC has chosen the SafeColleges company for online Title IX and Clery Act training. There are separate training programs for all students and employees.

Students have three training modules to complete: Title IX training, Bystander Training, and Alcohol Use. Students may access the training at <https://bmccstudents-mi.safecolleges.com/login> with the username being their student identification number. Similarly, the BMCC HR Director has mandatory assigned training for all employees with SafeColleges which includes Title IX Training.

Training is mandatory for all employees and students. At the semester start, all students and employees receive an email containing information on how to register for and complete the training programs. BMCC staff periodically follow up on students and employees to ensure that they complete the training. The training content is re-evaluated every year and training vendors are periodically replaced to ensure a variety and freshness of training.

The online educational course addresses the following topics:

- primary prevention information addressing sexual assault, dating violence, domestic violence, and stalking
- The role of alcohol use in sexual assault cases.
- bystander intervention education
- sexual harassment information, including workplace harassment
- definition of consent and relevant information on consent in the state of Michigan
- State law pertaining to dating and domestic violence, sexual assault, and stalking
- information on risk reduction
- information on resources available on campus to address these issues
- information on campus expectations and values

Students are also encouraged to provide suggestions to improve campus awareness of Title IX issues and will be referred to appropriate administration officials. All suggestions are welcome.

In addition, the Bay Mills Indian Community Journey to Healing Program provides services to the greater community, including BMCC students, faculty, and staff. The program provides advocacy services for victims of domestic violence, dating violence, stalking, and sexual assault. The program also has funds available for emergency transportation, housing, and other crime victim's needs. The Bay Mills Behavioral Health staff offer individual and group sessions for individuals on feelings, self-esteem, anger management, violence and substance abuse, etc. Additional program offerings include retreats, a healing garden, talking circles, sweats, traditional medicine and healing and other such activities. Community awareness and public service campaigns regularly educate the community on programs and services available.

### **Physical Violence, Domestic Violence, Dating Violence and Sexual Assault**

Violence of any type is prohibited at BMCC including but not limited to:

- Physical Violence
- Domestic Violence
- Dating Violence
- Sexual assault and rape
- Child Abuse or Neglect

## **Reporting a Sexual Assault or Other Sexual Offense**

### **File a Police Report**

Reporting offenses holds offenders accountable for their actions and may prevent further crimes against other victims. BMCC staff will encourage the complainant to file a police report and will assist the complainant in notifying the police if needed. The police will then assist the complainant with the legal process and give them instructions to assist in prosecution. A victim of a sexual assault is urged to be careful to preserve evidence of the assault for use in the prosecution of the offense.

There may be consequences for waiting to file a police report. Immediate reports improve the preparation of a viable prosecution. Filing a police report immediately following an incident aids in the preservation of valuable evidence.

For emergencies dial 9-1-1 or call the Bay Mills Police Department (BMPD) at 248-3244. All individuals who witness or are a victim of any sex related offense, including any such offense involving a child, is requested to immediately report such incident to BMPD, or dial 9-1-1 and request assistance.

### **Alternatives to Immediately Filing a Police Report**

1. Ask Bay Mills Tribal Court or State Court for assistance.
2. Obtain a Personal Protection Order against the perpetrator and request that BMCC help enforce it with appropriate protective measures.
3. Report the crime at a later date.
4. Make an anonymous report to the police (a report that notifies the police that a domestic violence, dating violence, sexual assault, or stalking incident has occurred, but gives no names or identification).
5. Make a complaint to the Title IX coordinator. Such a complaint may be used for actions which include, but are not limited to, on-campus administrative and/or disciplinary proceedings. The Title IX Coordinator Holly Powless is available on weekdays, during regular office hours, to coordinate a fair and equitable response to reports of sexual misconduct. She is located in the BMCC Administration Building-Room 276 at 12214 W. Lakeshore Drive, Brimley, MI 49715, [hpowless@bmcc.edu](mailto:hpowless@bmcc.edu), (906) 248-8430.
6. Make a report to any BMCC staff, faculty member, or anyone in college administration.
7. Contact a referral agency for help, such as the Bay Mills Journey to Healing Program or Diane Pepler Resource Center. Sexual assault victims are encouraged to use the services of the Bay Mills Journey to Healing Program, whose telephone number is 248-8312.

Students should report incidents of rape, acquaintance (or “date”) rape, or other forcible and non-forcible sex offenses to which they are witness or of which they are a victim to BMCC staff. In addition to criminal procedures and prosecution, all BMCC students are protected by federal law and procedures under Title IX. When a student or employee reports to BMCC that they have been a victim of dating violence, domestic violence, sexual assault or stalking, regardless of where the incident occurred, BMCC will provide the victim with a copy of the

BMCC Sexual Misconduct Policy and provide assistance.

Bay Mills Community College, as a recipient of federal funds, is required to comply with Title IX of the Higher Education Amendments of 1972, 20 U.S.C. §1681 et seq. ("Title IX"), which prohibits discrimination on the basis of gender in educational programs or activities. This policy prohibits all forms of sexual or gender-based discrimination, harassment, or misconduct, including sexual violence, sexual assault, stalking, and intimate partner violence. Misconduct of this nature is contrary to Bay Mills Community College's institutional values and prohibited by state, tribal and federal law.

Complainants and third-party witnesses are encouraged to report sexual harassment, sexual violence and intimate partner violence as soon as possible in order to maximize the College's ability to respond promptly and effectively. The College does not, however, limit the time frame for reporting. If the Suspect/Respondent is not a member of the Bay Mills Community College community, the College will still seek to meet its Title IX and Clery Act obligations by taking steps to end the harassment, prevent its recurrence, and address its effects, but its ability to take disciplinary action against the Respondent may be limited.

An incident does not have to occur on campus to be reported to the College. Off-campus conduct that is likely to have a substantial effect on the Complainant's on-campus life and activities or poses a threat or danger to members of the Bay Mills Community College community may also be addressed under this policy.

### **Reporting Principles**

A guiding principle in the reporting of domestic violence, dating violence, sexual assault, and stalking is to avoid possible re-victimizing of the complainant by forcing the individual into any plan of action. It is recommended that a person who has experienced domestic violence, dating violence, sexual assault, or stalking consider each of the following:

1. Get to a safe place.
2. Avoid the destruction of evidence by bathing, douching, changing clothes, or cleaning up in any way. Preserve evidence in a paper bag for possible future action. Also, keep copies of emails, text messages, and voice messages.
3. Pursue medical treatment. Post-assault medical care can be performed at a local emergency room. Many hospitals have a specialized examiner who can complete an exam for victims of sexual violence. Such an exam can help the victim receive an appropriate medical assessment and treatment, and can preserve evidence for possible future action.
4. Pursue counseling services with the Bay Mills Journey to Healing Program or other agency, such as the Diane Pepler Resource Center. Calling someone that is known and trusted, such as a friend or counselor, and discussing with this person the assault can help to evaluate the trauma to sort out next steps.
5. File a police report. You can initiate a campus and/or criminal complaint. You may obtain assistance from campus authorities in this notification.
6. Make a report to student support services staff.
7. Make an anonymous report. An anonymous report to the police notifies them that an act of sexual violence has occurred but gives no names or identification.



## **The BMCC Sexual Misconduct Policy**

The BMCC Sexual Misconduct Policy establishes procedures to be followed in the event of a sexual misconduct incident. This policy applies to conduct occurring on all College property or at College-sanctioned events or programs that take place off campus, including internship programs. In situations in which both the Complainant and Suspect/Respondent are members of the College community, this policy will apply regardless of the location of the incident. In particular, off campus conduct that is likely to have a substantial adverse effect on, or poses a threat of danger to, any employee or student of the College community or Bay Mills Community College is covered under this policy.

All College proceedings are conducted in compliance with the requirements of FERPA, the Clery Act, Title IX, and state, tribal and federal law. No information shall be released from such proceedings except as required or permitted by law and College policy.

Any individual who reports sexual harassment, sexual violence, stalking or intimate partner violence can be assured that all reports will be investigated and resolved in a prompt, fair and impartial process, from the initial investigation to the final result, by an official who receives annual training on issues related to dating violence, domestic violence, sexual assault, and stalking and who is trained on how to conduct an investigation and hearing process.

A Complainant, a Suspect/Respondent, and all individuals involved can expect to be treated with dignity and respect. In every report under this policy, the College will make an immediate assessment of any risk of harm to the Complainant or to the broader campus community and will take steps necessary to address those risks. In addition, the report will be assessed, investigated, and a disciplinary hearing held with due process accorded to each party.

The College's policy, definitions and burden of proof may differ from Federal or Tribal criminal law. The burden of proof in a hearing under this policy is proof by a preponderance of evidence. This is a lesser standard than the criminal proof beyond a reasonable doubt. A Complainant may both seek recourse under this policy and/or pursue criminal action. Neither law enforcement's determination whether or not to prosecute a Suspect/Respondent, nor the outcome of any criminal prosecution, are determinative of whether a violation of this policy has occurred. Proceedings under this policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

Both parties are entitled to have the same opportunities for having others present during the disciplinary proceeding brought concerning the alleged offense.

The victim and the perpetrator/respondent shall each be provided a statement indicating the outcome of any disciplinary proceeding brought against the alleged perpetrator of a sexual offense.

Either party may appeal the final outcome in writing to the Dean of Student Services or designee (the "Appeals Officer"). The appeal will be conducted in an impartial manner by an impartial decision-maker. The appeal must be filed in writing within five (5) business days of receiving the written outcome. The appeal shall consist of a plain, concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. The Complainant and/or Suspect/Respondent may appeal only the parts of final outcome directly relating to him/her. Dissatisfaction with the outcome of the hearing is not grounds for appeal.

## Academic Accommodations

In all cases, BMCC will take appropriate steps designed to mitigate the effects of the alleged dating violence, domestic violence, sexual assault, and stalking, prevent its recurrence, and make accommodations for the students involved. This may include academic, and work accommodations, increased monitoring, supervision, or security at locations or in connection with activities where the alleged misconduct occurred, and training and educational materials for the campus community. If there is reason for concern about possible retaliation or harm, the college will take protective measures in consultation with the affected students.

Additionally, the college may provide interim measures to protect the safety of a victim/complainant who reports any type sexual misconduct. Interim measures will be implemented at the discretion of the College and/or request of the victim/complainant. All accommodations or protective measures provided to the victim/complainant shall be maintained as confidential to the greatest extent possible.

Potential interim measures, which may be applied to the Complainant and/or the Suspect/Respondent, include:

1. Access to counseling services and assistance in setting up initial appointment, both on and off campus
2. Imposition of campus "Stay-Away Letter"
3. Rescheduling of exams and assignments (in conjunction with appropriate faculty)
4. Providing alternative course completion options (with the agreement of the appropriate faculty)
5. Change in class schedule, including the ability to take an "incomplete," drop a course without penalty or transfer sections (with the agreement of the appropriate faculty)
6. Change in work schedule or job assignment
7. Limit an individual or organization's access to certain College facilities or activities pending resolution of the matter
8. Voluntary leave of absence
9. Providing an escort to ensure safe movement between classes and activities
10. Providing referrals to medical services
11. Providing academic support services, such as tutoring
12. Interim suspension or College-imposed leave
13. Any other remedy that can be tailored to the involved individuals to achieve the goals of this policy.

**Complainants may request accommodations even in cases where a complainant has requested that no investigation be undertaken or the complainant or respondent has declined to participate in BMCC disciplinary proceedings or the criminal process.**

The Dean of Students or Vice President of Academic Affairs can arrange these accommodations. Generally, alternative class arrangements depend on scheduling considerations and the availability of equivalent courses. BMCC will maintain the confidentiality of any accommodations or protective measures provided to the victim.

## **Interim Suspension or Separation**

Where the report of sexual harassment, sexual violence, stalking or intimate partner violence poses a substantial and immediate threat of harm to the safety or well-being of an individual, members of the campus community, or the performance of normal College functions, the College may place a student or student organization on interim suspension or impose leave for an employee. Pending resolution of the report, the individual or organization may be denied access to campus, campus facilities and/or all other College activities or privileges for which the student might otherwise be eligible, as the College determines appropriate. When interim suspension or leave is imposed, the College will make reasonable efforts to complete the investigation and resolution within an expedited time frame.

## **Disciplinary Sanctions**

For any student found to have committed a sexual offense, after an administrative hearing, BMCC may impose the following sanctions under the BMCC Sexual Misconduct Policy:

1. **Warning:** Notice, in writing, that continuation or repetition of prohibited conduct may be cause for additional disciplinary action.
2. **Censure:** A written reprimand for violating the College policy. This conduct status specifies a period of time during which the student's or organization's good standing with the College may be in jeopardy. The student is officially warned that continuation or repetition of prohibited conduct may be cause for additional conduct action including probation, suspension, or expulsion from the College.
3. **Disciplinary Probation:** Exclusion from participation in privileged activities for a specified period of time (privileged activities may include, but are not limited to, elected or appointed offices, student research, athletics, some student employment, and study abroad). Additional restrictions or conditions may also be imposed. Violations of the terms of disciplinary probation or any other College policy violations may result in further disciplinary action.
4. **Restitution:** Repayment to the College or to an affected party for damages resulting from a violation of this Code. To enforce this sanction, the College reserves the right to withhold its transcripts and degrees or to deny a student participation in graduation ceremonies and privileged events.
5. **Suspension:** Exclusion from College premises, attending classes, and other privileges or activities for a specified period of time, as set forth in the suspension notice. Notice of this action will remain in the student's conduct file. Conditions for readmission may be specified in the suspension notice.
6. **Expulsion:** Permanent termination of student status and exclusion from College premises, privileges, and activities. This action will be permanently recorded on the student's academic transcript.
7. **Revocation of Admission and/or Degree:** Admission to, or a degree awarded by, the College may be revoked for fraud, misrepresentation in obtaining the degree or violation of College policies, the Student Code of Conduct or for other serious violations committed by a student prior to enrollment or graduation.

8. **Withholding Degree:** The College may withhold awarding a degree otherwise earned until the completion of the process set forth in this Code, including the completion of all sanctions imposed, if any.

Other sanctions may be imposed instead of, or in addition to, those specified here. Service, education or research projects may also be assigned. More than one of the sanctions listed above may be imposed for any single violation.

For any employee of BMCC found to have committed a sexual offense: suspension or termination from employment, including, but not limited to, being removed from the campus and not being granted permission to return to the campus for any reason.

## **Safety Tips and Risk Reduction**

### **How to be an Active Bystander**

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help.

Below is a list of some ways to be an active bystander. If you or someone else is in immediate danger, dial 9-1-1. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated by alcohol or drugs.
- Speak up when someone discusses plans to take advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources for support in health, counseling, or with legal assistance.

*(Bystander intervention strategies adapted from Stanford University)*

### **Personal Safety Tips-Situational Awareness**

With no intent to victim blame and recognizing that only rapists are responsible for rape, the following are some strategies to reduce one's risk of sexual assault or harassment.

- **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
- **Walk with purpose**. Even if you don't know where you are going, act like you do.
- **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.

- **Make sure your cell phone is with you** and charged.
- **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
- **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
- **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately by dialing 9-1-1.
- **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, get a new one.
- **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
- **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- **If you suspect you or a friend has been drugged, contact law enforcement immediately by dialing 9-1-1.** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

**If you need to get out of an uncomfortable or scary situation here are some things that you can try:**

- **Remember that being in this situation is not your fault.** You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
- **Be true to yourself. Don't feel obligated to do anything you don't want to do.** "I don't want to" is always a good enough reason. Do what is right for you and what you are comfortable with.
- **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
- **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- **Wait until sober to decide.** If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

## **Sex Offender Registration**

Bay Mills Indian Community has established a Sex Offender Registry Code whereby anyone convicted of a sex offense must register with the Bay Mills Police Department. BMPD also participates in the national sex offender registry, pursuant to the Violent Crime Control and Law Enforcement Act of 1994 (42 U.S.C. 14071 (j)).

## **Public Access to Sex Offender Information**

The Dru Sjodin National Sex Offender Public Website (NSOPW) is an unprecedented public safety resource that provides the public with access to sex offender data nationwide. NSOPW is a partnership between the U.S. Department of Justice and state, territorial, and tribal governments, working together for the safety of adults and children.

The NSOPW, which can be accessed at <https://www.nsopw.gov/>, is the only U.S. government Website that links public state, territorial, and tribal sex offender registries from one national search site. Parents, employees, faculty, and staff can utilize the Website's search tool to identify location information on sex offenders residing, working, and attending school not only in their own neighborhoods but in other nearby states and communities. In addition, the website provides visitors with information about sexual abuse and how to protect themselves and loved ones from potential victimization.

## **SAFETY AND HEALTH RELATED RESOURCES**

### **Bay Mills Community College/ Student Services**

12214 W Lakeshore Drive  
Brimley, MI 49715  
906-248-8442

### **Bay Mills Police Department**

12449 W Lakeshore Drive  
Brimley, MI 49715  
**(906) 248-3244**  
**Call 911 if Emergency**

### **Bay Mills Tribal Court**

12449 W Lakeshore Drive  
Brimley, MI 49715  
Hours 8-4:30 M-F  
**(906) 248-8810**

### **Bay Mills Victim Assistance/ Journey to Healing Program**

12124 W Lakeshore Drive  
Brimley, MI 49715  
Hours 8-4:30, M-F  
(906) 248-3204

### **Bay Mills Health Center**

12124 W Lakeshore Drive  
Brimley, MI 49715  
Hours 7:30-6, M-F  
(906) 248-5527  
<https://www.baymillshealthcenter.com/>

### **Bay Mills Behavioral Health**

12124 W Lakeshore Drive  
Brimley, MI 49715  
Hours 7:30-6, M-F  
(906) 248-3204  
<https://www.baymillshealthcenter.com/behavioral-health>

### **Diane Peppler Resource Center/Serving Domestic Violence and Sexual Assault**

PO Box 698  
Sault Ste. Marie, MI 49783  
<http://dprcenter.org/>

### **24 Hour Hotline**

**(906) 635-0566**  
**(800) 882-1515**

### **Sault Tribe Advocacy Resource Center (ARC)/Comprehensive Services Crime Victims**

2769 Ashmun Street  
Sault Ste. Marie, MI 49783  
(906) 632-1808

### **Hiawatha Behavioral Health**

3865 S. Mackinac Trail  
Sault Ste. Marie, MI 49783  
(906) 632-2805  
24 Hour crisis line  
(800) 839-9443

### **Community Social Service Referral Line**

<http://www.211.org/> or  
Dial 2-1-1

### **War Memorial Hospital**

(906) 635-4460

## The Board Regents of the Bay Mills Community College

Bryan Newland, Chairperson; Aaron Payment, Vice Chairperson; Audrey Breakie, Treasurer; Brian Kinney, Secretary; Brenda Bjork, Member; Arlen Kuzmik, Member; L. John Lufkins, Member; Kimberly Vargo, Member; Jordan Shananaquet, Member; and, Ex-Officio Members: Betty Jahnke, Member and Student Body President/Elected Annually.

Bay Mills Community College (BMCC) and its Board of Regents is committed to providing a non-discriminatory and harassment-free educational and working environment for all members of the Bay Mills Community College, including students, faculty, administrators, staff, and visitors.

It is the policy of Bay Mills Community College that no person shall be discriminated against, excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, including harassment, in employment and admissions, in education, or in any program or activity for which the College is responsible, on the basis of race, color, national origin, ancestry, sex, gender, gender identification, sexual orientation, disability, age, religion, medical condition, veteran status, marital status or any other characteristic protected by institutional policy or tribal or federal law.

The following person has been designated to handle complaints regarding sex discrimination and all other matters of discrimination: Holly Powless, Title IX Coordinator, 12214 W. Lakeshore Drive-Room 276, Brimley, MI 49715, (906) 248-8430, [hpowless@bmcc.edu](mailto:hpowless@bmcc.edu).

Cover photo by photographer "Skip" Parish who is a Bay Mills Tribal Member.



**BAY MILLS**  
Community College

12214 W. Lakeshore Dr. Brimley MI 49715  
Hours: Mon-Fri 8-4:30pm | 1.906.248.3354