

ILISAĠVIK  
COLLEGE

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# CAMPUS SECURITY REPORT

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2025

# 2025 Campus Security & Fire Safety Report

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), Iḷisaġvik College provides this Annual Security Report (ASR) to inform current and prospective students, employees, and the public about campus safety and security policies, procedures, and crime statistics. This report includes:

- Policies regarding crime reporting, access to campus facilities, and law enforcement authority
- Procedures for responding to sexual assault, domestic violence, dating violence, and stalking
- Information about prevention and awareness programs related to sexual violence and substance abuse
- Statistics for the previous three calendar years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by Iḷisaġvik College, and on public property within or immediately adjacent to the campus

This report is published annually by October 1 and is made available on the college's website at [www.ilisagvik.edu](http://www.ilisagvik.edu) under the Faculty/Staff tab, under Campus Safety Report. A paper copy may be requested at no cost by contacting the Title IX and Clery Compliance Office at the contact listed below.

Iḷisaġvik College is committed to maintaining a safe and secure environment for all members of our community and encourages the prompt reporting of any suspicious or criminal activity. If you have any questions about this report or other issues related to the College, please feel free to contact us in Student Services at (907) 852-1778.

This report is published by, and maintained by:

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Iḷisaġvik College  
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# The Clery Act

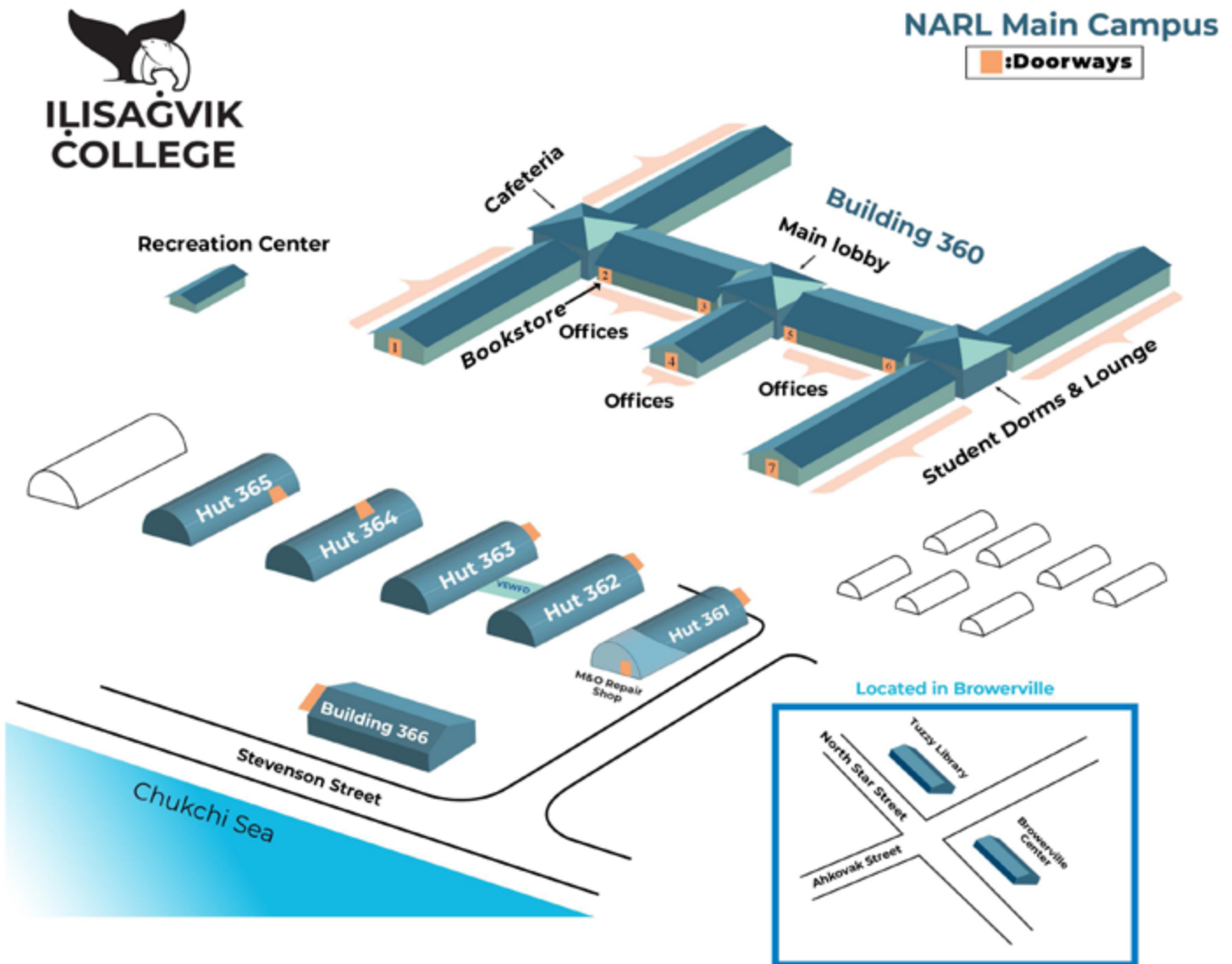
The Clery Act is a consumer protection law that aims to provide transparency around campus crime policy and statistics. In order to comply with Clery Act requirements, colleges and universities must understand what the law entails, where their responsibilities lie, and what they can do to actively foster campus safety.

The Clery Act requires colleges and universities that receive federal funding to disseminate a public annual security report (ASR) to employees and students every October 1st. This ASR must include statistics of campus crime for the preceding 3 calendar years, plus details about efforts taken to improve campus safety.

ASRs must also include policy statements regarding (but not limited to) crime reporting, campus facility security and access, law enforcement authority, incidence of alcohol and drug use, and the prevention of/response to sexual assault, domestic or dating violence, and stalking.

# Iḷisaġvik Campus Maps

Below is an outlined map of the Clery Act geography for the Iḷisaġvik College main campus in Utqiaġvik (Barrow), AK.



Anchorage Site  
4115 Ambassador Dr., Anchorage, AK 99508





Bethel Site  
700 Chief Eddie Hoffman Hwy., Bethel, AK 99559





St. Paul Site  
930 Tolstoi Blvd St. Paul, AK 99660



# Campus Safety

## Preparation and Disclosure of Crime Statistics

The 2025 Annual Security Report is published in compliance with the Campus Security Act of 1990, and includes important information from the previous three calendar years regarding reported offenses, crimes, arrests, and disciplinary referrals that occurred on Iḷisaḡvik College property. This includes off-campus buildings within the jurisdiction of Iḷisaḡvik College, public property within, immediately adjacent to, and accessible from the campus. The Annual Security Report also includes policies regarding crime prevention strategies, drug and alcohol use, campus security, crime prevention strategies, how to report crimes, and other related matters. The full text of this report can be located on our website at <https://www.ilisagvik.edu/about-us/research-reports/>

The Dean of Students office is located in “Building 360” in the middle “offices” wing at Iḷisaḡvik College. The Dean of Students is responsible for preparing this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crimes Statistics Act of 1998. This report is prepared in cooperation with local law enforcement agencies responsible for our campus locations. Internal departments, such as Student Services, Instruction, Human Resources, and others, provide information to comply with the Act. Campus crime, arrest and referral statistics include those reported to Iḷisaḡvik College’s Dean of Students, designated campus officials, and local law enforcement agencies.

Pursuant to the Student Right to Know and Campus Security Act, Iḷisaḡvik College monitors criminal activity, publishes this report, and maintains a three-year statistical history on the main campus and at off-campus property locations or facilities owned or used by Iḷisaḡvik College.

The annual report includes reported crimes alleged to have occurred on the campus, at facilities owned or used by Iḷisaḡvik College and/or recognized student organizations/clubs and the immediately adjacent surrounding public area. In order to accurately report crimes alleged to have occurred on public areas immediately adjacent to the campus, the Dean of Students annually requests crime statistics from local law enforcement agencies. A record of these inquiries is housed in the Dean of Students Office.

During the summer, faculty and staff travel to local villages to conduct short-term educational camps for primary education students. These camps are typically held in facilities that are owned and operated by local school districts or community organizations. Because Iḷisaḡvik College does not own or control these facilities, they are not considered part of the College’s Clery geography, and crime statistics from these locations are not included in this report. While on site, faculty and staff follow all local safety protocols and are expected to promptly report any incidents to local authorities and to the College’s Title IX Coordinator or Campus Security, as appropriate.

## **Accurate and Timely Reporting of All Crimes**

Prompt and accurate reporting of all crimes is imperative in providing a timely response and timely warning to community members, students, faculty, staff, and guests. Iñisaġvik College encourages everyone on campus to immediately report all crimes and safety related incidents in an accurate and timely manner to the Student Success Center, any of the respective staff indicated below, and/or the North Slope Police Department. Please notify the Dean of Students anytime 911 services are requested on campus.

## **Reporting Criminal Offenses**

For emergencies dial 9-1-1 or 9-9-1-1 if calling from a campus phone.

Iñisaġvik College recognizes the preventive value of the timely publication of reported crimes and encourages students, faculty, and staff to report criminal offenses promptly to the Dean of Students/Title IX Coordinator, Human Resources Director, Student Services staff, and respective deans and directors listed below:

### **Barrow**

Dean of Students	(907) 852-1778
Associate Dean of Students	(907) 852-7266
Dean of Academic Affairs	(907) 852-1766

### **Anchorage**

ADTEP Office Manager	(907) 729-5600
ADTEP Director	(907) 729-5607

### **Bethel**

DHAT Practitioner/Instructor (907) 543-6018  
YKHC Front Desk (907) 543-6229

### **St. Paul**

Academic Director	(907)615-5205
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Abbreviations: Alaska Dental Therapy Educational Program (ADTEP), Alaska Native Tribal Health Consortium (ANTHC), Dental Health Aide Therapy (DHAT), Yukon Educational Dental Therapy Center (YEDTC), Yukon-Kuskokwim Health Corporation (YKHC)

All staff and faculty are given on-site training once a year. Training includes Sexual Harassment at the Workplace, Workplace Safety, Title IX, and Emergency Procedures.

## **Reportable Crimes under the Clery Act**

### **Criminal Offenses**

- Criminal homicide: murder and non-negligent manslaughter, manslaughter by negligence
- Sexual assault: rape, fondling, incest, statutory rape
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson

### **Hate Crimes (any of the above mentioned offenses, and any incidents of):**

- Larceny-theft
- Simple assault
- Intimidation
- Destruction/damage/vandalism of property

### **Violence Against Women Act Offenses:**

- Domestic violence
- Dating violence
- Stalking

### **Arrests and Referrals for Disciplinary Action**

- Weapons law violations
- Drug abuse violations
- Liquor law violations

## **Definitions of Geography**

Clery geography determines where an institution must collect and report crimes. If an incident occurs outside Clery geography (e.g., a student's personal off-campus apartment not owned or controlled by the institution), it is not Clery-reportable, even if it involves a student. The following property descriptions are used to identify the location of crimes on and around Iñisagvik College campus.

### **On-Campus Property**

- Buildings or property owned or controlled by the institution, including
- On-campus student housing, which is a subcategory that is reported separately.
- Within the same reasonably contiguous geographic area
- Used in direct support of or related to the institution's educational purposes (e.g., classrooms, residence halls, libraries)
- On-campus student housing (this is a subcategory that is reported separately).

## Public Property that Borders Campus

- Public streets, sidewalks, and parking facilities
- That are within campus or immediately adjacent to and accessible from campus

## Non-Campus Property

- Buildings or property owned or controlled by a student organization officially recognized by the institution
- Buildings or property owned or controlled by the institution, used in direct support of educational purposes, that are not within the same contiguous geographic area (e.g., satellite campuses, remote learning sites, field offices)
- A fraternity house not located on campus
- A leased field station used seasonally for research
- Hotel rooms or apartments controlled by the school for student use

## Crime Prevention Programming

Crime prevention is everyone's responsibility. Facilitation of campus security policies and procedures are presented in both student and new employee orientations. Here is a list of some of the crime prevention programs conducted at Iñisuk College:

1. General Crime Prevention Programs that promote awareness of campus security procedures, encourage students and employees to take responsibility for their own safety and the safety of others, and includes crime prevention tips for situations like theft, personal safety, property security, and reporting suspicious activity. These are mandatory Vector Solutions for employees and available to students.

### 2. Primary Prevention & Awareness Programs

For sexual assault, domestic violence, dating violence, safety, Title IX, and stalking programs are offered through Vector Solutions and are presented to all incoming students and mandatory for all employees yearly.

Yearly programming includes active shooter trainings, campus lockdown procedure trainings, emergency button training, Narcan training, emails about safety resources, awareness weeks and months, welcome emails with resources and information, and in-person sessions that promote awareness of prohibited behaviors.

These programs are for all members of the community, provide clear definitions of consent, dating violence, domestic violence, sexual assault, and stalking per federal and institutional policy, clearly state institutional policies that prohibit behaviors, discuss bystander intervention, provide information on risk reduction, and point to institutional procedures. Additionally, we have a dedicated Wellness Specialist who conducts face-to-face events for the entire commu-

nity regarding Dating Violence Awareness month, Sexual Assault Awareness Month, and Alcohol and Drug Awareness Month.

## **Campus Security**

### Academic and Administrative Buildings

In lieu of a security department, Iḷisaḡvik College works closely with the North Slope Borough Police Department to ensure campus safety and security. The North Slope Borough Police Department conducts routine patrols on campus owned facilities and facilities adjacent to Iḷisaḡvik College. Patrols by the North Slope Borough Police Department are conducted 24 hours a day, seven days a week. Iḷisaḡvik College does not currently have a memorandum of understanding with the North Slope Borough Police Department in order to formalize the working relationship ensuring campus security.

At the Anchorage and Bethel sites, security is provided by ANTHC (Anchorage) and YKHC (Bethel) Security. YKHC Security provides Security for the entire campus. Security rounds the entire campus and each department eight times per day. Security personnel are also stationed at each of the hospital entrances. Additionally, a central communication station that monitors all cameras continuously is installed.

At the St. Paul site, security is provided by Aleutian Pribilof Islands Association who provide two Village Public Safety Officer. Preventative patrols of the community are made periodically throughout the day and as needed.

### Residential Center

The Iḷisaḡvik College Residential Center provides staff for overnight monitoring seven days a week when students and summer camps are in residence. Overnight staff members are trained to adhere to strict visitation policies regarding entrance into the Residential Center. The Associate Dean of Students oversees the staff and checks periodically to ensure compliance with policies and procedures. Overnight staff work closely with the Residential Advisors and summer camp counselors, who are also on duty 24 hours a day, seven days a week. Student Services also provides On-Call support 24 hours a day, seven days a week. In the event of emergencies, staff notify the On-Call Student Services Center phone and follow the Emergency Action Plan. Students may bring visitors to the Residential Center, but they must be properly signed in and must sign out upon departure.

## **Daily Crime Log**

Iḷisaḡvik College keeps and maintains an easily understood crime log. All residential crimes are reported to the Dean of Students. This crime log includes information such as the date, time, nature, general location, and disposition of each crime in the residential center. The crime report log will include reported



crimes that occurred in the residential center and all Clery geography.

All entries shall, except where disclosure of such information is prohibited by law or such disclosure would jeopardize the confidentiality of the victim, be open to public inspection during normal business hours 8:30 A.M. to 5:00 P.M. Monday through Friday. Any portion of the on-campus housing crime report log older than sixty (60) days must be available within two (2) business days of the initial report being made to the Dean of Students. If new information regarding a log entry becomes available, the log entry will be updated to reflect the most current information available accordingly.

### **Disclosure to Victims of Alleged Crimes**

Iḷisaḡvik College follows established disciplinary procedures when students are implicated in violent crimes or non forcible sex offenses. Under FERPA, an institution is permitted to disclose to the alleged victim of a violent crime or non forcible sex offense only the final results of any disciplinary proceeding against the alleged perpetrator—this applies regardless of whether the institution ultimately determined a violation occurred.

Upon written request, Iḷisaḡvik College will provide the final results of disciplinary hearings involving allegations of violent crime or non forcible sex offenses to the alleged victim. If the victim has died as a result of the crime or offense, the College will, upon request, provide these final results to the victim's next of kin..

### **Timely Warnings and Emergency Response**

The Iḷisaḡvik College Emergency Planning Committee, headed by the Dean of Administration, has established a communications protocol for timely notification to the college community of a serious incident when warranted. The emergency response protocols and procedures are listed by event in the Iḷisaḡvik College Emergency Plan. Depending on the situation, the college will communicate with the Iḷisaḡvik College community through Iḷisaḡvik College email address, text messaging, LiveSafe, postings on the college's website, and posting on social media sites.

- LiveSafe is a digital messaging system that delivers alarms, maps, and other critical information instantly to all students, staff, faculty, and first responders.
- LiveSafe is an opt-in system and students must download the free application on their electronic devices in order to receive alerts. All students, faculty, and staff are encouraged to download the LiveSafe application from the App Store of their phone carrier to receive alerts of campus-wide emergencies and school closings. Residential students are mandated to download the Active911 application. The emergency alert system is used in emergency situations affecting the campus, including: campus closure due to weather, campus closure due to building infrastructure issue (no water, no electricity,

etc.), crisis situations on campus (person with weapon, violence/riot, chemical hazard, etc.), and other emergency situations deemed appropriate by the college president and designees.

- LiveSafe Alert Designees – The following employees are designated administrators of Active911 and have access to send emergency alerts.
- President
- Dean of Administration
- Dean of Students
- IT Manager
- System Support Analyst
- Director of Maintenance & Operations
- Maintenance Manager
- Safety Specialist

## **Emergency Response and Evacuation**

Ilisagvik College's Emergency Action Plan (EAP) describes the responsibilities and duties of staff, faculty, and other personnel in an event of an emergency. The EAP allows for immediate response procedures thereby minimizing danger to the campus, students, campus personnel, and visitors. In the event of an emergency, the campus community is encouraged to dial 9-9-1-1 (if calling from a desk phone), dialing 9 is not needed if calling from a cellular phone. For Fire, Police, and Ambulance services the responding agencies will be the North Slope Borough Fire Department (NSBFD) and the North Slope Borough Police Department (NSBPD).

## **Emergency Phone Numbers**

### **Life Threatening Emergency Numbers**

Fire, Paramedics, Ambulance, Police 911

### **Emergency Contacts - Barrow**

Recorded Hotline.....(907) 852-3333

Online Alerts.....[www.ilisagvik.edu](http://www.ilisagvik.edu)

Cellular Phone Alert System.....LiveSafe

President's Office.....(907) 852-1772

Student Services on-call

(907) 319-8742

## **Non-Life-Threatening Emergency Numbers**

Fire Department.....(907) 852-0307

Police Station.....(907) 852-0311 or (907) 852-6111

Safety and Risk Management.....(907) 852-0248

Public Workshop I.....(907) 852-0489

Samuel Simmonds Memorial Hospital.....(907) 852-4611 North Slope Borough  
Health Department.....(907) 852-0344

## **Emergency Contacts – Anchorage**

ADTEP Office Manager.....(907) 729-5600

ADTEP Director.....(907) 729-5607

Fire Department.....(907)267-4900

Police Station.....(907) 786-8900

ANTHC Security - (907) 729- 2915

## **Emergency Contacts – Bethel**

DHAT Practitioner/Instructor (907) 543-6018

Director (907)729-5607

Fire Dept (907)543-2131

Police Station (907) 543-3781

YKHC Security (907)543-6603

## **Emergency Contacts – St. Paul**

St. Paul Office of Tribal Government

(907) 615-5300

Support Office

(907) 615-5200

## **Immediate Notification in an Emergency**

During the time leading up to an emergency, the following individuals are the authorized officials at Iḷisaḡvik College. Such authority is delegated to the highest ranked official on the list with whom to contact in a timely manner:

### **Barrow**

President Justina Wilhelm

(907) 852-1820

Dean of Administration Amanda Sialofi

(907) 852-1768

Dean of Academic Affairs Debbie Mekiana

(907) 852-1766

Dean of Students and Title IX Coordinator Dr. Kristen Majocha

(907) 852-1778

Chief Financial Officer Ann Marie Clark

(907) 852-1832

### **Anchorage/Bethel**

ADTEP Director Dr. Sarah Shoffstall-Cone

(907) 729-5607

ADTEP Clinical Site Director Charles Truncale

(907) 729-4758

### **St. Paul Site**

Academic Director Haley Edmonson

(907) 615-5205

## **Procedure for Confirming an Emergency**

When a significant emergency or dangerous situation is reported on or near Iḷisaḡvik College property, the Incident Commander or Operation Section Chief (or designee) is responsible for confirming the nature and scope of the emergency. This confirmation may occur through:

- Direct observation,
- Reports from local emergency responders (e.g., Barrow Police or Fire Department),
- Information from campus staff or faculty,
- Surveillance or monitoring systems (if available).

An emergency is considered “confirmed” when sufficient evidence exists to reasonably conclude that a legitimate threat to health or safety is occurring or imminent.

### **Process for Determining the Appropriate Segment(s) of the Campus Community to Notify**

Once an emergency is confirmed, the College will assess which parts of the campus community may be affected. The scope of notification is based on:

- The location and nature of the emergency,
- The potential for impact to individuals on campus,
- Whether the threat is localized (e.g., a building fire) or widespread (e.g., a regional weather emergency).

Notifications may be limited to a specific building, department, or group of individuals if the threat is localized. If the threat has the potential to affect the entire campus, the notification will be sent to all members of the campus community.

### **Procedures for Disseminating Emergency Information**

Once the affected segment(s) of the campus population are identified, emergency information will be disseminated without delay, unless issuing a notification would compromise efforts to assist a victim or contain, respond to, or mitigate the emergency. Iñisaġvik College uses the following communication methods:

- E-mail alerts to all students and employees,
- Public address system announcements (if applicable),
- Text messaging system (opt-in for students, faculty, and staff),
- Posting to the College’s official website and social media platforms,
- On-site notifications such as building postings or word-of-mouth relayed by staff.

The Marketing and Communications Manager or their designee is responsible for coordinating public announcements and updates, in conjunction with local authorities as necessary.

## **Procedures for Testing Emergency Response and Evacuation Procedures**

Iḷisaḡvik College conducts at least one annual test of its emergency response and evacuation procedures. These tests may be announced or unannounced and are designed to:

- Assess and evaluate the effectiveness of the emergency notification systems and evacuation plans,
- Familiarize students and staff with proper emergency response actions,
- Identify areas for improvement.

Each test is documented and includes:

- The date and time of the test,
- Whether it was announced or unannounced,
- A description of the exercise,
- A record of the outcomes and any follow-up actions.

Documentation is maintained by Safety Coordinator and is available upon request.

## **Severe Weather and Natural Disaster Procedures**

Iḷisaḡvik College maintains comprehensive procedures for responding to severe weather and natural disasters. College officials monitor conditions across the entire community—not solely on the main campus—and make decisions with safety as the top priority. Because weather conditions in the region can vary widely, the College uses a phased response system—similar to protocols used in North Slope oil field operations—to determine whether the campus should open, delay, or close.

### **Weather Response Phases**

The College considers both visibility and road conditions when assessing whether to alter campus operations.

- Visibility under 500 feet:

Travel with extreme caution.

- Visibility under 250 feet:



Convoy travel is advised. It is important to depart promptly after a closure announcement to avoid unsafe travel and ensure no one is left stranded.

- Visibility under 100 feet:

Only essential travel is permitted. If visibility drops rapidly (e.g., from 500 to 100 feet) while the campus is occupied, the College will not initiate a mid-day closure. Students, faculty, and staff will remain on-site until conditions improve.

### **Delayed Start and Closure Notifications**

When conditions are uncertain, Iḷisaḡvik may announce a delayed start to allow time for reassessment. Decisions regarding delayed starts will be communicated by 7:30 AM on weekdays (excluding holidays). If road conditions do not improve, a full-day closure may follow.

#### Closure Protocols

- If the NARL campus is closed, the Browerville Center will also close.
- Tuzzy Library and the Anchorage and Bethel sites will make and announce independent closure decisions.

All campus closures and delays are communicated through the following channels:

- KBRW Radio
- Iḷisaḡvik College website
- Iḷisaḡvik College email
- LiveSafe mobile app

### **Personal Safety**

Iḷisaḡvik College encourages all employees and students to prioritize personal safety. Individuals who do not feel safe traveling are encouraged to use leave time, in accordance with the College's generous leave policy.

### **Natural Disaster Response Guidelines**

#### **EARTHQUAKE:**

If indoors:

- Do not exit the building while it is shaking.
- Take cover under a sturdy desk or table, or move to an interior hallway or solid wall.
- Stay away from windows, exterior walls, bookcases, and heavy equipment.

- Be aware that fire alarms and sprinklers may activate.
- Use phones only for emergencies involving fire or serious injury.

If outdoors: Move to an open area away from buildings, power lines, and light poles.

### **FLOODING:**

If indoors:

- Be prepared to evacuate as instructed by campus authorities
- Use designated primary and secondary evacuation routes.

If outdoors: Avoid walking or driving through floodwaters

### **BLIZZARD:**

If indoors:

- Stay calm and await instructions from the supervisors.
- Stay indoors unless directed to evacuate.

If heat is unavailable:

- Close off unneeded rooms.
- Block drafts under doors with towels or rags.
- Cover windows at night.
- Consume food and fluids regularly to maintain energy and hydration.
- Dress in layers of warm, loose-fitting clothing if available.

## **Fire Safety and Evacuation Procedures**

Working closely with the Student Success Center, the Director of Maintenance and Operations, Human Resources, and the North Slope Borough Fire Department hold fire drills that are conducted periodically. In the event of a fire or fire alarm activation, the Student Success Center, Director of Maintenance and Operations, and Emergency personnel will respond to the scene. Iñisaġvik College has a fire evacuation plan for all its administrative and academic buildings as well as evacuation plans for other emergencies. It is the responsibility of all Iñisaġvik College personnel, working together, to quickly and safely evacuate students from any area where the threat of fire or smoke may exist. The actual fighting of any fire on campus is left to the North Slope

Borough Fire Department. If you hear the fire alarm sounding, you must leave the building.

The Residential Center is protected by fire detection systems, including sprinkler systems in every room. The Residential Center is inspected to ensure that the fire extinguishers are in their appropriate locations. Residents are instructed regarding the fire safety procedures and specific items that are prohibited in the Residential Center. Evacuation drills are conducted periodically. The college imposes disciplinary action and can evict students from the Residential Center for serious or multiple violations of fire safety policies.

Annual Fire Safety Report the Higher Education Opportunity Act (HEOA, July 2010) specifies new campus safety requirements regarding fire safety issues. The statistics are collected via the Department of Education's web-based Campus Safety and Security Survey. Any institution that maintains an on-campus student housing facility must collect fire statistics, keep a "fire log" and publish an annual Fire Safety Report. These requirements are new and separate from the Clery Act requirements. Iñisaġvik College keeps a hard copy of its Fire Log. The copy is available from the Safety Officer. The fire log for the recent 60-day period is open to public inspection, upon request, during normal business hours. The portion of the log that is older than 60 days will be made available within two business days of a request for public inspection. Information in the fire log is used to gather the statistics that are required for the Annual Fire Safety Report discussed above.

Definition of a Fire: For the purposes of fire safety reporting, a fire is, "Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner."

### **Fire Drill Report**

Date	Type of Drill	Time	Bldg	Evac Time	# Persons	All Evacuees	Method of Acct.
11/18/24	Fire	7:00 pm	NARL 360 Dorms	3:03	18	Yes	Head-count
2/03/25	Fire	3:00 pm	NARL 360	2:15	36	Yes	Head-count

### **Description of Fire Safety System for Housing Facility**

Iñisaġvik College's fire safety system for our residential facility is maintained by Iñisaġvik's Maintenance and Operations Department. The building has a full sprinkler system, room smoke detectors are hard wired, fire extinguisher devices are provided, evacuation plans/ placards are posted and fire drills are conducted every school year.

Faculty, staff, and students in the residential center are not allowed to have the following items: candles, coffee pots, toasters, toaster oven, electric skillets, and or hot plates in their rooms.

## **Fire Emergencies**

If there is a fire in your work area:

First, pull the alarm—if it is safe to do so. Then call 911 to provide details of the situation. Stay calm.

Be prepared to answer the following questions:

- Where is the emergency located?
- What is the emergency? (Fire, medical, hazardous materials, etc.)
- How did it happen?
- When did it happen/time and day?
- Who are you? (Your name)

Gather any information that may be useful for the emergency responders

Do not hang up until instructed to do so by the dispatcher.

DO NOT FIGHT THE FIRE. Evacuate the building as soon as the alarm sounds and proceed to the designated Emergency Assembly Area (Muster).

On your way out, warn others to GET OUT.

Take prescription medications and winter gear with you if at all possible; it may be hours before you are allowed back in the building. Do not return to your office to get these items. Evacuate.

Move away from fire and smoke. Close doors and windows if time permits. Touch closed doors. Do not open them if they are hot.

Move well away from the building and go to your designated assembly point/muster station.

Do not leave the area until your status is reported to your supervisor or instructor. Do not re-enter the building or work area until you have been instructed to do so by the emergency responders.

## **Fire Responsibilities**

Employee is responsible for:

- Locating building exit points
- Encourage occupants to evacuate

- Prevent occupants from re-entering building until all clear is given
- Communicate status of emergency to Incident Commander and building occupants

Supervisors/Administration is responsible for:

- Implementing the Emergency Action Plan
  - Familiarize yourself often, know and understand your building's EAP
  - Meet and be familiar with the occupants of your building.
  - Understand all evacuation routes AND EXIT POINTS. Be familiar with at least two exit pathways.
  - Understand your building's emergency assembly point/muster station.
- Evacuation Process
  - A full complete evacuation is required per Iḷisaḡvik College Policy.
  - It is Iḷisaḡvik College's policy to have all building occupants evacuate any campus building upon activation of the building's fire alarm system.
  - Encourage occupants to evacuate.
  - During winter months, be prepared; keep your coat/jacket close at hand. Don't attend meetings out of your area without taking your coat/jacket.
  - Assemble your occupants at the whalebones or Building 365.
  - Take attendance of your building occupants. Report attendance to Site Supervisor or designee
  - Report possible missing occupants in the building to the responding emergency personnel.
  - Building occupants shall not enter/return to the building until an "all clear" signal is given from Fire Department personnel, other official Emergency responder or the Site Supervisor.
  - Disabled Occupants
    - Keep apprised of any disabled occupants in your building.

### **Employee Accountability Procedures After Evacuation**

In the event of an evacuation signaled by the building alarm system, all occupants will promptly exit the building by the nearest exit. Once clear of the building, go to the designated assembly point/muster station. Check in with your site supervisor for attendance. After evacuation, do not re-enter the building until told it is safe to do so by an official emergency responder.

There are not critical operations at the Iḷisaḡvik College building site for which an employee is required to remain in the building during an emergency. When the alarm sounds, take personal responsibility and GET OUT.

### **Medical Emergencies**

Call the medical emergency phone number (9-911) or 911 from your cellular phone. Provide the following information:

- Nature of the medical emergency.
- Location of the emergency (address, building, room number).
- Your name and phone number from which you are calling.

DO NOT move a victim unless absolutely necessary (only if imminent danger to life exists).



# Alcohol and Drugs

Iḷisaḡvik College prohibits the unlawful possession, use, manufacture, or distribution of marijuana and illegal drugs in the workplace, on the campus, or at any College activities. Penalties for violation of this policy are indicated below.

## Student Code of Social Conduct

The Code of Social Conduct applies whenever a member of the campus community is on College grounds, in College facilities or is participating in a College-related or sponsored activity or function, whether occurring on or off-campus. In addition to this Code of Social Conduct, all campus community members are expected to obey all local, state and federal laws.

Violations of the Code of Social Conduct carry serious consequences. Please see the “Policy Violation Procedures” section of this handbook for more information.

The following are examples of violations of the Code of Social Conduct:

- The possession, manufacturing, transportation, use, sale, distribution or being under the influence of any alcoholic beverage, marijuana or illegal drug, including unauthorized prescription drugs.
- Violation of the College Alcohol and Drug Free Environment Policy.
- Causing danger or harm to persons, properties, facilities or institutional operations.
- Possession of firearms or other weapons on campus, even if licensed.
- Engaging in inappropriate behavior that consists of sex/gender harassment, discrimination, or misconduct that includes acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking toward any member of the College community.
- Hazing and/or bullying by individuals or student organizations
- Smoking in undesignated areas.
- Disruptive behavior.
- Language or conduct that is deemed offensive.
- Engaging in lewd, indecent, or obscene behavior.
- Knowingly providing false information.
- Physical fighting with other students, faculty or college staff.
- Unauthorized entry into any locked or secured College property.

- Making false statements or filing false charges against the College, its employees, or students.
- Forgery, alteration or misuse of official College documents, records, funds, or documents of identification.
- Theft from, or damage to, facilities or properties belonging to the College or members of the College community.
- Failure to comply with the directions of College officials in the legitimate performance of their duties.
- Setting off or tampering with any emergency equipment, alarms or devices.
- Unauthorized access to a computer system or electronic equipment owned by the College, including copyrighted property.
- Participating in an activity that materially or substantially interferes with the legitimate functions of the College or the private rights and privileges of others.
- Failure to comply with a request to identify oneself.
- Whether occurring on or off-campus, all students are expected to obey all local, state, and federal laws.

## **Policy**

In accordance with state and federal guidelines, Iḷisaḡvik College supports and maintains a drug-free living and learning environment and workplace for its students, faculty and staff. In addition, the College recognizes and supports the need to continue to take a firm stand on the issue of drug and alcohol abuse prevention and education. The following behaviors will not be tolerated on College property or at any college-sponsored event on or off campus:

- Possession of alcohol, marijuana, or illegal drugs.
- Manufacturing of alcohol, marijuana, or illegal drugs.
- Consumption or use of alcohol, marijuana, or illegal drugs.
- Furnishing, selling or purchasing alcohol, marijuana, or illegal drugs.
- Being under the influence of alcoholic beverages, marijuana or illegal drugs on campus property or at College sponsored activities and functions.

In addition, students are expected to comply with all local, state and federal laws. Although possession and use of marijuana by adults is no longer a crime in the State of Alaska, the possession and use of marijuana remains illegal under federal law. Consistent with federal law, including the Controlled

Substance Act and the Drug-Free Schools and Communities Act, the use and/or possession of marijuana is prohibited on Iḷisaḡvik College property, or at any activity or function by or under the supervision of Iḷisaḡvik College.

Violations of this policy may result in disciplinary action, up to and including immediate expulsion. Students receiving Title IV funds who are convicted of a criminal drug offense during the period of enrollment for which the funds were awarded will lose eligibility for all Title IV funds.

## Drug Schedule

Schedules A.S. Title 11	Substances
IA	Synthetic and Non-synthetic Opiates, including Heroin, Oxycodone, and Fentanyl; Gamma Hydroxybutyric Acid (GHB)
IIA	Psychedelics/Hallucinogens, including Peyote, Magic Mushrooms, PCP, Ecstasy/Molly (MDMA); Stimulants, including Methamphetamine and Adderall; Barbiturates; Cocaine
IIIA	Stimulants/Appetite Suppressants, including Didrex; Depressants/Sedative-Hypnotics; Certain Anesthetics, including Telazol/Zoletil
IVA	Benzodiazepines, including Xanax, Ativan, and Valium; Ketamine
VA	Buprenorphine, including Suboxone; Anabolic Steroids, including Testosterone and Anadrol
VIA	Marijuana

## Definitions

**Illegal Drugs:** the non-medical use and/or possession of a variety of drugs that are prohibited by state or federal law.

**Drug Abuse:** the misuse of prescription and/or illegal drugs with negative consequences.

**Alcohol Abuse:** excessive drinking that can turn into alcohol dependence.

**Under the Influence:** state of intoxication and or under the effect of drugs.

## Disciplinary Procedures and Sanctions

As an academic community, Iḷisaḡvik College is committed to providing an environment in which learning and scholarship can flourish. The possession or use of illegal drugs, or the abuse of those which may otherwise be legally

possessed, seriously affects the College environment, as well as the individual potential of our students and staff. The abuse of alcohol and other drugs by students, regardless of age and of location (on-campus or off campus), is prohibited by the Student Code of Social Conduct. The College can, and will, impose disciplinary sanctions for violations. Students are also subject to city ordinances and state and federal laws. A separate policy addresses violations by college staff and faculty.

The College strongly encourages students and staff members to voluntarily obtain assistance for dependency or abuse problems before such behavior results in an arrest and/or disciplinary referral which might result in their separation from the institution. Help is available within the community for students, faculty, and staff members who are dependent on, or who abuse the use of alcohol or other drugs.

### **Student Sanctions**

Violations of the Code of Social Conduct carry serious consequences. Students who violate the College's policy or federal, state and local laws regarding alcohol, marijuana and illegal drugs are subject to disciplinary action, up to and including expulsion from Iḷisaḡvik College and Iḷisaḡvik College housing, and may be subject to arrest and criminal prosecution. Students receiving Title IV funds who are convicted of a criminal drug offense during the period of enrollment for which the funds were awarded will lose eligibility for all Title IV funds.

The following procedures for violation of this policy are in place for the protection of all students and members of the Iḷisaḡvik College community. The College reserves the right to take a more serious level of action depending on the nature and severity of the offense.

- Students who are found to be in violation of this policy will meet with the dean or his/her designee within 72 hours of the reported violation.
- The first violation of this policy will result in a letter of warning from the Dean of Students and the student will be placed on behavioral contract.
- A second violation of this policy will result in the expulsion of the student from Iḷisaḡvik College housing.
- Documentation of Removal from Residential Center will be placed in permanent student files in the Student Success Center.
- A third violation of this policy will result in suspension from the student's academic program for a specified length of time. The student will not be eligible for student housing the following semester. The student may re-apply for residential housing for subsequent semesters.
- The North Slope Borough Police will be called in the event it is determined

an intoxicated student is under the legal drinking age of 21.

- The North Slope Borough Police will be called in the event it is determined or suspected that a student is selling, buying or in possession of alcohol, marijuana or illegal drugs on campus.
- Students enrolled in certain vocational programs, especially those involving the operation of equipment, may be subject to alcohol and drug testing.
- The student is subject to immediate expulsion from Iḷisaḡvik College housing and/or separation from the College if it is determined the student in fact bought, sold or possessed alcohol, marijuana or illegal drugs.

### **Parent | Legal Guardian Notification**

In accordance with FERPA (Family Educational Rights and Privacy Act), Iḷisaḡvik College reserves the right to contact the parent(s) or guardian(s) of students involved in violations of College “controlled substances policies” (for students under 21) or in the event of a life threatening situation.

### **Employee Sanctions**

Drug Testing | Iḷisaḡvik College conducts drug testing of employees and prospective employees, at the College’s expense, and consistent with the College’s business purpose and the terms of this policy. Employees whose job descriptions require a Commercial Driver License or who operate heavy equipment in the course of employment are also subject to the terms of state and federal Department of Transportation (DOT) drug testing regulations. Iḷisaḡvik College may test employees and prospective employees for the presence of the following drugs or their metabolites: amphetamines, cocaine, marijuana, opiates, and methamphetamine. An employee’s consent to submit to testing is required as a condition of employment. Employees and prospective employees may be tested in the following circumstances:

- After an offer of employment has been made, but before a new employee actually starts working (pre-employment testing) for safety-sensitive and other designated positions;
- After an accident or injury at work;
- With reasonable suspicion that the employee has violated this policy; or
- Random testing for safety-sensitive positions or other designated positions.

Release from Duty or Testing on Reasonable Suspicion of Impairment | Employees may be released from duty and sent home, or tested for drugs upon reasonable suspicion that the employee may be impaired by the use of drugs or alcohol and that the use may adversely affect the employee’s job performance or the work environment. A determination that reasonable suspicion exists is based on a reasonable belief that the individual is under the influence of drugs

or alcohol based on direct observation of specific, contemporaneous, physical, behavioral or performance indicators of probable use. Third party observation and reports will generally not be the sole basis for testing.

Consequences of Refusal to Participate in Testing | Refusal to comply with the testing requirements of this policy is considered as a positive test result, as well as insubordination. An employee who refuses to submit to testing according to this policy shall be removed from duty immediately, pending further disciplinary action. A prospective employee who refuses to comply with the testing requirements of this policy shall not be hired for the position for which that person applied. A single instance of failing to provide an adequate sample for pre-employment testing will typically not be considered “refusal.” Refusal to comply with this testing policy includes: failure to participate in testing; failure to sign a consent to testing form; failure to remain available for post-accident testing; submitting fake or altered samples, and engaging in conduct that obstructs the testing process, including refusal to comply with testing directions and/or procedures.

Violation of Policy | A prospective employee who renders a positive drug test result will not be employed in the position for which the individual applied and received an offer. A positive drug test result does not bar a prospective employee from submitting an application for future vacancies. A violation of this policy by a current employee is grounds for immediate disciplinary action, up to and including termination of employment. At the College’s discretion, other appropriate action may be taken or offered to the employee. Where the employee has been terminated under this policy, rehire may be conditioned upon the employee providing evidence that the employee has completed drug or alcohol treatment, and is continuing with appropriate aftercare.

Treatment in Lieu of Disciplinary Action | As an alternative to disciplinary action for a violation of this policy, with the written authorization of the President, the employee may be placed on unpaid leave for a specific period, in order to complete a substance abuse/alcohol treatment program, at the employee’s expense. Prior to returning to work, the employee must submit a certificate of successful completion of the program to the Human Resources Executive Director. The employee’s return to work will be conditioned upon not violating this policy in the future. The employee may be required to participate in continuing treatment or a testing program as a condition of return. The costs of participating in the program may or may not be covered by the College’s health plan or policies.

## **State and Federal Legal Sanctions**

In addition to disciplinary sanctions imposed by the College, all students, faculty, and staff should be aware that federal and state laws consider illegal use, possession, sale, distribution, or manufacture of drugs or alcohol as serious crimes that can lead to imprisonment and fines.

<b>Marijuana (A.S. 17.38) – Offense<sup>1</sup></b>	<b>Penalty</b>
A person under 21 years old possessing, using, displaying, purchasing, or transporting marijuana	Class B Misdemeanor + \$1,000
A person 21 or over possessing, growing, processing more than 6 plants, or a household of individuals 21 or over possessing, growing, and processing more than 12 plants	\$750
It is unlawful for any person to publicly consume marijuana	\$100
A person under 21 presenting or offering to a marijuana establishment a false age for the purpose of purchasing or procuring marijuana products	\$400
When legally cultivated, marijuana plants shall be cultivated in an area where they are not subject to public view; and A person who cultivates marijuana must take reasonable precautions to secure the plants from unauthorized access	\$750
It is unlawful for a person under 21 to manufacture, possess, purchase, or distribute marijuana accessories	Violation

<b>Alcoholic Beverages (A.S. 4.16) – Offense<sup>1</sup></b>	<b>Penalty</b>
Manufacture, sell, barter, or offer or possess for sale without license or permit	\$25,000 + 0-1 year
Knowingly enter or remain on licensed premises without appropriate companion or consent if under 21	Violation + \$500
Knowingly consume or possess if under 21	Violation + \$500
Purchase or solicit another to purchase or induce another to provide if under 21	Up to \$50,000 + 0-5 years
Purchase or solicit another to purchase or induce another to provide if under 21 and minor causes injury or death to another	Class C Felony \$50,000 0-5 years

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<sup>1</sup> These charts provide a broad overview of related Alaska Statutes. It is not comprehensive and is not meant to serve as legal advice or opinion. This is not a substitute for independent review of A.S. 4.16 and 17.38

## Controlled Substance Statutes Reference Chart<sup>1</sup>

Statute	Class and Range <sup>2</sup>	Conduct
<b><u>11.71.010</u></b> <b>Misconduct Involving a Controlled Substance in the <i>First</i> Degree</b>	<u>Unclassified Felony</u>  <b>5-99 Years</b> (Maximum 99 Years)	<ul style="list-style-type: none"> <li>Delivers schedule <b>IA</b>, <b>IIA</b>, or <b>IIIA</b> controlled substances to people under 19 years of age where the dealer is more than 3 years older;</li> <li>Engages in a continued felony drug dealing enterprise.</li> </ul>
<b><u>11.71.021</u></b> <b>Misconduct Involving a Controlled Substance in the <i>Second</i> Degree</b>	<u>Class A Felony</u>  <b>4-7 Years</b> (Maximum 20 Years)	<ul style="list-style-type: none"> <li>Manufactures/delivers* a schedule <b>IA</b> controlled substance;</li> <li>Manufactures/intends to manufacture <b>methamphetamine</b> (including possession certain quantities of listed chemicals with intent to manufacture methamphetamine).<sup>3</sup></li> </ul>
<b><u>11.71.030</u></b> <b>Misconduct Involving a Controlled Substance in the <i>Third</i> Degree</b>	<u>Class B Felony</u>  <b>1-3 Years</b> (Maximum 10 Years)	<ul style="list-style-type: none"> <li>Delivers schedule <b>IVA</b>, <b>VA</b>, or <b>VIA</b> controlled substances to people under 19 years of age where the dealer is 3 years older;</li> <li>Manufactures/delivers* a schedule <b>IIA</b> or <b>IIIA</b> controlled substance.</li> </ul>
<b><u>11.71.040</u></b> <b>Misconduct Involving a Controlled Substance in the <i>Fourth</i> Degree</b>	<u>Class C Felony</u>  <b>0-2 Years</b> (Maximum 5 Years)	<ul style="list-style-type: none"> <li>Manufactures/delivers* a schedule <b>IVA</b> or <b>VA</b> controlled substance;</li> <li><i>Possesses</i> any amount of a schedule <b>IA</b> controlled substance;</li> <li>Manufactures/delivers* more than one ounce of a schedule <b>VIA</b> controlled substance without proper permitting.</li> </ul>
<b><u>11.71.050</u></b> <b>Misconduct Involving a Controlled Substance in the <i>Fifth</i> Degree</b>	<u>Class A Misdemeanor</u>  <b>0-365 Days</b> (Maximum 365 Days)	<ul style="list-style-type: none"> <li>Manufactures/delivers* less than one ounce of a schedule <b>VIA</b> controlled substance without proper permitting;</li> <li>Possesses any amount of a schedule <b>IA</b>, <b>IIA</b>, <b>IIIA</b>, <b>IVA</b>, or <b>VA</b> controlled substance without a proper prescription.</li> </ul>

\*Includes possession with intent to manufacture/deliver.

<sup>1</sup> This sheet provides a broad overview of 11.71, it is not comprehensive and is not meant to serve as legal advice or opinion. This is not a substitute for independent review of 11.71.

<sup>2</sup> Range is provided for a first-time offender.

<sup>3</sup> Some listed chemicals include for example hydrochloric gas and red phosphorous. For a complete list see AS 11.71.200.



## FEDERAL TRAFFICKING PENALTIES

DRUG/SCHEDULE	QUANTITY	PENALTIES	QUANTITY	PENALTIES
Cocaine (Schedule II)	500–4999 grams mixture	<b>First Offense:</b> Not less than 5 yrs, and not more than 40 yrs. If death or serious injury, not less than 20 or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.  <b>Second Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	5 kgs or more mixture	<b>First Offense:</b> Not less than 10 yrs, and not more than life. If death or serious injury, not less than 20 or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.  <b>Second Offense:</b> Not less than 15 yrs, and not more than life. If death or serious injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.  <b>2 or More Prior Offenses:</b> Not less than 25 years. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
Cocaine Base (Schedule II)	28–279 grams mixture		280 grams or more mixture	
Fentanyl (Schedule II)	40–399 grams mixture		400 grams or more mixture	
Fentanyl Analogue (Schedule I)	10–99 grams mixture		100 grams or more mixture	
Heroin (Schedule I)	100–999 grams mixture		1 kg or more mixture	
LSD (Schedule I)	1–9 grams mixture		10 grams or more mixture	
Methamphetamine (Schedule II)	5–49 grams pure or 50–499 grams mixture		50 grams or more pure or 500 grams or more mixture	
PCP (Schedule II)	10–99 grams pure or 100–999 grams mixture		100 gm or more pure or 1 kg or more mixture	
PENALTIES				
Other Schedule I & II drugs (and any drug product containing Gamma Hydroxybutyric Acid)	Any amount	<b>First Offense:</b> Not more than 20 yrs. If death or serious injury, not less than 20 yrs, or more than life. Fine \$1 million if an individual, \$5 million if not an individual.  <b>Second Offense:</b> Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.		
Flunitrazepam (Schedule IV)	1 gram			
Other Schedule III drugs	Any amount	<b>First Offense:</b> Not more than 10 years. If death or serious injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.  <b>Second Offense:</b> Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.		
All other Schedule IV drugs	Any amount	<b>First Offense:</b> Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.  <b>Second Offense:</b> Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.		
Flunitrazepam (Schedule IV)	Other than 1 gram or more			
All Schedule V drugs	Any amount	<b>First Offense:</b> Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.  <b>Second Offense:</b> Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.		

## FEDERAL TRAFFICKING PENALTIES—MARIJUANA

DRUG	QUANTITY	1st OFFENSE	2nd OFFENSE *
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; or 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 15 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$8 million if an individual, \$50 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture  More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not less than 20 yrs. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not less than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kg marijuana (except 50 or more marijuana plants regardless of weight);  1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish (Schedule I)	10 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual
Hashish Oil (Schedule I)	1 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual

\*The minimum sentence for a violation after two or more prior convictions for a felony drug offense have become final is not less than 25 years imprisonment and a fine up to \$20 million if an individual and \$75 million if other than an individual.

## Health Risk

### ALCOHOL

Alcohol use has immediate effects that increase the risk of many harmful health conditions. These are most often the result of binge drinking and include the following:

- Injuries, such as motor vehicle crashes, falls, drownings, and burns.
- Violence, including homicide, suicide, sexual assault, and intimate partner violence.
- Alcohol poisoning, a medical emergency that results from high blood alcohol levels.
- Risky sexual behaviors, including unprotected sex or sex with multiple partners. These behaviors can result in unintended pregnancy or sexually transmitted diseases, including HIV.
- Miscarriage and stillbirth or fetal alcohol spectrum disorders (FASDs) among pregnant women.

### Long-Term Health Risks

Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including:

- High blood pressure, heart disease, stroke, liver disease, and digestive problems.
- Cancer of the breast, mouth, throat, esophagus, liver, and colon.
- Learning and memory problems, including dementia and poor school performance.
- Mental health problems, including depression and anxiety.
- Social problems, including lost productivity, family problems, and unemployment.
- Alcohol dependence, or alcoholism.

### DRUGS

Drug use can have a wide range of short- and long-term, direct and indirect effects. These effects often depend on the specific drug or drugs used, how they are taken, how much is taken, the person's health, and other factors.

Short-term health risks can range from changes in appetite, wakefulness, heart rate, blood pressure, and/or mood to heart attack, stroke, psychosis, overdose,

and even death. These health effects may occur after just one use.

Longer-term health risks can include heart or lung disease, cancer, mental illness, HIV/AIDS, hepatitis, and others. Long-term drug use can also lead to addiction. Drug addiction is a brain disorder. Not everyone who uses drugs will become addicted, but for some, drug use can change how certain brain circuits work. These brain changes interfere with how people experience normal pleasures in life such as food and sex, their ability to control their stress level, their decision-making, their ability to learn and remember, etc. These changes make it much more difficult for someone to stop taking the drug even when it is having negative effects on their life and they want to quit.

### **Education Program**

- The Student Services Center shall provide training and education (once each semester) about the dangers and risks of illegal drugs and alcohol abuse.
- The Student Services Center will post Iḷisaḡvik's drug and alcohol policy and programs in prominent public areas around campus.
- This policy is also included in the Iḷisaḡvik College Student Handbook.

### **Resources | Information**

Iḷisaḡvik College maintains a drug-free awareness program to inform employees about the dangers of drug and alcohol abuse in the workplace, the College's Drug-Free Workplace policy, and the availability of substance abuse counseling, rehabilitation, and employee assistance programs. Students experiencing substance abuse-related issues are strongly encouraged to seek counseling and treatment services. Anyone seeking additional information about treatment related to alcohol and drug problems can contact the Dean of Students office. Requests for assistance will be kept in confidentiality and will be provided on a need to know basis only.

#### **LOCAL RESOURCES**

North Slope Borough Behavioral Health Services

<https://www.north-slope.org/departments/health-social-services/behavioral-health-services/>

5200 Karluk St. Barrow, AK 99723

(907) 852-0344

Arctic Slope Native Association

1295 Agvik St. Barrow, AK 99723

(907) 852-2762

#### **STATE**

Alcoholics Anonymous Alaska  
<https://area02alaska.org/>  
(907) 272-2312

Narcotic Anonymous Alaska  
<https://www.akna.org/>  
(866) 258-6329

Careline Alaska  
[carelinealaska.com](http://carelinealaska.com)  
(877) 266-HELP (4357)

#### NATIONAL

Substance Abuse and Mental Health Services Administration (SAMHSA)  
National Helpline

[SAMHSA.gov](http://SAMHSA.gov)

Call: 1-800-662-4357

TTY: 1-800-487-4889

Text your ZIP code to: 435748

Visit [FindTreatment.gov](http://FindTreatment.gov) to locate a treatment facility or provider

National Suicide & Crisis Lifeline

Call or text: 988

Chat: [988lifeline.org](http://988lifeline.org)

Disaster Distress Helpline

Call or text: 1-800-985-5990

# Related College Policies and Procedures

## Residential Center Policies and Procedures

When students sign the housing contract and move into the residential center, they agree to the terms and conditions of this contract. Residents are responsible for their actions and will be held accountable for any violations. Please review all residential center rules and regulations carefully before and during your stay.

The residential center is staffed 24 hours a day. An Overnight Monitor is on duty each night to help maintain safety and security. Overnight Monitors ensure that all guests sign in and out, and residents are responsible for ensuring their guests follow this procedure.

Iḷisaḡvik College expects students to act independently and maturely while living in the Residential Center. Policies and procedures are designed to maintain a safe, respectful, and inclusive community in which residents' rights and responsibilities are upheld. The College is committed to protecting individual rights while balancing the needs of the community.

When policy violations occur, staff will complete an incident report documenting the situation. Penalties may be imposed as outlined in the housing contract and the Student Handbook.

## Fire Safety Information

The Residential Center complies with all local and federal fire safety regulations.

- Fire Drills: Conducted at least once per semester in coordination with the North Slope Borough Fire Department.
- Evacuation Procedures: Posted in each hallway and residential room. Residents are expected to familiarize themselves with the nearest exit routes.
- Prohibited Items: Open-flame devices (candles, incense, oil lamps), hot plates, space heaters, and other high-heat appliances are not permitted in residential rooms.
- Fire Alarm Response: In the event of a fire alarm, all residents must immediately evacuate the building and remain outside until authorized to reenter by Residential Center staff or emergency personnel.
- Reporting Fire Hazards: Residents should report any fire safety concerns immediately to Residential Center staff.

For complete policies and procedures, please refer to the housing contract, the Emergency Action Plan, and the Student Handbook, available from the Student Success Center and online at Iḷisaḡvik College — Alaska's Tribal College.

## **Sex Offender Registration**

The Federal Campus Sex Crimes Prevention Act of 2000 requires all colleges and universities to inform the campus community about where to obtain information regarding registered sex offenders. This Act amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Under this law, registered sex offenders must provide notice to each institution of higher education in the state at which they are employed, carry on a vocation, or are enrolled as a student.

In accordance with this requirement, information about registered sex offenders in Alaska is available through the Alaska Sex Offender/Child Kidnapper Registry maintained by the Alaska Department of Public Safety.

You may access the registry online at:

<https://dps.alaska.gov/SORWeb>

## **Violence Against Women Act (VAWA)**

The Violence Against Women Act (VAWA) is landmark federal legislation that improves criminal justice and community-based responses to domestic violence, dating violence, sexual assault, and stalking in the United States. Since its passage in 1994 — and reauthorizations in 2000, 2005, 2013, and 2022 — VAWA has expanded resources for victims, increased awareness, and strengthened laws to hold offenders accountable.

VAWA 2013 amended the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) to require institutions of higher education to:

- Compile and report statistics for incidents of dating violence, domestic violence, sexual assault, and stalking.
- Include specific prevention policies, procedures, and programs in their Annual Security Reports.
- Provide education on risk reduction, prevention, and bystander intervention.

## **Tribal Jurisdiction**

VAWA 2013 also recognizes tribes' inherent power to exercise special domestic violence criminal jurisdiction (SDVCJ) over certain defendants, regardless of whether they are Indian or non-Indian, for crimes committed in Indian Country.

## **Definitions (per Clery Act and State of Alaska law)**

Bystander Intervention

Actively engaging in a situation to help prevent or stop harm, including sexual violence or behaviors that contribute to a culture of violence.

- Be Aware – Call 911 if there is immediate danger.
- Take Responsibility – Step in safely and take action.
- Know How to Help – Speak up, provide support, and connect individuals to resources.

### **Consent**

A voluntary, informed, uncoerced agreement — given through words or actions — that a reasonable person would interpret as willingness to participate in mutually agreed-upon sexual activity.

- Both parties must be physically free and capable of making the decision.
- Silence alone does not constitute consent.
- Past consent does not imply ongoing or future consent.

### **Dating Violence**

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

### **Domestic Violence**

A pattern of abusive behavior used to establish power and control over another person in an intimate or family relationship, often through fear, intimidation, threats, or actual violence.

### **Fondling**

Touching of the private parts of another person for sexual gratification without consent, including cases where the victim cannot give consent due to age or incapacity.

### **Incest**

Sexual intercourse between persons related within degrees that prohibit marriage by law.

### **Prevention Programs**

Educational programs offered to students, staff, and faculty that promote awareness and prevention of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking.

### **Rape**

Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without consent.

### **Sexual Assault**

Any sexual act committed without consent or involving a minor.

### **Stalking**

Repeated, unwanted contact or conduct directed at a person that causes fear for their safety or the safety of a family member.

### **Statutory Rape**



Sexual intercourse with a person under the statutory age of consent.

### **Victims' Rights**

Victims of VAWA crimes have the right to:

1. Be treated with fairness, dignity, and privacy.
2. Be reasonably protected from the accused offender.
3. Be notified of court proceedings.
4. Be present at all public court proceedings related to the offense (unless testimony could be compromised).
5. Confer with the prosecuting attorney.
6. Receive restitution.
7. Obtain information about the offender's conviction, sentencing, imprisonment, and release.
8. Speak to the judge at a bail hearing about potential dangers posed by the offender's release.
9. Address the court in person at sentencing.

### **Prevention and Awareness at Iḷisaḡvik College**

Iḷisaḡvik College provides ongoing prevention and awareness programs for students, staff, and faculty that address:

- The definition of consent under Alaska law.
- Bystander intervention strategies.
- Risk reduction techniques to recognize and prevent harm.
- Campus and community resources for victims and survivors.

Arctic Women in Crisis (AWIC) PO Box 69, Barrow AK 99723 24-hour Crisis: 1-800-478-0267 or (907) 852-0261 [www.north-slope.org/departments/health](http://www.north-slope.org/departments/health)

Native Village of Barrow Social Services Phone: (907) 852-4411 [www.nvbarrow.net](http://www.nvbarrow.net)

North Slope Borough Health and Social Services Health Central and Integrated Behavioral Health Phone: (907) 852-0366 [www.north-slope.org/departments/health](http://www.north-slope.org/departments/health)

North Slope Borough Health and Social Services Children and Youth Services Phone: (907) 852-0263

For more information on prevention programs, reporting procedures, and available support services, see the Title IX Policy and Student Handbook.

### **Gender-Based and Sexual Misconduct Policy**

Iḷisaḡvik College is committed to providing an environment free from all forms

of gender-based and sexual misconduct. Members of the College community and visitors have the right to be free from:

- Sexual violence
- Sexual harassment
- Stalking
- Domestic violence
- Dating violence
- Any other form of gender-based discrimination or misconduct

The College strictly prohibits rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, domestic violence, and all other forms of gender-based misconduct. These behaviors are taken seriously, and Iñisagvik will take prompt steps to:

1. Stop the prohibited behavior
2. Prevent its recurrence
3. Provide remedies and support to the affected parties

### **Sexual Harassment**

Sexual harassment is a form of misconduct that undermines the integrity of the academic and workplace environment. All members of the College community — particularly those in positions of authority, such as faculty, staff, supervisors, and administrators — have an obligation to promote an environment free of sexual harassment.

Acts of sexual harassment may be committed by any person upon another, regardless of sex, sexual orientation, or gender identity. Such acts are prohibited whether they occur on campus or at a College-sponsored program or activity.

### **Title IX Definition of Sexual Harassment**

Under Title IX of the Education Amendments of 1972, sexual harassment includes any of the following:

- Quid pro quo harassment: Any instance in which a College employee conditions the provision of an aid, benefit, or service on an individual's participation in unwelcome sexual conduct.
- Sexual assault, dating violence, domestic violence, or stalking as defined by the Clery Act and the Violence Against Women Act (VAWA).
- Unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it effectively denies an individual equal access to the College's education programs or activities.

## **Institutional Response**

When a report of gender-based or sexual misconduct is received, the College will:

- Promptly assess the report and offer supportive measures to the complainant.
- Provide information about available reporting options, including law enforcement and formal Title IX complaints.
- Investigate allegations consistent with College policy and applicable federal and state laws.
- Take appropriate disciplinary action if a violation is found.

Related Policies: See the Title IX Policy, Student Handbook, and Employee Handbook for full definitions, reporting procedures, and grievance processes.

## **Procedures for Responding to Reports of Gender-Based and Sexual Misconduct**

When Iñiaḡvik College receives a report of gender-based or sexual misconduct, the Title IX Coordinator is notified. If the complainant (the person making the allegations) chooses, or if the College determines it is necessary, the Title IX Coordinator will initiate a prompt, fair, and impartial investigation. This process may lead to sanctions against the respondent (the person alleged to have committed the misconduct).

All staff and faculty are required to complete annual Title IX training provided by the Title IX Coordinator or Investigator. The College also utilizes the Vector program to deliver additional training.

## **Investigation and Hearing Process**

- A trained Title IX Investigator will conduct an official investigation.
- The College will then hold a hearing to review findings and determine responsibility.
- Information about the investigation, hearing, and any disciplinary proceedings will be shared only with those who need to know to perform their duties.
- Both the complainant and respondent will have an opportunity to:
  - Make statements
  - Present evidence
  - Identify witnesses
- Each case is tailored to its specific facts while ensuring a meaningful opportunity for both parties to be heard.
- Participation is encouraged, but either party may decline to participate. The College may continue the process without their participation.

## **Rights of the Parties**

Throughout the process, both the complainant and respondent have the right to:

- The same opportunities for a support person or advisor of their choice at any meeting, conference, review, or other procedural action.
- Written notice of any meetings in which they may participate.
- Equal access to relevant evidence.
- Prompt, written notification of the outcome, including:
  - Findings and conclusions
  - Any sanctions imposed
  - The rationale for the decision

## **Sanctions**

If gender-based or sexual misconduct is found, the College will impose appropriate disciplinary action, which may include:

- Verbal or written warnings
- Probation
- Suspension
- Expulsion (for students)
- Termination of employment (for employees)

## **Appeals**

Both parties will be informed of:

- The College's appeal process
- Their right to request an appeal
- The applicable grounds and deadlines for appeal

## **Sexual Exploitation**

Sexual exploitation is a form of sexual misconduct that occurs when a person takes nonconsensual or abusive sexual advantage of another and the conduct does not otherwise meet the definitions of sexual harassment under Title IX or sexual misconduct described elsewhere in this report.

Examples of Sexual Exploitation

Examples include, but are not limited to:

- Sexual voyeurism — observing another person who is undressing, using the bathroom, or engaged in sexual activity without their consent.
- Invasion of sexual privacy — intruding upon another person's private sexual activity without consent.

- Nonconsensual recording — taking pictures, video, or audio of another person engaged in sexual activity or in a private setting without the consent of all participants, or exceeding the boundaries of given consent (e.g., allowing someone to hide and observe sexual activity, or sharing sexual images without consent).
- Prostitution — engaging in or promoting the exchange of sexual acts for money, goods, or services.
- Knowingly transmitting an STI/STD — engaging in sexual activity with another person while knowingly infected with HIV or any other sexually transmitted infection without informing the other person beforehand.
- Administering substances — giving alcohol or drugs (including “date rape” drugs) to another person without their knowledge or consent, regardless of whether sexual activity occurs.
- Indecent exposure — intentionally exposing one’s genitals in nonconsensual circumstances.
- Sexually-based stalking or bullying — harassment, threats, or intimidation that has a sexual component.

## **Force, Coercion, Consent, and Incapacitation**

### **Force**

Force is the use of physical violence or physical imposition to gain sexual access. It also includes threats, intimidation (implied threats), and coercion that overcome resistance or produce consent.

Examples:

- “Have sex with me or I’ll hit you.”
- “Okay, don’t hit me — I’ll do what you want.”

### **Coercion**

Coercion is the application of unreasonable pressure to obtain sexual activity. It differs from seduction in that it involves the use of pressure that ignores or overrides a person’s stated boundaries.

- If someone makes it clear that they do not want sex, want to stop, or do not want to go past a certain point, continuing to pressure them can be coercive.

### **Consent**

Consent is knowing, voluntary, and clear permission — given by word or action — to engage in mutually agreed-upon sexual activity.

Key principles of consent:

- Silence or the absence of resistance alone is not consent.
- There is no requirement that a person physically resist sexual advances, but resistance is a clear demonstration of non-consent.
- Forced sexual activity is always non-consensual, but not all non-consensual activity involves force.
- Consent must be specific to the sexual activity taking place.
- Consent to one sexual act (such as kissing or fondling) does not imply consent to other acts (such as intercourse).
- Consent can be withdrawn at any time through words or actions.
- A current or previous dating relationship does not, by itself, constitute consent.
- The existence of consent is determined based on the totality of the circumstances, including context and any relevant patterns of behavior.

### **Incapacitation**

A person cannot give consent if they are unable to understand what is happening, are disoriented, helpless, asleep, or unconscious for any reason — including conditions caused by alcohol or drugs.

Policy standard:

- Engaging in sexual activity with a person who is known — or reasonably should be known — to be physically or mentally incapacitated is a violation of College policy.
- Being intoxicated is not a defense for failing to recognize another person's incapacitation.

### **Medical Amnesty**

Iḷisaḡvik College's Medical Amnesty Policy is designed to encourage students to make responsible decisions in seeking medical assistance during serious or life-threatening situations related to alcohol and/or drug use. This policy applies in any situation where medical treatment is reasonably believed to be necessary.

The purpose of this policy is to reduce fear of disciplinary consequences in order to encourage individuals and organizations to promptly seek help for students in distress due to alcohol or drug use.

Scope of the Policy

- The policy applies when a student seeks emergency assistance for

themselves, another student, or a friend experiencing an alcohol- and/or drug-related emergency.

- While this policy seeks to remove barriers to seeking help, it does not grant “full immunity.” If, independent of information obtained through the medical call, there is evidence that Student Conduct Code charges are appropriate, those charges may still be pursued.

### **Why Medical Amnesty Matters**

Alcohol or drug consumption — including excessive use, consumption of dangerous or illegal substances, or use by someone with heightened sensitivity — can cause serious harm or be life-threatening.

Given these risks:

- Students are urged to call 911 immediately when medical attention is needed.
- Allowing an incapacitated person to “sleep it off” or having a friend “watch over” them is not a reasonable alternative to seeking medical care.

### **Encouraged Actions**

Students are encouraged to:

- Seek medical help in serious or life-threatening situations involving alcohol and/or drugs.
- Contact emergency services (911) or campus security without delay.
- Obtain assistance in any situation where medical treatment is reasonably believed to be necessary or where problematic substance use or abuse is a concern.

### **Relationships Involving Power Differentials**

Inherent Risks

Romantic or sexual relationships between individuals in unequal positions of authority (such as faculty and student, supervisor and employee, or administrator and student) carry inherent risks. These relationships may be less consensual than they appear to the person in the position of power and may be viewed differently by each party, particularly in retrospect.

Circumstances can change, and conduct that was once welcome may later become unwelcome. Even if both parties consented at the outset, prior consent does not eliminate the possibility of a later complaint under this policy.

Institutional Stance

Iḷisaḡvik College respects personal choices regarding relationships that do

not interfere with the College's goals, policies, or operations. However, for the personal protection of all community members, relationships where power differentials exist — such as faculty–student, staff–student, or administrator–student — are strongly discouraged.

### Ethical and Professional Responsibilities

Consensual romantic or sexual relationships in which one party has direct supervisory or evaluative authority over the other are considered unethical. Examples include:

- Faculty and students they teach or evaluate
- Supervisors and employees they manage
- Resident Assistants (RAs) and students under their direct responsibility

### Required Reporting

Any employee in a supervisory or evaluative role who becomes involved in such a relationship must promptly report it to their supervisor. The College will take steps to remove the supervisory or evaluative conflict, which may include:

- Reassigning supervisory responsibilities, or
- Changing the reporting or evaluative relationship

### Failure to Report

While no relationships are outright prohibited by this policy, failure to self-report a qualifying relationship as required may result in disciplinary action.

## **Drug-Free Schools and Communities Act**

Iḷisaḡvik College complies with the Drug and Alcohol Abuse Prevention Program (DAAPP) requirements of the Clery Act (as amended by the Drug-Free Schools and Communities Act [DFSCA]).

## **Drug Schedules and Definitions**

The federal Controlled Substances Act (CSA) places all substances regulated under existing federal law into one of five schedules. These schedules are based on the substance's medical use, potential for abuse, and safety or dependence liability.

Schedule I – Substances with a high potential for abuse and no accepted medical use in the United States. Examples: Heroin, LSD, MDMA (Ecstasy), Marijuana (Cannabis).



Schedule II – Substances with a high potential for abuse, with use potentially leading to severe psychological or physical dependence. Examples: Cocaine, Methamphetamine, Oxycodone, Fentanyl, Adderall.

Schedule III – Substances with a moderate to low potential for physical and psychological dependence. Examples: Anabolic steroids, Testosterone, Ketamine, Tylenol with codeine.

Schedule IV – Substances with a low potential for abuse and low risk of dependence. Examples: Xanax, Soma, Valium, Ativan, Ambien, Tramadol.

Schedule V – Substances with lower potential for abuse than Schedule IV and consist of preparations containing limited quantities of certain narcotics. Examples: Robitussin AC, Lomotil, Lyrica.

## **State and Federal Legal Sanctions**

### **Federal Penalties for Illegal Possession or Distribution**

Possession: First conviction can result in up to 1 year imprisonment, a minimum fine of \$1,000, or both. Repeat convictions carry harsher penalties, including mandatory prison terms.

Distribution/Trafficking: Penalties range from up to 5 years imprisonment and/or fines for smaller amounts, to life imprisonment and fines up to \$10 million for large-scale trafficking. Distribution of drugs to minors or within 1,000 feet of a college campus significantly increases penalties.

## **Alaska State Law**

Marijuana: Legal in Alaska for adults 21 and over; however, all use, possession, or distribution is prohibited on college property or at college events due to federal law and funding requirements.

Alcohol: The legal drinking age in Alaska is 21. Providing alcohol to minors, public intoxication, or operating a vehicle under the influence (DUI) can result in fines, license suspension, and jail time.

Controlled Substances (Schedules I–V): Possession of any controlled substance without a valid prescription is illegal. Penalties can include fines up to \$10,000

and imprisonment up to 5 years depending on the amount and substance. Distribution/Manufacture is classified as a felony offense with penalties ranging from up to 10 years imprisonment and fines up to \$100,000 for serious violations.

### **College Policy**

Iñisagvik College strictly prohibits the unlawful possession, use, or distribution of alcohol, marijuana, or controlled substances on its premises or at college-sponsored activities. Violations of this policy may result in disciplinary action, up to and including suspension, expulsion, or termination of employment, in addition to potential legal sanctions.

### **Health Risks**

Alcohol: Short-term: Impaired judgment, accidents, alcohol poisoning. Long-term: Liver disease, heart disease, brain damage, cancer, dependency.

Marijuana: Short-term: Impaired memory, concentration, and coordination; anxiety or paranoia. Long-term: Respiratory problems, mental health issues, dependency.

Stimulants: Short-term: Increased heart rate, insomnia, paranoia, risk of overdose. Long-term: Addiction, weight loss, cognitive decline, heart and brain damage.

Depressants: Short-term: Slowed breathing and heart rate, confusion, overdose risk (especially with alcohol). Long-term: Addiction, memory problems, depression, fatal withdrawal.

Opioids: Short-term: Pain relief, drowsiness, nausea, overdose, death. Long-term: Addiction, organ damage, brain damage from overdoses, high relapse death risk.

Hallucinogens: Short-term: Distorted perceptions, hallucinations, anxiety, unpredictable behavior. Long-term: Persistent psychosis, memory issues, depression.

Inhalants: Short-term: Dizziness, hallucinations, sudden sniffing death. Long-term: Organ damage, hearing loss, brain damage, developmental problems.

The abuse of alcohol and drugs can result in serious health problems, addiction, academic failure, disciplinary action, and criminal prosecution. Iñisaġvik College encourages all students and employees to make healthy choices and to seek assistance if struggling with substance misuse.

### **Education Program**

Iñisaġvik College is committed to assisting staff and students about the dangers of drugs and alcohol in the workplace. Below is a list of training courses offered through Vector Solutions:

- Drugs and Alcohol at Work
- Opioid Overdose Response
- Yearly NARCAN Distribution and Training
- Ongoing Drug and Alcohol Awareness Activities

### **Resources Information**

Iñisaġvik College is committed to supporting the health, safety, and well-being of its students and employees.

### **On-Campus Resources**

Student Services – Academic and personal support services.

Title IX – Policy enforcement, referrals, and student conduct support.

Human Resources (Employees) – Employee Assistance Program (EAP) referrals and workplace accommodations.

### **Local Resources (Utqiagvik / North Slope)**

Samuel Simmonds Memorial Hospital – (907) 852-4611 | 24-hour emergency services available.

North Slope Borough Health & Social Services – (907) 852-0366 | Behavioral health support and referrals.

### **Statewide Alaska Resources**

Alaska Careline (Suicide & Crisis Hotline) – Call or text 988 (available 24/7).

Alaska Division of Behavioral Health – Substance abuse and mental health programs.

Alaska 2-1-1 – Call 211 for statewide information and referrals.

## **National Resources**

SAMHSA Helpline – 1-800-662-HELP (4357) | Free, confidential, 24/7 treatment referral and information.

National Suicide & Crisis Lifeline – Call or text 988.

National Institute on Drug Abuse (NIDA) – [www.drugabuse.gov](http://www.drugabuse.gov)

## **Disciplinary Procedures and Sanctions**

Employees who violate College policies, procedures, or standards of performance or conduct may be subject to disciplinary action. Iñisaġvik College does not mandate any specific type of disciplinary action for particular conduct, nor does it require lesser disciplinary measures to be applied before more serious actions. Employees with greater responsibilities or managerial authority may be subject to more severe discipline for similar violations.

Discipline, up to and including termination of employment, may also be imposed for conduct that cannot be remedied or is particularly serious in nature.

## **Factors Considered in Personnel Action**

Management will consider multiple factors when determining disciplinary measures, including:

- The College's business needs
- Employee performance history
- Nature and severity of the violation
- Current productivity and effectiveness
- Employee's capacity and willingness to improve
- Likelihood of recurrence
- Risks to the College, including impact on internal and external relationships

## **Documentation**

The College reserves the right to document personnel or disciplinary actions in an employee's personnel file. However, disciplinary actions — including counseling or warnings — remain effective and valid whether or not they are documented.

## **Possible Disciplinary Actions**

The following list provides general examples of disciplinary actions, but does not limit the College's discretion:

- Informal corrective counseling
- Transfer
- Oral or written warning
- Demotion
- Oral or written reprimand
- Dismissal (involuntary termination of employment)
- Suspension with pay
- Suspension without pay

Non-exempt employees may be suspended without pay in increments of one hour or more at the supervisor's discretion. Exempt employees may be suspended without pay for a full workday, workweek, or longer, during which they are fully relieved of work duties.

### **Termination Process**

Decisions to involuntarily terminate employment are made on the recommendation of the employee's supervisor, with approval from the appropriate executive-level supervisor and the Senior Human Resources official.

### **Student Sanctions**

When there is probable cause to believe that Iḷisaḡvik College regulations prohibiting sexual misconduct have been violated, the College will pursue disciplinary action through its own channels. Sanctions may include suspension or expulsion from the College.

An individual charged with sexual misconduct will be subject to College disciplinary procedures regardless of whether prosecution under Alaska State Criminal Statutes is pending.

Iḷisaḡvik College is committed to being responsive and sensitive to victims of these serious crimes. Protecting the victim and preventing further trauma is a College priority.

#### **Immediate Measures**

- If the victim and the accused reside in the same residence hall, the Title IX Coordinator will conduct an immediate hearing to determine whether living arrangements should be modified.
- Additional academic or personal support needs will be reviewed, and options will be provided to ensure the victim can continue attending classes safely.

## **Victim Rights During Disciplinary Proceedings**

Victims have the right to:

- Be accompanied by a person or persons of their choice throughout the disciplinary hearing.
- Be present during the entire proceeding.
- Have their irrelevant past sexual history excluded from the hearing, as established in Alaska state criminal codes.
- Make a victim impact statement and suggest an appropriate penalty if the accused is found in violation.
- Be informed immediately of the outcome of the hearing.

## **Interim Accommodations**

The Title IX Investigator and Coordinator will ensure that complainants are aware of interim accommodations, which may include changes to:

- Housing assignments
- Class schedules
- Other measures to support continued participation in College programs

## **Rights of the Accused**

During the disciplinary process, the accused will have rights as outlined in the Policy Violation Procedures, which are detailed in the Student Handbook.

## **Parent | Legal Guardian Notification**

In accordance with FERPA (Family Educational Rights and Privacy Act), Iḷisaḡvik College reserves the right to contact the parent(s) or guardian(s) of students involved in violations of College controlled substances policies (for students under 21) or in the event of a life threatening situation.

## **Sexual Assault Awareness and Prevention Educational Programs**

Iḷisaḡvik College offers annual educational programs during student orientation to promote awareness of sexual assault, dating violence, and other sex offenses. Additional training and awareness sessions are provided regularly to the College community by the Human Resources Department, the Student Success Center, and the North Slope Borough Health Department.

### **Ongoing Prevention Tips**

- Let others know your destination and expected return time.
- Walk with confidence and awareness; assailants are less likely to target individuals who appear assertive.
- Report suspicious individuals immediately to Campus Security.

### **Acquaintance Rape Awareness**

- Most acquaintance rapes involve alcohol and/or drugs. Both men and women should avoid excessive alcohol or drug use in dating situations.
- Avoid situations where your judgment may be impaired.

### **Alternatives to Vulnerability**

- Over 60% of reported rapes occur between acquaintances, and 40% occur at home.
- Conduct first dates in public places or in groups.
- Communicate sexual limits clearly and avoid sending mixed messages.
- Leaving a party or social event with someone you have just met can be risky.

### **Appropriate Sexual Behavior**

- Never force, pressure, or coerce anyone into sexual activity.
- Silence is not consent.
- Respect the word “no.”
- Do not engage in sexual activity with anyone who is intoxicated or incapacitated.
- Sexual activity with someone unable to give consent or physically helpless is considered rape.

### **Bias Crime Prevention Policy**

Iḷisaḡvik College is committed to protecting all members of the College community by preventing and addressing bias or hate crimes that occur within the College’s jurisdiction.

#### **Definition of Hate Crimes**

Hate crimes, also called bias-related crimes, are criminal acts motivated by bias against an individual or group based on actual or perceived personal characteristics, including:

- Race

- Religion
- Ethnicity
- Disability
- Gender
- Sexual orientation

The Hate Crime Statistics Act of 1990 was enacted to collect data on such crimes. In 2008, the Clery Act was amended to include the following reportable categories of hate crimes:

- Larceny-theft
- Simple assault
- Intimidation
- Destruction, damage, or vandalism of property (except arson)

### **Penalties**

Bias-related crimes carry serious legal consequences, which may include imprisonment depending on the nature of the offense, use of violence, or prior convictions.

- Students who commit bias-related crimes are also subject to College disciplinary procedures, which may result in sanctions up to expulsion.

### **Bias Incidents**

Iḷisagvik College also addresses bias-related activities that do not meet the legal definition of a crime, referred to as bias incidents.

Bias incidents include acts of bigotry, harassment, or intimidation directed at members of the College community based on:

- National origin
- Ethnicity
- Race
- Age
- Religion
- Gender
- Sexual orientation
- Disability
- Color
- Creed
- Veteran status



- Marital status

Such incidents may be addressed through the Iḷisaḡvik College Campus Code of Conduct.

### **Reporting Bias Incidents**

Bias incidents can be reported to:

- Student Services Center
- Human Resources, located in the campus main building

### **Missing Student Policy**

All residents of the Residential Center complete a Student Profile as part of their on-campus housing application. This profile includes emergency contact information, which will be used if a student is reported missing.

### **Notification Procedures**

- The person(s) listed on the profile will be notified if a student is determined to be missing.
- Access to this information is limited to authorized campus officials and law enforcement officers involved in the investigation.
- If a student under the age of 18 and not legally emancipated is missing for 24 hours, their parents or legal guardians will be notified.

### **Investigation and Protocol**

The College follows established protocols and procedures outlined in the College Emergency Plan whenever a student is reported missing. The Student Success Center is responsible for implementing the Missing Student Protocol and coordinating with campus officials and law enforcement as necessary.

### **Privacy and Confidential Resources**

Iḷisaḡvik College values the privacy of students and all members of the College community. Federal and state laws may require College employees to report certain information, including reports of gender-based or sexual misconduct. When reporting is required, College employees will protect privacy to the greatest extent possible.

If you have questions about a College employee's reporting obligations, information and resources are available from the Assistant Dean of Students in the Student Success Center.

## **Confidential Resources**

Students may access the following confidential resources to learn about options for support from the College and external organizations. These confidential resources will not report incidents without the student's consent.

North Slope Borough Arctic Women in Crisis

5125 Herman Street

Barrow, AK 99723

24-hour Crisis Number: 1-(800) 478-0267 or (907) 852-0261

Iḷisagvik College Student Services Advocates:

Associate Dean of Students (907) 852-1726

Student Success Manager (907) 852-1742

## **Additional Resources (Non-Confidential)**

The College encourages students to report incidents of gender-based or sexual misconduct to the Title IX Coordinator so that the College can investigate and respond effectively. Any College employee (other than the confidential resources listed above) who receives a report is required to inform the Title IX Coordinator about the incident.

Title IX Coordinator:

Dean of Students Dr. Kristen Majocha

(907) 852-1778

Title IX Investigator:

HR Specialist II || Andrea Morgana (907) 852-1811

Adjudicator:

Advancement Officer || Serena Nesteby (907) 319-8761

Students may also report incidents of gender-based or sexual misconduct directly to local law enforcement. Iḷisagvik College can assist students in making these reports. The Title IX Coordinator or their designee can help schedule a meeting with law enforcement and may accompany students during the process to provide support.

## **Confidential Reporting of Crimes**

If you are the victim of a crime and do not wish to pursue action through Ilisagvik College or law enforcement, you may still make a confidential report.

With your permission, College officials or local law enforcement can file a report without disclosing your identity. This allows the College to respect your privacy while taking steps to ensure the safety of yourself and others.

Confidential reports help Ilisagvik College to:

- Maintain accurate records of incidents involving students
- Identify patterns of crime by location, method, or assailant
- Alert the campus community to potential dangers

Reports filed in this way are included in the College's annual crime statistics.

## **How to Make a Confidential Report**

Contact the Dean of Students / Title IX Coordinator:

- In person: Student Services Center
- By phone: (907) 852-1778
- By email: [Kristen.majocha@ilisagvik.edu](mailto:Kristen.majocha@ilisagvik.edu)
- Or to the appropriate local law enforcement agency

The Dean of Students or Title IX Coordinator can assist in completing the report. Reports may be forwarded to law enforcement and shared with other campus departments as appropriate.

Depending on the nature of the incident or legal requirements, the College may be required to release information to comply with federal or state law. The College will take care to protect the privacy of the reporting individual whenever possible.

# Campus Safety and Security

At Iḷisaḡvik College, the safety and well-being of all students, staff, faculty, and visitors is a top priority. A safe and secure environment depends on the cooperation of all members of the College community. The College is committed to providing a campus free from threats to personal safety, thereby enhancing the educational experience. Students and their families expect the College to maintain safety measures and to respond swiftly and effectively to emergencies.

## Campus Security Act Compliance

The Campus Security Act of 1990 requires all post-secondary institutions that receive federal aid to publish an annual report of crime statistics and safety policies. These statistics include all incidents that were reported, regardless of whether the incidents were confirmed or determined to be criminal offenses.

## Reporting Categories and Locations

- On-Campus: All Iḷisaḡvik College buildings located on the main campus.
- Non-Campus Locations:
  - Tuzzy Consortium Library, 5241 North Star Street
  - Browerville Center, 4493 North Star Street
  - 4115 Ambassador Dr., Anchorage, AK 99508
  - 700 Chief Eddie Hoffman Hwy., Bethel, AK 99559
- Public Property: Public areas immediately adjacent to and accessible from Iḷisaḡvik College, including sidewalks, public roads, and properties of the Umiat and Ukpeagvik Iñupiat Corporation adjacent to campus. Incidents on these properties are not included in on-campus statistics, but contiguous streets may be included if data is available from the North Slope Borough Police Department.

## Contact Information

For questions or more information about campus safety, please contact the Student Services Center at (907) 852-1778.

Iḷisaḡvik College Crime Statistics 2022-2024

OFFENSE	On Campus, Including Residential Centers								
	Barrow			Anchorage			Bethel		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Sex Offenses - Non-forcible	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Assault (Simple and Aggravated)	0	1	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	1	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Arrests	0	0	1	0	0	0	0	0	0
Liquor Law Violations	2	0	1	0	0	0	0	0	0
Drug Law Violations	0	0	1	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0
Referrals for Campus	0	0	0	0	0	0	0	0	0
Disiplinary Action	0	0	0	0	0	0	0	0	0
Domestic Violence	0	1	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0
Reported Fires	0	0	0	0	0	0	0	0	0

Iḷisaᖃvik College Crime Statistics 2022-2024

Offense	Non-Campus: Tuzzy Consortium Library, Browerville Center, Clinics								
	Barrow			Anchorage			Bethel		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Sex Offenses - Non-forcible	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Assault (Simple and Aggravated)	2	2	0	3	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Arrests	1	0	0	0	0	0	0	0	0
Liquor Law Violations	1	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0
Referrals for Campus	0	0	0	0	0	0	0	0	0
Disiplinary Action	1	0	0	0	0	0	0	0	0
Domestic Violence	1	1	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0
Reported Fires	1	0	0	0	0	0	0	0	0

Iḷisaḡvik College Crime Statistics 2022-2024									
Offense	Public Property								
	Barrow			Anchorage			Bethel		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Murder & Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Sex Offenses - Non-forcible	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Assault (Simple and Aggravated)	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0
Referrals for Campus	0	0	0	0	0	0	0	0	0
Disiplinary Action	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0
Reported Fires	0	0	0	0	0	0	0	0	0

Iñisaḡvik College Crime Report for 2024

Location	Involving Alcohol	Involving Drugs	Domestic Violence	Traffic Stops	DUI	Attempted & OR SA	MISC	Patrol Check
College Campus NARL	1	1	0	0	0	0	14	13
Barrow Anex / Center College	0	0	0	0	0	0	0	1
Tuzzy Library	0	0	0	1	0	0	11	49

Our local North Slope Borough Police Department (NSBPD) sent the above data but they do not distinguish between Clery geography and non-Clery geography. There are private housing units and other buildings/facilities that are not owned or operated by Iñisaḡvik College in the same NSBPD patrol sector as Iñisaḡvik College Clery geography.







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