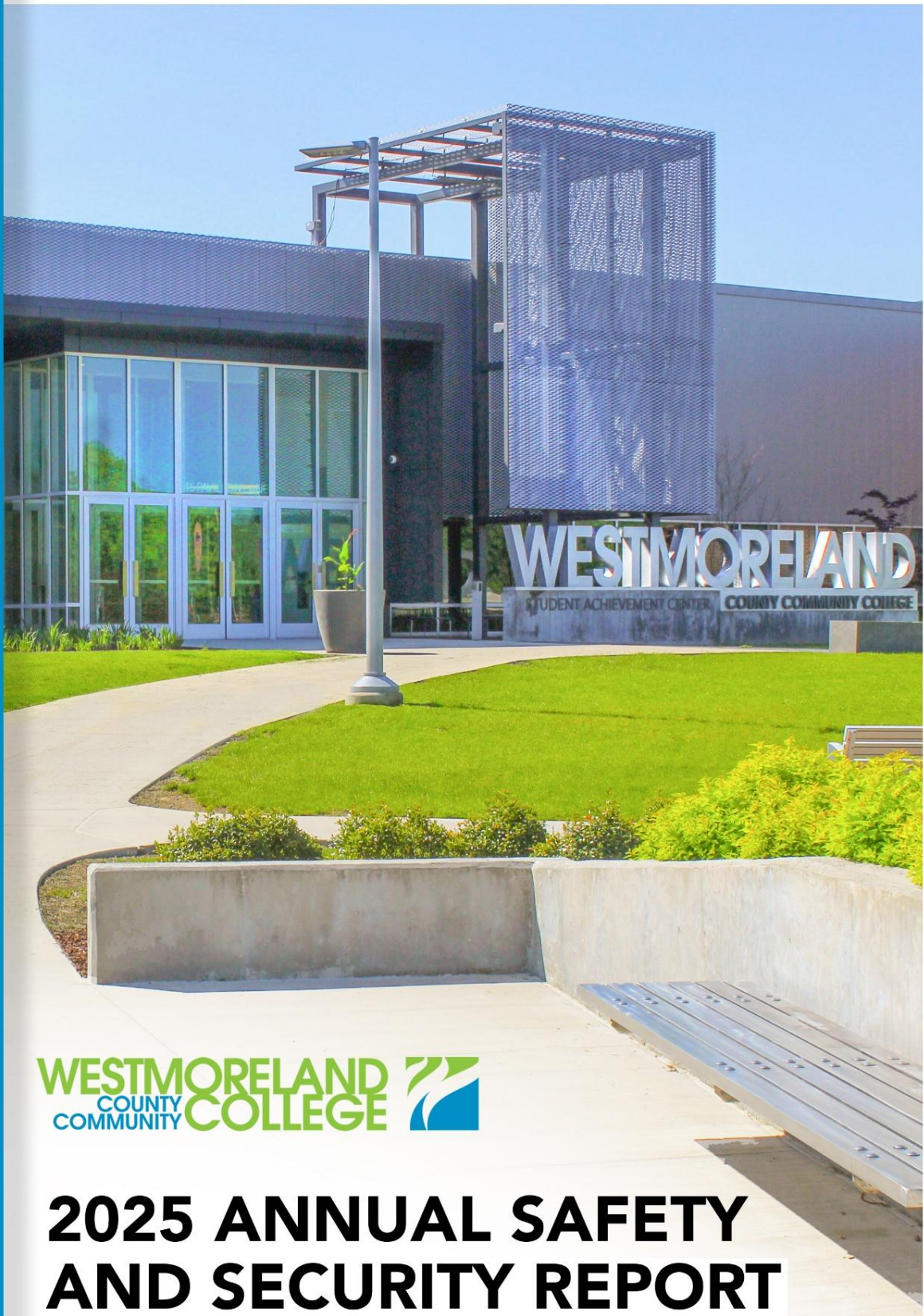


WESTMORELAND COUNTY COMMUNITY COLLEGE



2025 ANNUAL SAFETY AND SECURITY REPORT

(Published October 1, 2026)

Westmoreland County Community College
2025 Annual Security Report
Published October 1, 2026
Reporting on 2025 Crimes

Introduction and Background

The college's mission is part of everything we do at Westmoreland. Our commitment to improving the quality of life in the communities we serve through education, training and cultural enrichment defines our decisions and leads us forward. Our dedication to students is reflected in our many safety-related upgrades at Westmoreland. As we continue to implement additional safety measures, our purpose is always to help students achieve their educational goals. We are extremely proud of the work by our Westmoreland County Park Police, our Facilities Department, Student Government Association, and our Campus Safety Team. Our efforts to maintain a safe and secure college relies on everyone collaborating so students can focus on their education. We ask that you join in these efforts by reading the annual Westmoreland County Community College Clery Report. The Jeanne Clery Campus Safety Act, commonly referred to as the Clery Act, is a federal mandate requiring institutions of higher education participating in federal student financial aid programs to disclose information about campus policies, procedures and crimes reported to have occurred on the campus and certain off-campus locations if they fall under the guidelines set forth by the Clery Act.

In spite of all our efforts, crimes can still sometimes occur at Westmoreland. As always, we pledge to provide a safe and secure environment for all students and to ensure Westmoreland is compliant with the Clery Act. This information is provided for your review on our website and in compliance with federal law. The following information is set up in a question and answer format. The crime statistics from the past three years are in table format at the conclusion of this report.

We hope you find this report to be informative and if you have any questions about the report, please feel free to contact the Information Center at infocenter@westmoreland.edu or 724-925-4000 and your question will be routed and answered by the appropriate person.

GENERAL COLLEGE SAFETY INFORMATION

How is the Annual Security Report and Disclosure of Crime Statistics annually prepared?

The Westmoreland County Community College (Westmoreland or college) Clery Compliance Committee is responsible for preparing and distributing the Safety and Security Report (Report) annually. The Committee works with other departments within the college, our Campus Security Authorities (CSAs), Westmoreland Security, the Pennsylvania State Police and local law enforcement agencies to collect and compile the information needed to complete this Report.

What areas are within the Clery Geography for Westmoreland County Community College?

On Campus

College owned and controlled buildings, areas that directly support or relate to the College's educational purpose, and reasonable contiguous spaces are defined as "On Campus" The areas considered on campus are the following:

- All buildings and land comprising the Youngwood Campus
- The Advanced Technology Center within RIDC Park
- The Westmoreland- Latrobe Center
- The Westmoreland- Fayette Center
- The Westmoreland- Indiana
- The Westmoreland- Murrysville Center
- The Westmoreland- New Kensington Center
- The Public Safety Training Center

Public Property within or Immediately Adjacent to Campus

Public property consists of areas owned by a public entity within the campus or immediately adjacent to and accessible from the campus (Winn, 2017, campussafetymagazine.com).

Non-campus buildings

Non-campus buildings are locations owned or controlled by the College, and used in relation to your educational purposes, frequently used by students, and are not within the same contiguous area of campus. Westmoreland does not own or operate any non-campus buildings.

What security considerations does Westmoreland County Community College use in the maintenance of campus facilities, including landscaping, grounds keeping & outdoor lighting?

Westmoreland's commitment to campus safety is reflected in the facilities and grounds. The College has installed surveillance cameras at all locations that are monitored by campus security and Park Police.

The College has installed and maintains exterior lighting around all its buildings, as well as additional sidewalk and road lighting. While maintaining an attractive campus, ground crews keep shrubs and hedges low for safety reasons, especially in places utilized in the evening hours.

At most locations, emergency call boxes are located in major walkways. These call boxes connect directly to 911.

Finally, access to college buildings is controlled utilizing a combination of electronic access cards and keys. Only authorized personnel have access to College buildings outside of hours open to the public.

Who is responsible for Campus Safety?

The Vice President of Administrative Services provides oversight for the security and safety of the college. Day to day operations for safety management are the responsibility of the Director of Facilities, Operations and Construction who reports to the Vice President.

The College contracts with the Westmoreland County Park Police. The Park Police are an armed municipal law enforcement agency and have full arrest powers and authority while at any of our campuses located within Westmoreland County, and Centurion Protection LLC, non-sworn security officers who do not have the power of arrest conferred on a sworn law enforcement officer, to provide professional safety and security services to the college

community. The Director of Facilities, Operations and Construction serves as a liaison between contracted security and the college.

Westmoreland is made up of seven locations including the main campus in Youngwood, PA. Other locations include the following:

Youngwood Campus 145 Pavilion Lane Youngwood, PA 15697 724-925-4000	Westmoreland-Advanced Technology Center 1001 Technology Drive, Suite 1009, Door 24 Mt. Pleasant, PA 15666 724-925-4269
Westmoreland–Fayette County 140 North Beeson Blvd., 3 rd . Floor, Suite 304 Uniontown, PA 15401 724-437-3512	Westmoreland-Indiana County 439 Hamill Rd Indiana, PA 15701 724-357-1404
Westmoreland-Latrobe 130 Depot Street Latrobe, PA 15650 724-925-8473	Westmoreland-Murrysville 6707 Mellon Road Export, PA 15632 724-327-8090
Westmoreland-New Kensington 1150 Fifth Avenue New Kensington, PA 15608 724-335-8110	Westmoreland-Public Safety Training Center* 65 Public Safety Drive Smithton, PA 15479 724-872-2447

* The Public Safety Training Center does not have security on-site and therefore a crime log is not maintained at that location. However, criminal statistics are collected from local law enforcement agencies as required by Clery and reported in the tables shown in this report. There were no credit courses being offered at this site in 2022

What is Westmoreland's relationship with Law Enforcement Agencies?

The Westmoreland County Park Police are the primary law enforcement agency of the Youngwood campus. The Park Police have a permanent office in the Student Achievement Center, Suite 515. Additionally, contracted security services are also used to supplement the safety and security needs of the Youngwood campus and at various education centers.

While Westmoreland County Park Police serve as the College's primary law enforcement, the College maintains strong relationships with all responding agencies where college facilities are located. Contact information for these law enforcement agencies is outlined in the following table.

Facility	Local Law Enforcement
Youngwood Campus Advanced Technology Center	PA State Police – Greensburg Emergency – Dial 911 (724) 832 – 3288
Public Safety Training Center	PA State Police – Belle Vernon Emergency – Dial 911 (724) 929 – 6262
Indiana County	PA State Police – Indiana Emergency – Dial 911 Indiana – (724) 357 – 1960
Murrysville	Penn Township Police Department Emergency – Dial 911 (724) 863 -1119
Latrobe	City of Latrobe Police Department Emergency – Dial 911 (724) 537 – 5526
New Kensington	City of New Kensington Police Department Emergency – Dial 911 (724) 339 – 7534
Fayette County	City of Uniontown Police Department Emergency – Dial 911 (724) 339 – 7534

Local law enforcement agencies are contacted to collect crime data, which is then reported in the Clery statistics shown in the tables at the end of this report. While it is not mandatory for

local law enforcement to respond to requests for this data, the college makes a good-faith effort to obtain the crime statistics from all the law enforcement agencies with jurisdiction within our Clery geography.

The College's administration handles non-criminal incidents on campus and coordinates investigations with outside agencies in partnership with Westmoreland County Park Police. Crimes reported to campus security authorities are reported to the police. The College files an annual statistical crime report with the Pennsylvania State Police. The College strongly encourages students, staff, and visitors to report criminal activity immediately to the Department of Campus Safety and to local law enforcement authorities.

Who are Campus Security Authorities, how have they been trained, and what do they do?

Campus security authorities (CSA's) are defined as, "an official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student discipline and campus judicial proceedings. Once trained and notified, CSA's become a person who has the authority and the duty to take action or respond to particular issues on behalf of the institution. CSA's must report any crime reported to them, regardless of whether law enforcement was contacted, so that a crime report is submitted under Clery regulations and for the purposes of issuing Timely Warning Notices as appropriate.

Westmoreland has identified groups who are CSAs for our school, which include:

1. Park Police and Security Officers
2. Director of athletics and athletic coaching staff
3. Student and Employee Title IX coordinators
4. Director of Student Success
5. Student Success employees
6. Club Advisors
7. Vice Presidents and their Administrative Assistants.

These individuals receive annual training through college-wide professional development as well as a training video from Clery.org and subsequent quiz. This video/quiz is disseminated via email to all CSA's. Each CSA receives two follow up emails for completion.

What is the procedure for students, or others, to report criminal actions or other emergencies occurring on campus, and how does the College respond to such reports?

Students, employees, and visitors are encouraged to report any criminal offense, suspected criminal activity or other emergency directly in one of the following ways:

1. Calling 911
2. Utilizing the Emergency towers that are located at Youngwood, Latrobe, New Kensington, and Advanced Technology Center locations. These devices allow push-to-talk capability and connect automatically with security.
3. After calling 911, contact Security at 724-925-4250.

The College also encourages victims and witnesses to report crime on a voluntary and confidential basis. They may report this information by sending a confidential report to the Vice President of Administrative Services or Vice President of Student Affairs. They can also submit an anonymous tip from the security page on the Westmoreland Security website by clicking this [link](#).

The Park Police at the Youngwood campus and the security personnel at the education centers will report criminal activity to the local police and the Pennsylvania State Police as necessary, or upon the request of a crime victim.

Criminal actions or policy violations committed by students are investigated and adjudicated through the Vice President of Student Affairs. Any college disciplinary action will be separate from actions taken by civil authorities. The disciplinary procedure is found in the Student Handbook, under the Code of Student Conduct in the Student Handbook.

Per Federal Clery Act requirements, all criminal activity reported to the campus via the Park Police, Westmoreland Security personnel, Vice President of Administrative Services, and/or the Vice President of Student Affairs, CSAs and by local Law Enforcement will be included in the daily crime log, Annual Security Report and for dissemination as timely warning notices as deemed appropriate.

How would a student or anyone obtain a college crime report?

In accordance with the Pennsylvania Uniform Crime Reporting Act and the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, all Westmoreland students and employees receive annual security information updates.

The college also makes information about crimes and security available in a variety of other ways that include the following:

- Westmoreland provides all students and employees with information on security policies and procedures and how to obtain additional security data via this report and the college portal.
- The Code of Student Conduct is annually published online in the Student Handbook. The Code is also available on the student portal.
- Through various presentations for employees and students each year, which are offered by the Administration, Student Affairs, Human Resources and Academic Affairs departments.

Crime statistics are published regularly on the Westmoreland Security website [\(link\)](#). This website provides the monthly crime statistics for the last three months and a link to the Clery report.

How and when does Westmoreland County Community College inform the campus about security matters?

Westmoreland provides the College community with educational materials on safety and security as well as crime prevention. Students, from the point of Orientation to the college environment, are encouraged to participate in campus safety and prevention programs.

The College also publishes a student handbook annually. The Student Handbook contains all the policies and procedures that are utilized to ensure campus safety. The Student Handbook can be found [here](#).

What are the College's procedures regarding emergency response and notification, i.e Timely Warning?

Park Police and College Security are responsible for providing immediate emergency response at the Youngwood Campus and Center location. In the case of a crime in progress, a medical event, or confirmed fire call, 911 is contacted immediately.

Westmoreland provides emergency notifications to the College community. Once a confirmed significant emergency or a dangerous situation involving immediate threat to the health or safety of students or staff is verified on campus, the campus community is notified, unless College and Campus Safety officials determine that issuing an immediate notification would place the community at greater risk or would compromise efforts to contain the emergency. The decision to issue a timely warning is made on a case by case basis using criteria that have been established via policy and/or procedure.

Westmoreland utilizes the Rave text messaging and email alert system for the purpose of timely warning in the case of an emergency. This system may also be used to help provide warning in the case of events that interfere with the learning environment at the college, i.e. major storms, floods, etc. Students, faculty, and staff are strongly encouraged to sign on to receive the alerts. There is no fee to participate in this messaging system.

The following individuals are responsible for carrying out the emergency response:

- Director of Facilities, Operations and Construction, or designee
- Executive Director of Marketing and Communications, or designee
- Executive Director/Information Technology, or designee

In accordance with the Federal Jeanne Clery Act, it is the College's procedure to provide timely and accurate information to the campus community without delay in the event of an incident that puts the community at continuing risk. The emergency notification system will be tested annually.

How does the College handle Emergency Response and Operations?

The Westmoreland County Community College Emergency Response Team is responsible for the development, implementation, and evaluation of the [Emergency Response and Operations Plan \(The EOP\)](#). The EOP complies with all FEMA guidelines for Higher Education, including planning, mitigation, response, and recovery. It specifies specific protocols and procedures. Further information can be found [here](#). For the purposes of the Clery Report, the following will be highlighted:

- Emergency Notification
- Evacuation
- Shelter in Place/Lockdown

Emergency Notification

Determination of Content of the Emergency Notification

Westmoreland officials will, in concert with appropriate local first responders, determine the content of the notification. If a template message is available to meet the exigency, the Marketing and Communications Department will issue this message to save time. In the case of not having a predetermined message, a succinct message that conveys the appropriate information to ensure individuals are aware of the situation and can take the appropriate steps to protect themselves will be sent.

The emergency notifications are sent within the parameters of timely warning via the RAVE messaging system.

Appropriate follow-up information will be shared to the community as it becomes available. Follow-up information will be disseminated through the same outlets that the original message was issued.

Disseminating Emergency Information to the Community

The Westmoreland Marketing and Communications Department is responsible for making notifications to our community and to agencies outside of our community. Westmoreland's Marketing and Communications Department assists the President with public relations issues pertaining to incidents and works proactively with all media outlets. Notification could be in multiple forms including postings on Facebook, Instagram, email, the college website, and other social networking platforms.

Evacuation Procedures

The Emergency Operations Plan noted here fully outlines the parameters of the utilization of the evacuation annex. The evacuations procedures include procedures for vacating the building and remaining at least 150 ft. from the building at specific meeting points. These procedures are drilled and practiced at least annually.

Fire Safety Information

Campus Fire Logs though not required as Westmoreland is not Residential, maintains a Fire Log which is maintained in the campus Security Office. These Campus Fire Logs are available for review by any interested party who presents valid identification. The College has established procedures for the response to fire alarms or other threats that would necessitate the evacuations of the facilities.

Fire drills are to be performed two times annually with findings reported to the Director of Facilities, Operations and Construction.

Shelter in Place/Lockdown

There are specific situations in which the college community may need to shelter in place or lockdown. These procedures are detailed in the Emergency Operations Plan, and reviewed and practiced at least annually.

POLICIES TO ENSURE CAMPUS SAFETY

What is the College's Policy regarding the possession and use of weapons by public safety personnel and other people in general?

Westmoreland County Community College believes an effective learning environment is one that is free of weapons that threaten students, employees, volunteers, and visitor safety. Therefore, the college has a weapons-free policy to minimize any harm or threats to students, employees, volunteers, and visitors.

1. Westmoreland County Community College strictly prohibits possession, carrying, or use of firearms, knives, explosives, or other weapons as defined by the Pennsylvania Criminal Code on college premises, including buildings, grounds, parking areas, and college-owned or leased vehicles.
2. Westmoreland County Community College prohibits all persons who enter college buildings, college property, or other recreational fields from carrying a weapon with the following exceptions:
 - Authorized law enforcement officers acting within the scope of their duties are exempt from this policy. However, they are required to notify college authorities of their presence and purpose on campus.
 - Students in a training class who must bring the weapon to class to be examined,

including but not limited to: culinary arts students, municipal police academy cadets and lethal weapons students. This shall only occur when:

3. Westmoreland County Community College employees (except as previously noted) are also prohibited from carrying a weapon while in the course and scope of performing their job, whenever they are on college property at the time or not, and whether they are licensed to carry a handgun or not. Employees may not carry a weapon covered by this policy while performing any task on the college's behalf. The only exception to this policy will be persons who have been given written consent by the college to carry a weapon while performing specific tasks on the college's behalf. The policy also prohibits weapons at any college sponsored functions such as parties, picnics, sporting events, etc.

College buildings and grounds will be appropriately posted to advise of this weapons prohibition policy. Carrying a weapon onto college property in violation of this policy will be considered an act of criminal trespass and will be grounds for immediate removal from the college property and may result in prosecution.

Employees who become aware of any person violating this policy should immediately report the violation to the college's Safety Officer.

What are the policies regarding drugs and alcohol at Westmoreland?

In compliance with the Drug-Free Schools and Communities Act and Drug-Free Schools and Campus Regulations, both students and employees are obligated to follow their respective policies relating to drugs and alcohol on campus.

Student Policy

Westmoreland is committed to providing a safe and healthy environment for students, employees, and community members. This includes the college and its centers being an alcohol/drug free environment.

Alcohol and Drug Use

In compliance with the Drug-Free Schools and Communities Act and Drug-Free Schools and Campus Regulations (34 CFR Part 86), students are encouraged to read and understand all information pertaining to the college's drug and alcohol abuse prevention policies and programs.

Alcohol

The college maintains the following guidelines pertaining to alcoholic, or otherwise intoxicating, beverages:

1. The use of alcohol, or other intoxicating beverages, is prohibited in college classrooms, laboratories, faculty and administrative offices, libraries, computer labs, athletic facilities, and all other public campus areas. However, with prior consent of the Board of Trustees and the President, the provisions herein may be waived with respect to any specific affair that is sponsored by the institution and/or the Westmoreland County Community College Foundation.
2. State law will be enforced at all times on college property as it pertains to the possession and consumption of alcoholic beverages.
3. The college will not sponsor student events which focus primarily on the consumption of alcohol.

4. Alcoholic beverages are not permitted at any student event held on the college campus.

Controlled Substances

The college maintains the following guidelines in compliance with the Drug-Free Schools and Communities Act and the Drug-Free Campus regulations (34 CFR Part 86):

1. No student shall, or attempt to, possess, manufacture, deliver, distribute, sell, purchase, use or be under the influence of controlled substances, abusable volatile chemicals, dangerous drugs as defined by state and federal law, steroids, "designer drugs" (i.e., substances such as the inappropriate/illegal use of prescription drugs, use of inhalants, use of herbal, natural, or look-alike controlled substances), any other intoxicating or mood-altering substance or behavior altering drugs at the college, on the college property, or while attending on-campus or off-campus college sponsored activities.
2. Possession of any pipe, syringe, hypodermic needle, or any instrument adapted for the use of smoking, injecting or ingesting any narcotic or hallucinatory drug is strictly prohibited.
3. College officials will cooperate with local, state, and federal authorities to ensure compliance with laws for unlawful use, possession, manufacture, distribution or sale of illicit drugs or alcohol and will advise students that convictions or violations of these laws can lead to fines and/or imprisonment.
4. Students seeking assistance or educational materials regarding drugs and other controlled substances should contact Student Success.

Violations

Alcohol

Pennsylvania Liquor Code, 47 Pa., C.S.A., 1-101 controls the possession, sale, and consumption of alcoholic beverages in the Commonwealth of Pennsylvania. Conviction of offenses or crimes related to the Pennsylvania Liquor Code may result in the imposition of a fine, suspension of a driver's license and/or imprisonment.

The law in Pennsylvania states that a person commits a summary offense if he/she, being less than 21 years of age, attempts to purchase, purchases, consumes, possesses, or knowingly and intentionally transports any liquor or malt or brewed beverages. In addition to any other penalty imposed, a person convicted of violating this law may be sentenced to pay a fine of not

more than \$500 for the first violation and not more than \$1,000 for the second and each subsequent violation. A person who is convicted or is adjudicated delinquent under this section will in addition have their drivers operating privilege suspended through the Department of Transportation as part of their adjudication.

Controlled Substances

Federal law, i.e., the Controlled Substances Act, and state law, i.e. The Pennsylvania Controlled Substances Act, established five schedules of controlled substances based on level of danger and medical use, and penalties of offenses related to each schedule. Conviction of crimes or offenses pertain to the five schedules of controlled substances may result in fines or imprisonment.

Employees

Employee Substance Abuse Policy

Purpose

Employees are Westmoreland County Community College's most valuable resource and, for that reason, their safety and health are of paramount concern. Westmoreland County Community College maintains a strong commitment to its employees to provide a safe, drug-free, alcohol-free workplace and to establish programs promoting high standards of safety and health. Consistent with the spirit and intent of this commitment, Westmoreland County Community College expects employees to report for work in proper condition to perform their duties. The intent of this policy is to prevent the use and the presence of drugs and alcohol in the working environment. Westmoreland County Community College recognizes that substance abuse which leads to chemical dependency (alcoholism and drug addiction) is an illness for which there is effective treatment and rehabilitation. Within the parameters set forth below, employees and their families will be encouraged to utilize rehabilitation programs available through the EAP Program and their health insurance policies to eliminate alcohol and drug-related problems.

Scope

All employees of Westmoreland County Community College from the administration down are covered by these guidelines. Employees, as a condition of employment, are required to abide

by these guidelines. Employees shall acknowledge that they have received and read this document and agree to abide by its terms by signing a copy of the Acknowledgment and Release Form.

Definitions

a. Drugs and Drug Usage refer to: i) the use of illegal drugs or other controlled substances including, but not limited to, marijuana, cocaine, PCP, LSD, heroin, crystal methamphetamine and other narcotics; ii) the abuse of any prescription or nonprescription drugs that may alter mood or consciousness, lead to abnormal behavior, or interfere with acceptable performance, or attendance; iii) improper use or abuse of a chemical or solvent which alters mood or consciousness, e.g., airplane glue, which may be inhaled; or iv) any substance listed in Schedule 1 through 5 of 21 U.S.C. '812.

b. Westmoreland County Community College Premises are all areas in which the college operates including, but not limited to, its property, Westmoreland County Community College owned or leased equipment or vehicles, privately-owned vehicles entering or parking on college property or in use on the property, lockers, desks, equipment, work space, and storage facilities.

c. Conviction means a finding of guilt (including a plea of nolo contendere) or imposition of a sentence, or both, by any judicial body charged with the responsibility to determine violations of federal or state criminal drug statutes.

d. Criminal Drug Statute means a criminal statute involving manufacturing, distribution, dispensation, use or possession of any illegal drug or controlled substance.

e. Under the Influence means a tested blood alcohol content of .03 or greater or a positive drug test as defined by 49 CFR Part 40.

f. Reasonable Suspicion or Reasonably Suspected is when an employee is involved in an accident or suffers a workplace injury or where an employee is observed to be ingesting drugs or alcohol or exhibiting any number of the following symptoms: drowsiness; slurred speech; staggered walking; combative/argumentative behavior; odor of alcohol or marijuana; disoriented behavior; watery, glassy, glazed or red eyes; poor time or distance perceptions or any other behaviors normally associated with being under the influence of drugs or alcohol.

Policy Application.

a. Discipline for Drug and Alcohol Abuse or Problems

i. The sale, possession, manufacture, distribution, dispensation, use or purchase of drugs or alcoholic beverages on Westmoreland County Community College premises or during working time is against Westmoreland County Community College policy and is cause for immediate discharge. There are only two exceptions. The first exception will apply to alcoholic beverages at Westmoreland County Community College-sponsored social functions. The second exception is for prescription drugs for which the employee has a valid prescription. However, when an employee is prescribed prescription drugs which cause adverse side effects, or which may affect the ability to perform work in a safe and productive manner, the employee should report this fact to the Director of Human Resources prior to taking the drug. Prescription drugs may not be abused and must be taken only according to the doctor's instructions.

ii. It is also against Westmoreland County Community College policy to report to work or to work under the influence of intoxicants such as alcohol or unprescribed drugs, as well as prescribed drugs which induce an unsafe mental or physical state. Employees who violate this policy will be subject to disciplinary action, up to and including discharge, or may be required to follow the recommendations of their individual physicians or counselors. The determination of what action is appropriate in each case rests solely with Westmoreland County Community College.

b. Investigation.

i. Employees reasonably suspected of possession, use, sale, distribution, dispensation, purchase, or being under the influence of drugs or alcohol on Westmoreland County Community College Premises or during working hours may be suspended with pay pending an investigation of the circumstances. Westmoreland County Community College will endeavor to complete its investigation within a 72-hour period. Employees who fail to cooperate in the investigation or who refuse reasonable suspicion testing or searches as outlined

in this policy will be considered to have violated the policy outlined in 4.a.(1) and be subject to immediate discharge.

ii. To ensure that such drugs and alcohol do not enter or affect the workplace, Westmoreland County Community College may take any or all of the following steps while employees are on Westmoreland County Community College Premises or during working hours:

a. Westmoreland County Community College may conduct drug and/or alcohol testing on any employee reasonably suspected of being under the influence while on Westmoreland County Community College premises or during working hours or on any employee as a follow-up test as may be prescribed as a result of any last chance agreement made on behalf of the employee. Prior to providing a specimen for testing or submitting to a drug and alcohol test, the employee shall be required to execute a consent and release form authorizing release of the test results by the testing agency to Westmoreland County Community College.

b. When an employee is reasonably suspected of being under the influence, Westmoreland County Community College reserves the right to carry out a search of the employee and his or her personal property and belongings including lockers, desk, bags, work areas and vehicles while on Westmoreland County Community College Premises. Such searches shall be conducted by appropriate security or law enforcement personnel.

iii. Westmoreland County Community College will turn over all confiscated Drugs to the proper authorities.

a. Conviction. All employees are required to notify the Director of Human Resources of any criminal drug statute conviction or alcohol related crime on Westmoreland County Community College premises within five days after such conviction. This rule shall not apply to any convictions outside the workplace, except in the case where such conviction prevents the employee from performing his or her job or reporting to work as scheduled. In such cases, the employee must notify the Director of Human

Resources that there was an outside conviction and the reason that it would affect his or her work. Failure to give such notice may result in disciplinary action up to and including discharge.

b. Rehabilitation

- i. The policy of permitting the use of rehabilitation programs as directed to the employee with an alcohol or drug abuse problem is not to be interpreted as conflicting with Westmoreland County Community College's rule on the sale, purchase, use or possession of drugs or alcohol on Westmoreland County Community College premises or during working hours. Westmoreland County Community College reserves the right to decide whether rehabilitation will be permitted in each specific case depending on the circumstances. Accordingly, any employee denied the opportunity for rehabilitation shall not use inconsistent application of the policy as an argument for lack of "just cause" in discharging such employee for violation of this policy.
- ii. Employees who are referred to rehabilitation as the result of investigation and/or testing, and employees who voluntarily avail themselves of help for alcohol and drug problems in rehabilitation must continue to abide by the rules outlined in this policy.
- iii. Employees enrolled in a rehabilitation program for drug and alcohol problems must cooperate with and complete the prescribed treatment program. Failure to do so will be considered a voluntary resignation.
- iv. Employees who, after participation in a rehabilitation program to which they were referred after testing or investigation, experience a recurrence of their drug and alcohol problem are not eligible for an additional rehabilitation period.

c. Drug-Free Awareness Program

- i. Westmoreland County Community College will conduct drug-free awareness programs on a regular basis. These programs will inform employees about: i) the dangers of drug and alcohol abuse in the workplace; ii) Westmoreland County Community College's policy of maintaining a drug- and alcohol-free workplace; iii) available drug and alcohol counseling, and rehabilitation programs; and iv) the sanctions that may be imposed for alcohol and drug abuse violations.
- ii. Employees are encouraged to approach their supervisor or the Director of Human Resources at any time with any questions they have about Westmoreland County Community College drug and alcohol policy as stated herein.

Are there drug and alcohol abuse prevention programs at Westmoreland?

Westmoreland provides drug and alcohol prevention programs to both employees and students.

As a part of our comprehensive program for mental health awareness, several preventative programs have been utilized to assist students in prevention of drug and alcohol abuse. These programs are described in the prevention section below.

What are Westmoreland's policies and procedures with respect to sex offenders?

Westmoreland follows the Campus Sex Crimes Prevention Act and thus requires any person who is registered with the Commonwealth as a sex offender under Pennsylvania's Megan's Law to follow the applicable procedures that would entail the notification of postsecondary institutions.

Students

Once class registration is complete (including a drop for non-payment) for each term, the Westmoreland Registrar's Office examines the rosters for any classes in which there are minors registered. If a student that is registered as a sex offender is found to be present on a class

roster that includes a minor student(s), the registered sex offender will be required to change classes and subsequently will be removed from the previous class roster.

Additionally, some school applicants are asked about their criminal history and federal law requires certain disclosures on financial aid forms. Failure to provide such information when required for specific education programs may impact a student's ability to participate in the education program.

Employees

All new employees are required to obtain and provide the following clearances as a condition of employment, prior to their hire date:

- PA Child Abuse History Clearance (Act 151)
- PA State Police Criminal Record Check (Act 34)
- FBI Federal Criminal History Record Check (Act 114)

Additionally, all Westmoreland employees are required to renew these clearances every five years.

What are the College's policies and procedures regarding sex offenses?

Title IX

Purpose

Westmoreland County Community College is committed to providing an environment free from sex discrimination and sexual harassment. Title IX is a federal regulation prohibiting the discrimination on the basis of sex in any College education program or activity. This Policy establishes the College's Title IX procedures for handling allegations of conduct that falls under the 2020 Title IX federal regulations.

Scope

This Policy applies to all students, employees (faculty, staff, administrators), third parties (contractors, vendors, etc.), visitors and prospective participants. Sexual Harassment under Title IX is defined when it occurs:

- In a College education program or activity, including but not limited to, classes, labs, internships, student services, student organizations, and College-sponsored events;
- On-campus or at one of the College's Education Centers, or in off-campus locations where Westmoreland has substantial control over the Respondent and the context

- When the Respondent is a person in the United States

Nondiscrimination Policy

The College does not discriminate in its educational programs, activities, or employment practices based on race, color, national origin, sex, sexual orientation, disability, age, religion, ancestry, gender identity or expression, veteran status, union membership, or any classification protected by state or federal law or the proper exercise by an Association member of their rights guaranteed by the Pennsylvania Public Employer Relations Act Number 195.

Effective Date

This Policy applies to alleged conduct occurring on or after August 14, 2020 (the effective date of the 2020 federal Title IX Regulations).

Definitions

- Actual Knowledge: notice of sexual harassment, or allegations thereof, to the Title IX Coordinator or to any College official who has the authority to institute corrective measures, or who is designated by the College to receive such reports.
- Complainant: an individual who is alleged to be the victim of conduct that could constitute sexual harassment under Title IX.
- Respondent: an individual who is alleged to have engaged in conduct that could constitute sexual harassment under Title IX.
- Party: A Complainant or Respondent.
- Formal Complaint: a verbal or written complaint alleging sexual harassment against a Respondent that requests that the College investigate.
- Sexual Harassment: conduct on the basis of sex that falls under one or more of the following criteria:
 1. Quid pro quo harassment: an employee, agent, or other person authorized by the College to provide an aid, benefit, or service under the College's education program or activity, conditioning the provision of such aid, benefit, or service on a person's participation in unwelcome sexual conduct.
 2. Hostile environment harassment: Unwelcome sex-based conduct that is so severe, pervasive, and objectively offensive that it effectively limits or denies a person equal access to a College education program or activity. Factors in determining if a hostile environment have been created includes consideration of the following:
 - The degree to which the conduct affected the complainant's ability to access the

College's education program or activity;

- The type, frequency, and duration of the conduct;
- The parties ages, roles within the College's education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred; and
- Other sex-based harassment in the College's education program or activity

3. Specific offenses, as defined by The Clery Act and Violence Against Women Reauthorization Act (VAWA) as:

- **Sexual Assault** – an offense classified as a forcible or non-forcible sex offense.
 - **Dating Violence** – violence committed by a person who is or has been in a romantic or intimate relationship with the victim.
 - **Domestic Violence** – felony or misdemeanor crimes committed by a person who is a current or former spouse or intimate partner of the victim, is cohabitating or has cohabitated with the victim as a spouse or intimate partner, shares a child with the victim, or commits acts against a victim who is protected from acts under family or domestic violence laws.
 - **Stalking** – engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or suffer substantial emotional distress.
- **Preponderance of Evidence Standard:** standard of proof that there is a higher likelihood that the alleged misconduct did occur.
 - **Investigator:** the person(s) designated to gather evidence, interview parties and witnesses, and prepare an investigative report.
 - **Decision-Maker/Hearing Officer:** the person(s) who decide on responsibility, disciplinary actions, and other resolution.
 - **Appeal Decision-Maker:** the person(s) who review appeals of the decision. This person must be free from bias or conflict.
 - **Informal Resolution:** a process such as mediation or restorative justice, by which parties may resolve a formal complaint without a full investigation and hearing, if both parties give voluntary and informed written consent.

The Title IX Coordinator is responsible for coordinating the College's efforts to comply with this Policy and current federal regulations. The Title IX Coordinator will receive complaints, coordinate supportive measures, track compliance, and coordinate the grievance process.

The College has designated the Executive Director/Human Resources as the Title IX Coordinator for Title IX complaints from employees, and the Vice President/Student Affairs as the Title IX Coordinator for Title IX complaints from students. An individual who is not an employee or a student may contact either of these Title IX Coordinators to file a complaint. Contact information for both Title IX Coordinators is located on the College's website.

Title IX Investigators, Decision-Makers, and other Designated Personnel

The College will provide training for individuals designated to serve as Investigators, Decision-Makers/Hearing Officers, Appeal Decision-Makers, and facilitators for Informal Resolution. Each individual serving in one of these roles during a Title IX investigation must be free from bias or conflicts of interest towards complainants or respondents.

Training for Designated Personnel

All designated personnel will receive training that includes, but not limited to, the definition of sexual harassment, the scope of the College's education programs and activities, investigatory practices, grievance and hearing procedures, appeals and informal resolution processes, technology, trauma-informed and impartial practices, and conflicts of interest and bias. The College will publish training materials on the College's website.

Mandatory Response/Supportive Measures

The College will respond promptly to actual knowledge of allegations of sexual harassment in a manner that is not clearly unreasonable in light of the known circumstances. Upon receiving a report, the Title IX Coordinator (or designee) must promptly contact the Complainant, offer supportive measures, explain options (including filing a formal complaint), and explain the grievance procedures. Supportive measures are individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee/charge to the party, to:

- Restore or preserve that party's access to the College's education program or activity
- Provide support during the grievance procedures or informal resolution process

Examples of supportive measures include counseling, extensions in modifications in assignments, changes in class schedules, no-contact orders, campus escorts, changes in work assignment, leaves of absence, increased monitoring or other similar measures. The College will keep supportive measures confidential to the extent that doing so does not interfere with their implementation.

The College may impose interim actions to remove a respondent only if there is an immediate threat to the physical health or safety of any person. Prior to removal, a safety and risk analysis will be conducted. The Respondent will be given notice and an opportunity to challenge the decision immediately following the removal.

If the Complainant declines to file a formal complaint, the Title IX Coordinator will evaluate if the College must initiate the grievance process without the Complainant's participation, if doing so is not clearly unreasonable under the circumstances.

The College has established the following timeframes for the major stages of the grievance procedures:

- Evaluation as to whether to dismiss or investigate the complaint: ten (10) business days
- Investigation, if necessary, will be completed within sixty (60) days with a determination to follow within 10 (ten) business days:
- Appeals from a dismissal or determination must be filed within twenty (20) days.

The College will endeavor to make a determination of all complaints within ninety (90) days of the date of filing. Reasonable extension of time frames will be made on a case-by-case basis for good cause, and written notice and explanation of any extension will be provided to the parties.

Formal Complaint & Grievance Procedures

1. Filing a Formal Complaint – A formal complaint must be a written, signed document that alleges sexual harassment and requests investigation. The Complainant must be participating in or attempting to participate in the College's education programs or activities at the time the complaint is filed.

Upon receipt of a formal complaint, the designated Title IX Coordinator will provide written notice to the Respondent of the formal complaint which will include:

- Relevant allegations of the complaint
- Sufficient details known at the time
- A statement that the Respondent is presumed not responsible for the alleged sex-based harassment until a determination is made at the conclusion of the grievance procedures
- A statement that each party may have an advisor of their choice (who may be, but not

need be, an attorney)

- A statement of rights to inspect and review evidence
- A statement prohibiting retaliation
- The College's Standards of Student Conduct and Employee Conduct Policy, prohibiting knowingly making false statements or knowingly submitting false information during the grievance procedures

2. Dismissal of a Title IX Complaint – The College must dismiss a formal complaint if:

- The College is unable to identify the respondent after taking reasonable steps to do so;
- The allegations do not meet the definition of sexual harassment under Title IX;
- The respondent is not participating in the College's education programs or activities and is not employed by the College;
- The Complainant voluntarily withdraws the allegations in writing; or
- The conduct did not occur in a College education program or activity or did not occur in the United States;

If the complaint is dismissed the College may still investigate and address the allegations in any manner the College deems appropriate under other applicable policies, and both parties will receive a notice that includes their rights to appeal. Supportive measures will be offered to the complainant and/or respondent as appropriate.

3. Investigation – The Title IX Coordinator will select a trained Title IX Investigator to conduct a prompt, thorough, and impartial investigation. The College may consolidate formal complaints when allegations arise out of the same facts. During the investigation:

- The Title IX Investigator will gather evidence.
- The parties will have equal opportunity to provide list of witnesses, documents, or other information.
- The parties will receive advanced written notice of any investigative interviews, meetings, or hearings at which the party is expected to be present.
- The parties may have an advisor of their choice (who may be, but not need be, an attorney)
- The Title IX Investigator may collect other documents/information and interview parties or witnesses.
- After the Title IX Investigator has concluded collection of evidence, the Investigator will

send the parties and their advisors all evidence directly related to the allegations (as long as it is not protected from disclosure), and will provide at least ten (10) calendar days for each party to review and respond in writing. Any new evidence or rebuttal evidence can be provided by either party at this time.

Investigative Report – After the Title IX Investigator has completed the investigation and considered written responses to evidence provided by either party, the Title IX Investigator will complete an Investigative Report that fairly summarizes the relevant evidence. The Title IX Coordinator will make the Investigative Report available to the parties and their advisors, with at least ten (10) calendar days for the parties to respond in writing.

4. **Hearing/Determination** – A Hearing Officer will preside over the hearing and will be identified to the parties at least three days prior to the hearing. The Hearing Officer may or may not be a College employee, but will have appropriate Title IX training.

A hearing may be conducted with any or all parties, witnesses, and other participants appearing at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other, or with all parties physically present in the same geographic location. Hearings will be recorded through audio or audiovisual means or transcribed, and the college will make the recording or transcript available to the parties for inspection and review upon request. If a party does not have an advisor present at the hearing, the college will provide one without fee or charge. Such an advisor of the college's choice may or may not be an attorney.

Hearing procedures:

- The hearing may take place in person or virtually, and parties may be located in separate rooms with technology allowing them to see and hear each other.
- The advisor for each party may conduct cross-examination of the other party and witnesses. The parties themselves may not directly cross-examine.
- The Hearing Officer will ensure the advisors are conducting cross-examination in a professional and courteous manner, and badgering or harassment of witnesses or parties is not permitted.
- The Hearing Officer will determine if a cross-examination question is relevant and will explain any decision to exclude a question as irrelevant. Irrelevant cross-examination must be excluded, including sexual history questions protected by rape shield rules, unless otherwise permitted under the rule.
- The Title IX Investigator will be at the hearing to answer any questions from the Hearing

Officer about the investigation.

- The Decision-Maker must evaluate all relevant evidence (both inculpatory and exculpatory) and avoid bias or credibility presumptions.

After conclusion of the hearing, the Hearing Officer shall simultaneously issue to each party a Written Determination Regarding Responsibility, applying the preponderance of evidence standard, which shall include:

- Identification of the allegations potentially constituting Title IX sexual harassment
- A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, methods to gather evidence, and hearings held
- Findings of fact, with rationale on whether the alleged Title IX sexual harassment occurred
- Conclusions applying the preponderance of evidence standard
- Rationale/statement of responsibility or non-responsibility for each allegation
- Any disciplinary sanctions to be imposed on the Respondent
- Remedies or other supportive measures to restore or preserve equal access to the College's programs for the Complainant
- A notice of appeal rights and permissible bases for appeal

Disciplinary Sanctions and Remedies

If the Respondent is found responsible, the College will issue appropriate disciplinary actions (e.g. suspension, termination, etc.) and will provide remedies to the Complainant. Disciplinary actions are taken to eliminate the harassment and prevent recurrence. Disciplinary actions may include but are not limited to those included in the College's Standards of Student Conduct and Employee Conduct Policy.

Appeal Process

Either party may appeal a dismissal of a formal complaint or a determination regarding responsibility of allegations, on the following grounds for appeal:

- Procedural irregularity affecting outcome
- Newly discovered evidence not reasonably available sooner that could affect the outcome
- Conflict of interest or bias by Designated Title IX personnel

If a party appeals a dismissal or determination, the College will:

- Notify the parties in writing
- Implement appeal procedures equally for the parties
- Ensure the decision-maker for the appeal did not take part in the investigation of allegations or dismissal of the complaint
- Ensure the decision-maker for the appeal has received adequate Title IX training
- Notify the parties in writing of the result of the appeal

Informal Resolution

The College at its discretion may choose to offer and facilitate informal resolution options, such as mediation or restorative justice, so long as the parties give voluntary, informed, written consent to attempt informal resolution. The College will not offer informal resolution process unless a formal complaint has been filed. The College will not offer informal resolution to resolve any allegations that an employee sexually harassed a student.

At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint. Any person who facilitates an informal resolution will be trained to do so. The College will not require as a condition of enrollment, continued enrollment, employment or continued employment the waiver of the right to a formal investigation and adjudication of formal complaints of sexual harassment.

Prohibition of Retaliation

The College prohibits retaliation against any person for participating in or refusing to participate in any aspect of the Title IX process.

Recordkeeping

The College will retain all Title IX records (complaints, investigations, hearing decisions, disciplinary sanctions/remedies, appeals, and training materials) for at least 7 years.

Employee Conduct and Policy

Objective

Westmoreland County Community College (Westmoreland) strives to provide the best possible work environment for employees, learning environment for students, and customer service for all clients. Westmoreland expects all employees and others who are engaged to

provide services, such as temporary personnel, consultants and independent contractors, to conduct themselves professionally at all times while on college premises, attending college functions or otherwise performing work related activity.

In addition to maintaining and enforcing this policy to protect the interests and safety of all employees and the organization, Westmoreland complies with all applicable federal, state and local laws and regulations concerning employer/employee rights and obligations.

Procedures

Westmoreland is dedicated to providing a safe and secure workplace and strives to ensure that all individuals are treated in a respectful and fair manner. The following are examples of behavior that are considered infractions of Westmoreland's employees conduct expectations. This list is not intended to be exhaustive, as it is not possible to list all forms of unacceptable behavior in the workplace. Inappropriate behavior or actions may result in disciplinary action, up to and including termination of employment.

1. Theft or inappropriate removal or possession of company property or the property of a fellow employee.
2. Willful destruction of company property or the property of a fellow employee.
3. Reporting for work unfit for duty, including being under the influence of alcohol or illegal drugs.
4. Possession, distribution, sale, transfer or use of alcohol or illegal drugs in the workplace, while on duty or while operating employer-owned vehicles or equipment.
5. Fighting or threatening violence in the workplace.
6. Sexual or other harassment.
7. Using excessively abusive, threatening or obscene language.
8. Using intimidation tactics and making threats.
9. Sabotaging another's work.
10. Making malicious, false and harmful statements about others.
11. Publicly disclosing another's private information.
12. Possession of dangerous or unauthorized materials, such as explosives, firearms or other weapons on college property.
13. Breach of confidentiality or abuse of position to access, disclose, alter, and/or destroy Confidential Information as defined by college policy without authorization.
14. Falsifying company records or reports, including one's time records or the

time records of another employee.

15. Intentional violation or disregard of published college policies.

Discipline

It is Westmoreland's policy that disciplinary action taken to correct employee conduct should be applied with respect for the rights and dignity of employees and in accordance with any applicable collective bargaining agreement. Supervisors are expected to manage the conduct of their subordinates and, when necessary, issue disciplinary action after consultation with Human Resources. When appropriate, progressive discipline will be administered in accordance with the following:

Verbal Warning

Written Warning

Suspension Without Pay

Fourth Step – Termination of Employment

It is important to note that there is no "right" to progressive discipline. If an employee's initial infraction of established policy/and or procedure is egregious, the initial disciplinary action taken by Westmoreland may begin at any of the steps defined above up to and including termination of employment.

COLLEGE PREVENTION AND PROGRAMMING

What types of prevention programming does the College offer?

The College provides multiple types and modalities for prevention programming including a college CARE Team, Student Life Prevention Program, online training and education, and more. These programs are highlighted in further detail below.

The CARE TEAM

The college has an established behavioral intervention team, called CARE Team. The CARE Team is a collaborative network of counselors, student life staff, and administrators who meet weekly to target the prevention and early intervention of students who are experiencing distress or are engaging in harmful or potentially harmful behavior. The CARE Team identifies these students through an online referral system, develops/implements intervention and support

strategies, and makes referrals as needed. Common student needs addressed include mental health issues, substance use and addiction, financial need, housing insecurity, domestic violence, and academic concerns. For higher-level needs such as substance use/abuse or mental illness, the CARE Team conducts an initial screening of the student's needs, makes a recommendation for treatment, and provides a warm hand-off to a treatment provider in the

community. The CARE Team then continues to support the student in their academics, monitors their progress, and collaborates with treatment providers as needed.

Student Life Prevention Programming

Although programming differs year to year in regards to pedagogy and how it is delivered, the topics and focus are always the same: prevention and increased mental health well-being. Last academic year the College offered the following:

Fall 2024

- 8/26/24 - Therapy Dog Visit; Top Dog volunteers.
- 8/28-29/24 - Club Crawl with St. Vincent Prevention Group; Table for Substance and Alcohol Abuse and Resources; Mocktail Refreshments
- 9/19/24 - Music Therapy Demo with Liz Ambrose, MMT, MT-BC; Different musical instruments and experiments with students in conjunction with Psi Beta Psychology Honor Society.
- 9/26/24 - Stressed AF Game Show; Mental health info and resources delivered through game show format; Partnered with PTK Honor Society.
- 10/17/24 - Fall Chill Walk; Relaxing nature walk with faculty and students around campus and Five Star Trail.
- 12/2-4/24 - Stress Less Week: Serotonin Station, Air Plants, Therapy Dogs; Different relaxing activities in between classes and finals at end of the semester.

Spring 2025

- 1/23/25 - Club Crawl with St. Vincent Prevention Group; Table for Substance and Alcohol Abuse and Resources; Mocktail Refreshments
- 2/12/25 - Ta'lor Pinkston : Self Love Presentation; Molnar Speaker discussing self care techniques, different dimensions of self care, and self-reflective worksheets and activities.
- 2/18/25- The Amazing Wellness Race; Different stations for physical and mental wellness facilitated by engaging vendors from The College Agency.
- 2/20/25 - Stress Relief Banner; Art project asking students how they healthily relieve stress. Passed on to centers as a collaborative effort.

- 4/10/25 - Unity Day; Collaboration with PRISM, Christian Fellowship, Black Student Union, and Psi Beta Honor Society with each group bringing a different activity; Promoting unity despite differences in cultures, politics, and worldviews.
- 4/28-5/1 - Stress Less Week: Bamboo Garden Kit, Serotonin Station, Kona Ice; Crafts, relaxation activities, and fellowship for last week of semester to combat the stress and anxieties of finals.

Other Prevention Programs

Drug & Alcohol, Mental Health, and Domestic/Dating Violence/Sexual Assault

All referrals for drugs/alcohol, domestic/dating violence, sexual assault and other prevention opportunities go through the College counselors and/or the MSW. Westmoreland currently has a full-time social worker who works with students to get them connected to resources in the community. Additionally, our part-time mental health counselor provides regular sessions to

students. If the mental health counselor cannot meet a student's specific need they will refer out.

Partnerships and Memorandums of Understanding (MOU):

- The Blackburn Center -Westmoreland has a MOU in place with the Blackburn Center that works with people in the county whose lives have been touched by violence or crime. This also fulfills our ACT 55 requirements in the Commonwealth.
- Intersight Wellness- Westmoreland has established a MOU with Intersight Wellness so they can meet with our students who need assistance beyond the capacity of our counselors and MSW. For instance, they can do med evaluations and help students with any needed medicine checks.
- Sage's Army- We work closely with a non-profit called Sages Army, which provides services and awareness to substance use and abuse.

College-Wide Education Programs

There are multiple opportunities for college employees and students to receive education and training regarding campus safety, Title IX, VAWA, Clery, and other important safety topics. In the case of employees, college-wide mandatory professional development is often used as a vehicle in which to relay important aspects of safety matters, like Title IX and Clery. In the case of our students, we frequently use our Orientation programs and courses to disseminate this information.

Additionally, Westmoreland contracts with Vector Solutions to provide free, required online workshops to all faculty and staff on the following:

- Title IX and sexual harassment prevention for employees
- FERPA: Confidentiality and Records

In addition, we provide required, a required on-line training for all students entitled, Sexual Violence Prevention for Community College Students.

What are the Clery Compliant Crime Statistics?

College Crime Statistics

Criminal Offenses									
Youngwood Campus	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
VAWA Offenses									
Youngwood Campus	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
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
Arrests and Disciplinary Referrals									
Youngwood Campus - Arrests	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Youngwood Campus - Referrals	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025

ATC - Referrals	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0

Fayette Education Center

Criminal Offenses									
Fayette Education Center	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson									
VAWA Offenses									
Fayette Education Center	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
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
Arrests and Disciplinary Referrals									
Fayette Education Center - Arrests	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Fayette Education Center - Referrals	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025

Latrobe Education Center - Referrals	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0

Indiana Education Center

Criminal Offenses									
Indiana Education Center	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
VAWA Offenses									
Indiana Education Center	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
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
Arrests and Disciplinary Referrals									
Indiana Education Center - Arrests	On-Campus			Non-Campus			Public Property		

Stalking	0	0	0	0	0	0	0	0	0
Arrests and Disciplinary Referrals									
Murrysville Education Center - Arrests	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Murrysville Education Center - Referrals	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0

New Kensington Education Center

Criminal Offenses									
New Kensington Education Center	On-Campus			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
	Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0
	Manslaughter by Negligence	0	0	0	0	0	0	0	0
	Rape	0	0	0	0	0	0	0	0
	Fondling	0	0	0	0	0	0	0	0
	Incest	0	0	0	0	0	0	0	0
	Statutory Rape	0	0	0	0	0	0	0	0
	Robbery	0	0	0	0	0	0	0	0
	Aggravated Assault	0	0	0	0	0	0	0	1
	Burglary	0	0	0	0	0	0	0	0
	Motor Vehicle Theft	0	0	0	0	0	0	0	0
	Arson	0	0	0	0	0	0	0	0
	VAWA Offenses								

