



Lawson State

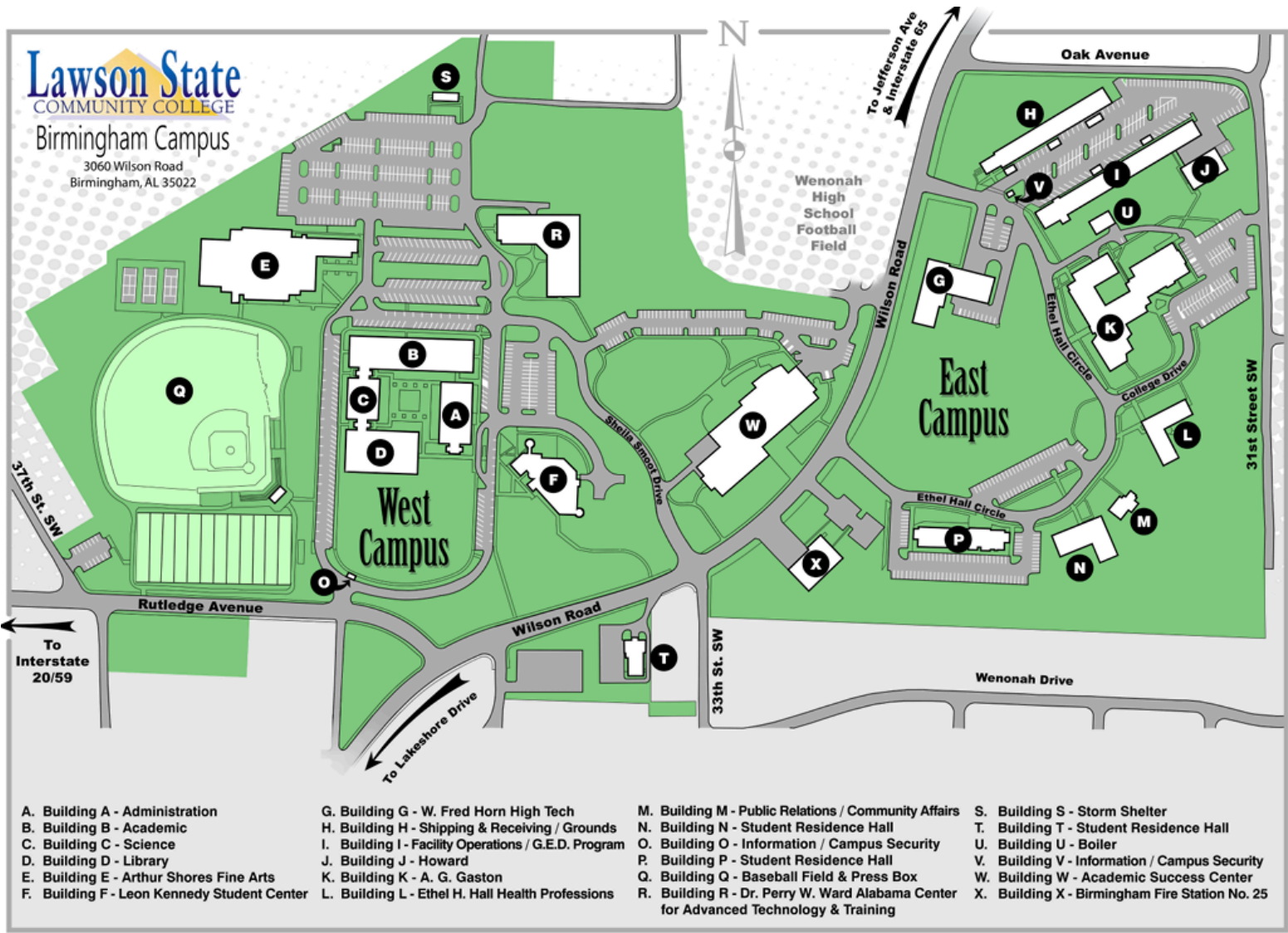
COMMUNITY COLLEGE

2026 ANNUAL CAMPUS SECURITY AND FIRE SAFETY REPORT

Published October 1, 2026 — Covering Calendar Years 2023, 2024, and 2025

Lawson State Community College Campus Locations:

Birmingham Campus
3060 Wilson Road SW
Birmingham, Alabama



Lawson State Community College Campus Locations:

1100 9th Avenue SW

Bessemer, AL 35022





Mobile: (205) 612-3449

Mobile: (205) 438-4204

tonikos.vandiber@lawsonstate.edu | www.lawsonstate.edu

Dear Students, Faculty, Staff, and Campus Community Members,

Welcome to the 2026 Lawson State Community College Annual Campus Security and Fire Safety Report (ASFSR). Lawson State is deeply committed to maintaining a safe, secure, and welcoming environment where learning, growth, and professional achievement can thrive across both our Birmingham and Bessemer campuses. Published annually by October 1 in compliance with federal regulations, including the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), the Higher Education Opportunity Act (HEOA), the Violence Against Women Act (VAWA), and the Stop Campus Hazing Act (SCHA). This comprehensive document serves as an official accounting of our campus safety policies, emergency response protocols, crime statistics, and residential fire safety standards.

The Lawson State Police Department maintains strong, collaborative working relationships with all local, state, and federal law enforcement partners. In particular, we work closely alongside the Birmingham Police Department, the Bessemer Police Department, Birmingham Fire & Rescue, and the Jefferson County Sheriff's Office to ensure rapid response, seamless coordination, and reliable support for our campus community.

Campus safety is a shared responsibility that depends on the active awareness, engagement, and collaboration of every member of our community. This report provides essential information on how to report crimes or emergencies, understand institutional alert systems, access victim advocacy and support resources, and review three consecutive calendar years of recorded Clery crime statistics (2023–2025) and residential fire logs. Whether you are a current student navigating campus life, an employee supporting our educational mission, or a prospective family evaluating our community, we encourage you to read this report thoroughly. Equipping yourself with this knowledge ensures that together we can preserve a secure, resilient, and safe environment at Lawson State Community College.

Sincerely,

Tonikos Vandiber
Chief of Police and Safety
Lawson State Community College

Table of Contents

Introduction

Campus Locations: Birmingham Campus.....	2
Campus Locations: Bessemer Campus.....	3
Letter from the Chief of Police and Safety.....	4
Table of Contents.....	5
Police Department Mission Statement.....	6
Campus Police Authority and Arrest Powers.....	6
Welcome / Introduction.....	6
Campus Police Department Directory.....	7

Alerts and Reporting

Cougar Alert.....	8
Reporting Criminal Actions or Other Emergencies.....	9
Voluntary, Confidential, and Anonymous Reporting.....	9
Campus Security Authorities.....	10

Support and Emergency Response

Wildcat Care Team (Behavioral Intervention).....	11–14
Emergency Response Guidelines.....	15
Uwill Mental Health and Wellness Services.....	16

Off-Campus Resources, Conduct, and Campus Access

Reporting Off-Campus Crimes and Other Emergencies.....	17–19
Code of Conduct Process for Students.....	19
Complaint Process for Employees.....	20
Crisis and Other Urgent Communications.....	20
Timing and Criteria for Issuing a Crime Alert.....	21
Security of Personal Property.....	21
Security of and Access to Campus Facilities.....	21
Campus Operating Hours and Building Access.....	22
Residential Housing Access.....	22
Maintenance and Security Surveys.....	22

Sexual Misconduct and Victim Rights

Sex Offender Registry.....	23
Sexual Offenses, Educational Programs, and Sanctions.....	23
Sexual Assault Elimination Act.....	23
Student Bill of Rights.....	24–25
Instructions for Sexual Assault Victims.....	25
How to Be an Active Bystander.....	26, 32
Risk Reduction.....	26, 31

Clery Act Definitions

Monitoring Campus, Non-Campus, and Public Property.....	27
Daily Crime Log.....	27
Domestic Violence and Dating Violence.....	27
Stalking, Sexual Assault, and Consent.....	28–29
Primary Crimes (UCR Offense Definitions).....	29

VAWA, Title IX, and Counseling

VAWA and Sexual Misconduct.....	30–32
Protection from Abuse Orders.....	31–32
Counseling Services.....	33–34
Title IX / Sex-Based Harassment Contacts.....	35

Missing Students, Hate Crimes, and Arrests

Missing Student Policy.....	36
Hate Crimes.....	37
Arrests and Disciplinary Referrals.....	38
Confidentiality.....	38

Hazing Prevention

Policy Statement on Hazing Prevention and Compliance.....	38
Legal and Regulatory Framework.....	39

Stop Campus Hazing Act Compliance.....	40
Hazing Incidents and Statistics.....	40
Reporting Protocols and Sanctions.....	41

Alcohol, Drugs, and Weapons

Alcohol, Drugs, and Weapons Policy.....	42–43
---	-------

Crime Statistics

Birmingham Campus: Primary Offenses and VAWA.....	44
Birmingham Campus: Arrests, Referrals, Hate Crimes.....	45
Bessemer Campus: Primary Offenses and VAWA.....	46
Bessemer Campus: Arrests, Referrals, Hate Crimes.....	47
Crime Statistics Methodology.....	47

Fire Safety

Fire Safety Information for On-Campus Student Housing.....	48
Housing Fire Safety Policies and Rules.....	49
Evacuation and Alarm System Violations.....	49

Report Distribution and Preparedness

Annual Security Report Distribution.....	50
Emergency Preparedness and Institutional Safety.....	50

Drug and Alcohol Program Information

Drug and Alcohol-Free Campus and Resources.....	51
Possession, Use and Sale of Alcohol/Drugs.....	52
Federal Drug Offenses and Penalties.....	53–56
State of Alabama Drug Offenses and Penalties.....	57–58
State Alcoholic Beverage Laws and Penalties.....	58
Health Risks of Controlled Substances and Alcohol.....	58–60
Impact of Substance Abuse on Families.....	61
Recognizing Signs and Symptoms of Substance Abuse.....	61–62
Communication (Workplace Policy Notification).....	62

Closing Message

Improvements and Implementations (Chief's Message).....	63
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Welcome / Introduction

Lawson State Community College is committed to providing a safe and secure educational environment for students, employees, visitors, and guests. This Annual Campus Security and Fire Safety Report is provided in accordance with applicable federal and state requirements and summarizes campus safety policies, procedures, programs, and crime statistics for the three most recent calendar years: 2023, 2024, and 2025.

The report includes information regarding campus law enforcement, crime reporting, emergency notifications, timely warnings, Campus Security Authorities, prevention and awareness programs, sexual assault, dating violence, domestic violence, stalking, hazing, alcohol and drug policies, emergency preparedness, and fire safety.

Questions concerning this report may be directed to the Lawson State Community College Police Department

Lawson State Police Department Mission Statement

In alignment with the mission of Lawson State Community College, the Lawson State Police Department is dedicated to safeguarding student success by fostering a safe, secure, and inclusive environment across our campuses.

Through proactive community policing, collaborative partnerships, and professional service, we protect life and property while enhancing the quality of life for our students, faculty, staff, and local communities. By maintaining a safe educational atmosphere, we empower our students to confidently pursue lifelong learning, college transfer, and career advancement.

Campus Police Authority and Arrest Powers

The Lawson State Police Department is responsible for providing law-enforcement and campus safety services to Lawson State Community College. Sworn Lawson State police officers exercise the authority and arrest powers granted under applicable Alabama law and institutional policy on College-owned, leased, or operated property within their lawful jurisdiction. The Department works cooperatively with municipal, county, state, and federal law-enforcement agencies when incidents require additional jurisdictional or investigative assistance. Lawson State also uses contracted and/or off-duty law-enforcement and security personnel to supplement campus safety operations. These personnel retain only the authority granted by their employing agency, contract, applicable law, and institutional policy. Non-sworn security personnel do not possess police arrest powers unless otherwise authorized by law.

The College maintains working relationships with the Birmingham Police Department, Bessemer Police Department, Birmingham Fire & Rescue, Jefferson County Sheriff's Office, and other appropriate agencies. Any memorandum of understanding or other written agreement concerning the investigation of alleged criminal offenses should be maintained by the College and identified in this report where required.

Campus Police Department Directory

The Lawson State Police Department is a full-service law enforcement agency dedicated to the safety and well being of the campus community. Under Code of Alabama § 16 47 10, sworn police officers hold complete law enforcement authority, powers, and arrest capabilities across all properties owned, leased, or operated by the college. To supplement primary police operations, the college utilizes off duty law enforcement officers from local agencies, as well as non sworn campus security personnel who manage non enforcement safety duties and do not possess powers of arrest. Additionally, Lawson State enhances campus physical security through a contract with Security Engineers, Inc., which provides armed security officers on campus 24 hours a day, 7 days a week.

Name	Title	Primary Campus	Phone Number
Tonikos Vandiber	Chief of Police & Safety	Birmingham / Bessemer	205-438-4204
Maurice Williams	Lieutenant	Bessemer	205-438-3992
Kenneth Hooten	Police Officer	Birmingham	205-438-3985
Jesse Bell	Police Officer (Part-time)	Bessemer	205-438-4949
Willie Porterfield	Police Officer (Part-time)	Birmingham	205-438-4896
Christopher Roper	Police Officer (Part-time)	Bessemer	205-438-3984
Jeffery Whitt	Police Officer (Part-time)	Bessemer	205-438-3984
Michelle Hudson	Lead Security Officer	Bessemer	205-438-3959
Tyheme Brooks	Security Officer	Birmingham	205-438-4805
Aaron Gortman	Security Officer	Birmingham	205-438-4795
Marcus Jernigan	Security Officer	Birmingham	205-438-4830
Trenton Leonard	Security Officer	Birmingham	205-438-4851

Cougar Alert

Don't Call Us...We'll Call/Text You with Important School Notifications.

Cougar Alert is Lawson State's mass notification system comprised of email, voice and text messaging that is designed to send emergency notifications, danger on campus warning, and/or school closing messages to thousands of individuals in minutes. It supplements existing means of emergency communication, including outdoor warning sirens and severe weather alert radios. LSCC students, faculty and staff have the opportunity to provide a primary mobile phone number for receipt of text messages, and up to three other phone numbers (mobile or other) for receipt of voice messages. Cougar Alert will be used in tandem with other campus communication tools.



Report ALL emergencies by dialing 911 for immediate assistance.

Birmingham Campus (205) 925-3587 | Bessemer Campus (205) 426-3654

Cougar Alert!

Cougar Alert Registration: https://www.lawsonstate.edu/current_students/cougar_alert

The image shows a screenshot of the Lawson State Community College login page. At the top, there is a dark blue header with the "omnilert" logo on the left and "USER LOG IN" and "SIGN UP" links on the right. The main content area is light gray. In the center, there is a white box containing the Lawson State Community College logo, the text "Lawson State Community College", and a login form. The form has two input fields labeled "username" and "password", a blue "Login" button, and links for "Forgot username?" and "Forgot password?" at the bottom.

Reporting Criminal Actions or Other Emergencies

Lawson State Community College strongly encourages students, faculty, staff, visitors, and other members of the campus community to promptly report all crimes, emergencies, suspicious activity, threats, and other situations that may affect the safety and security of the campus community.

To report an emergency, crime, suspicious activity, or other safety concern, contact:

Lawson State Police Department – Birmingham Campus:

(205) 925-3587

Lawson State Police Department – Bessemer Campus:

(205) 426-3654

Emergency: Dial 911

When reporting an incident, provide the following information, when available:

1. Your name and telephone number;
2. The type and nature of the incident;
3. The exact or approximate location of the incident;
4. Information concerning immediate threats or injuries;
5. A description of the person(s), vehicle(s), or circumstances involved; and
6. Any other information that may assist emergency personnel or law enforcement.

All members of the campus community are encouraged to report crimes to law enforcement even when the individual does not wish to pursue criminal charges. Reports may also be made to designated Campus Security Authorities (CSAs).

Lawson State Community College will evaluate reported incidents to determine whether a Timely Warning, Emergency Notification, or other campus safety communication is necessary.

Voluntary, Confidential, and Anonymous Reporting

Lawson State Community College encourages the accurate and prompt reporting of crimes and other emergencies to the Lawson State Police Department, local law enforcement, or a designated Campus Security Authority.

Individuals may report crimes to a Campus Security Authority for purposes of Clery Act statistical reporting even when they do not wish to pursue criminal or disciplinary action.

Lawson State Campus Police cannot guarantee confidentiality for reports made directly to law enforcement. Police reports and other records may be subject to applicable federal and state laws governing public records and disclosure.

Where permitted by law and College policy, individuals may request that identifying information be kept private. Anonymous reports may also be submitted for purposes of statistical reporting. Anonymous or confidential reports may be considered when determining whether a Timely Warning or Emergency Notification is necessary to protect the campus community.

The College will make reasonable efforts to protect the privacy of individuals involved in reported incidents and will share information only as permitted or required by law, College policy, and legitimate safety, investigative, or educational needs.

Campus Security Authorities

Under the Clery Act, a Campus Security Authority (CSA) is an individual or organization designated by Lawson State Community College to receive reports of Clery Act crimes and report those crimes to the appropriate College official for inclusion in the Annual Security Report.

CSAs may include, but are not limited to, members of Campus Police, officials with significant responsibility for student and campus activities, residence life personnel, athletic personnel, student affairs personnel, and other employees whose responsibilities meet the federal definition of a Campus Security Authority.

CSAs are responsible for reporting allegations of Clery-reportable crimes that are reported to them. CSAs are not responsible for determining whether a crime occurred, identifying the offender, conducting an investigation, or determining whether the incident should be classified as a Clery crime.

Lawson State provides Clery Act training to designated Campus Security Authorities regarding their reporting responsibilities, Clery geography, crime classifications, and procedures for submitting reports.

Current Campus Security Authorities

The College maintains a current list of designated Campus Security Authorities for the Birmingham and Bessemer campuses. The current CSA roster is maintained by Lawson State Community College and is available through the Campus Police Department.

Lawson State Campus Security Authority			
Name	Title	E-mail Address	Number
Cyrus Vance	Dean of Students	cvance@lawsonstate.edu	205-925-6361
Eric Agee	Athletic Director	eagee@lawsonstate.edu	205-925-6389
Aubrey Whiley	Head Coach Women's Basketball and Volleyball	awhiley@lawsonstate.edu	205-925-6363
Scott Carter	Head Coach Men's Basketball	scarter@lawsonstate.edu	205-925-2140
Wes Riley	Head Coach Baseball	jriley@lawsonstate.edu	205-402-3449
Bernard Holman	Director of Housing & Residential Life	bholdman@lawsonstate.edu	205-929-6496
Lori Chisem	Assistant Dean of Students	lchisem@lawsonstate.edu	205-929-3409
Janine Jones	Student Success Coordinator	jjones@lawsonstate.edu	205-929-6396
Tenesha Burns	Student Engagement Manager	tburns@lawsonstate.edu	205-929-2072

Licensed professional counselors, pastoral counselors, and other individuals whose responsibilities meet the applicable federal exemptions are not considered CSAs when acting within the scope of their exempt professional responsibilities.

The Lawson State Community College Wildcat Care Team

The Lawson State Community College Wildcat Care Team (often referred to as the Behavioral Intervention Team or BIT) is a multidisciplinary campus resource designated to identify, assess, and support students who may be experiencing academic, personal, mental health, or safety challenges.

Below is an overview of the Wildcat Care Team's structure, purpose, and reporting guidelines for inclusion in campus documentation or safety materials.

Wildcat Care Team Overview

Purpose & Mission

The Wildcat Care Team serves as an early-intervention body that addresses concerning, distressed, or disruptive student behavior before it escalates into a crisis. The team works collaboratively to connect students with necessary campus and community support services while maintaining campus safety and academic integrity.

Who Makes Up the Team?

The Wildcat Care Team is composed of representatives across key institutional departments.

What to Report to the Wildcat Care Team

Members of the campus community (faculty, staff, students, and family) are encouraged to submit a referral if they observe behaviors of concern, such as:

- Academic Indicators: Sudden drop in attendance, dramatic decline in academic performance, or alarming content in assignments/essays.
- Personal & Emotional Indicators: Expressing extreme distress, severe anxiety, depression, hopelessness, withdrawal, or significant changes in hygiene/appearance.
- Behavioral & Safety Indicators: Erratic behavior, angry outbursts, threats of harm to self or others, or references to weapons/violence.
- Basic Needs & Environmental Stressors: Sudden homelessness, severe food insecurity, or major family/financial crises.

How to Submit a Care Referral

1. Non-Emergency Submissions: Submit an online Wildcat Care / BIT Referral Form available through the Lawson State website or Student Affairs portal.
2. Direct Contact: Contact the Office of the Dean of Students or Counseling Services directly during regular business hours.
3. Imminent Danger / Active Crisis: Do not use the Care Team form for immediate threats. If a student poses an immediate danger to themselves or others, or is causing an active disturbance, contact the Lawson State Police Department immediately:
 - Birmingham Campus: 205-925-3587
 - Bessemer Campus: 205-426-3654
 - Emergency Line: Dial 911

The Lawson State Community College Wildcat Care Team

Behavioral Intervention Process and Procedures

Phase 1: Intake & Case Triaging

Step 1: Centralized Referral Intake

Action: Receive incoming referrals through a single, accessible online reporting form, email, or direct contact from faculty, staff, students, or campus police.

Best Practice: Maintain an active web portal that operates 24/7 with a clear header distinguishing between non-emergency BIT referrals and imminent danger / active crisis protocols (which direct users to call 911 or Campus Police).

Step 2: Immediate Triage & Risk Screening

Action: The BIT Case Manager, Team Chair, or Campus Police representative reviews incoming submissions within 24 hours (or immediately upon receipt during business hours) to evaluate urgency.

Categorization:

- Level 1 (Low / Distressed): Academic decline, social withdrawal, mild emotional distress, or basic needs insecurity.
- Level 2 (Moderate / Distributive): Erratic behavior, hostile communication, emotional outbursts, or escalating interpersonal conflict.
- Level 3 (High / Threatening): Direct threats of harm to self or others, explicit references to weapons, stalker-like behavior, or acute psychotic break.

Immediate Escalation Trigger: If a referral indicates an immediate threat or Clery-reportable emergency, bypass standard meeting schedules and immediately activate Campus Police and emergency response protocols.

Phase 2: Information Gathering & Comprehensive Risk Assessment

Step 3: Information Aggregation

Action: Before or during the formal BIT meeting, collect contextual data from key campus stakeholders to build a complete profile of the student or individual of concern.

Data Sources:

- Academic Performance: Class attendance, assignment quality, and instructor observations.
- Student Conduct & Law Enforcement History: Prior disciplinary records, campus police incident reports, or local police contacts.
- Housing & Student Life: Residential advisor reports, roommate dynamics, or student organization involvement.
- Financial & Administrative Status: Holds, financial aid changes, or sudden drop in enrollment status.

The Lawson State Community College Wildcat Care Team

Step 4: Structured Threat & Risk Assessment

Action: Evaluate the aggregated information using an objective, validated assessment rubric (such as the NABITA Risk Rubric or SAMHSA Threat Assessment Framework).

Assessment Questions:

- Is the individual showing signs of targeted violence or escalating distress?
- Does the individual possess or have access to weapons?
- Is there evidence of fixation, desperation, or hopelessness?
- What protective factors exist (e.g., strong family support, connection to a counselor or advisor)?

Phase 3: Intervention & Action Planning

Step 5: Formulation of Targeted Intervention Plan

Action: The multidisciplinary team (Student Affairs, Campus Police, Academic Affairs, Counseling Services, Residence Life, Title IX, and Legal Counsel) crafts an individualized support and safety plan.

Potential Interventions:

- Supportive & Voluntary: Referral to campus counseling/telehealth services, academic accommodations, emergency financial aid, or tutoring support.
- Administrative & Directives: Issuing a No-Contact Order, adjusting class schedules, or requiring an administrative meeting with the Dean of Students.
- Involuntary & Safety Measures: Interim suspension, emergency removal under Title IX / conduct codes, mandating a fit-for-duty/mental health evaluation, or law enforcement intervention.

Step 6: Assigning Case Ownership & Action Items

Action: Designate a specific BIT member as the primary Case Manager / Point of Contact for the intervention.

Best Practice: Clearly document who will conduct the outreach, the timeline for contact (e.g., within 24–48 hours), and the specific communication channel to be used.

Phase 4: Execution, Monitoring & Case Closure

Step 7: Implementation & Direct Outreach

Action: The assigned Case Manager executes the intervention plan by meeting directly with the student or individual of concern.

Approach: Frame outreach supportively rather than punitively whenever possible to encourage buy-in and connection to campus resources.

The Lawson State Community College Wildcat Care Team

Step 8: Ongoing Monitoring & Follow-Up

Action: Keep cases open in the BIT tracking software/log until observable, sustained behavioral stabilization is achieved.

Review Schedule: Re-evaluate open cases during weekly or bi-weekly BIT meetings to monitor progress, compliance with directives, or changes in risk level.

Step 9: Case Closure & Documentation

Action: Formally close or transition a case to routine monitoring when risk indicators drop to baseline levels.

Compliance & Record Keeping: Maintain thorough, objective, and factual documentation in secure, confidential BIT management software. Ensure record retention complies with FERPA, Title IX, Clery Act reporting mandates, and state public records laws.

Phase 5: Team Governance & Continuous Improvement

Step 10: Annual Audit & Training

Action: Conduct an annual review of BIT policies, meeting cadence, team membership, and case outcomes.

Continuous Training: Provide regular professional development for all team members on threat assessment methodologies, implicit bias, FERPA/privacy boundaries, legal liability, and trauma-informed care.



Lawson State Community College Emergency Response Guidelines

Active Shooter / Active Threat (RUN, HIDE, FIGHT)

- Pay Attention: Act quickly upon hearing gunshots, announcements, or receiving a Cougar Alert notification.
- RUN (Evacuate): If a safe path is available, escape immediately. Leave belongings behind, encourage others to follow, and keep your hands visible as you exit.
- HIDE (Barricade): If escape is unsafe, find a secure room. Lock and barricade the door, turn off lights, silence cell phones, and stay out of sight.
- FIGHT (Take Action): As an absolute last resort when your life is in imminent danger, act aggressively to disrupt or incapacitate the shooter using improvised weapons and committed physical action.
- Call 911 When Safe: Provide the dispatcher with the location of the shooter, number of suspects, physical descriptions, and types of weapons.
- Law Enforcement Arrival: Keep hands empty, visible, and raised at all times. Follow all instructions given by law enforcement officers without hesitation.

Bomb Threat / Suspicious Object

- Do Not Touch: If you observe a suspicious object, package, or device, do not touch, move, or tamper with it.
- Create Distance: Immediately evacuate the immediate area and maintain a safe standoff distance.
- Communication Safety: DO NOT use cell phones or two-way radios within 100 feet of a suspected explosive device, as radio signals can trigger detonation.
- Report: Call 911 or Campus Police from a safe location using a landline or from a safe distance outside the hazard zone. Be prepared to describe the object's appearance, exact location, and any unusual odors or sounds.

Suspicious Activity / Persons

- Trust Your Instincts: If an individual's behavior appears unusual, disruptive, or threatening, report it immediately to Campus Police.
- Do Not Confront: Do not approach, challenge, or attempt to detain suspicious individuals yourself.
- Reporting Details: Be prepared to provide officers with the individual's physical description (height, weight, hair color, clothing), observed behavior, specific location, and direction of travel.

Lawson State -UWILL

Uwill Mental Health and Wellness Services now available

Lawson State Community College is pleased to partner with Uwill, a leading student and mental health solution that provides private, secure, and confidential services at no cost to students. Free teletherapy, a direct crisis connection, and wellness options are all available through the Uwill online platform.

Services provided through Uwill are a powerful addition to those already offered by the college's Health and Wellness team.

How Uwill works for students

Uwill allows Lawson State students to choose a therapist based on their own preferences at a time that fits their schedule. Beyond teletherapy, students can also explore online programs for yoga, mindfulness, meditation, and more.

Uwill's services are also available to Lawson State faculty and staff. The campus community is reminded that anyone experiencing a medical emergency, however, should call 911.

To register or learn more, visit <http://app.uwill.com>.

We're here for **U**
when you need
someone to talk to.

Uwill

Student Mental Health & Wellness



Reporting Off-Campus Crimes and Other Emergencies

Category	Agency / Service	Primary Contact / Emergency	Non-Emergency / Direct Line
National Crisis & Helpline	Suicide & Crisis Lifeline	988 (Call or Text)	Free, 24/7, confidential support
	United Way Resource Line	211	1-888-421-1266
	National Domestic Violence Hotline	1-800-799-SAFE (7233)	Text "START" to 88788
	Alabama Poison Control Center	1-800-222-1222	24/7 Poison Help
	Veterans Crisis Line	988 (Press 1)	Text 838255

Category	Agency / Service	Primary Contact / Emergency	Non-Emergency / Direct Line
National Crisis & Helpline	Suicide & Crisis Lifeline	988 (Call or Text)	Free, 24/7, confidential support
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	Veterans Crisis Line	988 (Press 1)	Text 838255

Reporting Off-Campus Crimes and Other Emergencies

Category	Agency / Service	Primary Contact / Emergency	Non-Emergency / Direct Line
	— BPD West Precinct	911	205-254-2683
	Bessemer Police Department	911	205-425-2411
	— Bessemer PD CID (Investigations)	911	205-481-4366
	Alabama Law Enforcement Agency (ALEA)	911 or *HP (*47)	205-635-0006 (Troop Office)
Fire & Rescue	Birmingham Fire and Rescue Service	911	205-250-7540
	— Fire Prevention & Inspections	—	205-250-7550
	Bessemer Fire Department	911	205-428-3434
Emergency & Public Health	Jefferson County EMA	205-254-2039 (24-Hr Duty)	Emergency Management Agency
	Jefferson County Dept. of Health	205-933-9110	205-588-5234 (After-Hours)
Mental Health & Support	Crisis Center Birmingham	205-323-7777 (24/7 Crisis)	205-328-8483 (UTALK Youth Line)
	— Sexual Assault Rape Response	205-323-7273 (24/7 Line)	Crisis Center Hotline

Reporting Off-Campus Crimes and Other Emergencies

Category	Agency / Service	Primary Contact / Emergency	Non-Emergency / Direct Line
	— <i>Senior Talk Line</i>	—	205-328-8255
	JBS Mental Health Authority	205-591-5333 (24/7 Crisis)	205-595-4555 (Access to Care)
	UAB Center for Psychiatric Medicine	205-934-3411 / 205-934-4011	24/7 Emergency & Evaluation
	One Place Metro AL Family Justice Ctr	205-453-7261	Victim & Domestic Violence Support

Code of Conduct Process for Students

Upon receipt of a code of conduct complaint, the Dean of Student Services may assign the case to an investigator to gather additional facts. If there is probable cause to believe that a violation of the Lawson State Community College Code of Conduct has occurred, then the case will proceed to an informal adjudication stage. In this stage a resolution can occur when the term of the agreement is deemed appropriate by the Dean of Students, is designed to eliminate the conduct at issue, prevent its recurrence and remedy its effects in a manner that meets the expressed preference of the complainant and the safety and welfare of the campus community. If the case cannot be settled with an informal adjudication, the case will move to the hearing stage. After a verdict is rendered from the hearing, the decision may be appealed to the President for review. The Presidents' decision is final.

For more information concerning Code of Conduct actions, see www.lawsonstate.edu/codeofconduct.

Complaint Process for Employees

In circumstances in which the offender is a school employee, victims may file a complaint with Human Resources in place of or in addition to criminal charges. These complaints may be submitted to: Elma Bell, Director of Human Resources, (205)925-6313.

The victim of a crime who does not want to pursue action within the College's judicial system or the criminal justice system may still consider making a report to a Campus Security Authority. A student or employee can notify any Campus Security Authority about a crime and they can file an internal report without revealing their identity.

The College cannot guarantee confidentiality; but does guarantee privacy. The purpose of a confidential report is to comply with the reporting individual's wish to keep the matter confidential, while taking steps to ensure their future safety and the safety of others. Further options will be discussed with the reporting party. With such information, the college can keep an accurate record of the number of incidents involving students, employees and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential dangers. Reports filed in this manner are counted and disclosed in the annual crime statistics for the College.

Crisis and Other Urgent Communications

Clery Timely Warning Notices are specifically related to compliance with the federal Clery Act, which requires colleges and universities to notify students and employees whenever there is a threat that a serious crime has been reported and/or may be repeated--so that campus community members can protect themselves or their property. The Clery Act identifies specific crimes that require a timely warning notice to be issued. When crimes are reported to a CSA or the police and the reported crime(s) are believed to have occurred on campus, in or on non-campus buildings or property, or on public property immediately contiguous to the campus.

Emergency Notifications

If a potentially life-threatening emergency exists that necessitates an urgent notification to the campus community, such as a tornado warning or active shooter, the institution's e2-campus Emergency Notification System will be used. This message will be promulgated through text messages, and emails. The e-2 Campus Notification System also integrates messages with Facebook and Twitter. The way an individual gets e-2 Campus messages, is entirely their decision. Emergency notifications can be sent by the Police Department Dispatcher when deemed appropriate.

Timing, Content, and Decision Criteria for Issuing a Crime Alert:

The Clery Act does not define what is timely. However, the warning should be issued as soon as pertinent information is available, because the intent of a Clery timely warning is to alert the campus community of a criminal event and any continuing threats that are believed to exist.

Clery Act regulations do not specify what should be included in a timely warning. However, the warning should include information that would promote actions to encourage security awareness.

The issuance of a Crime Alert should be decided on a case-by-case basis in light of all of the facts surrounding a crime. These include factors such as the nature of the crime, a continuing danger to the community, and the possible risk of compromising law enforcement efforts to apprehend the suspect(s) if certain information is made public.

Generally, the Alert should specify the type of reported crime, the time and location where the crime occurred, and specific advice to the community regarding steps to take to avoid becoming a victim of similar crimes.

The decision to issue a Crime Alert is made by the Chief of Police or his designee, at times after consulting with The President. The Crime Alert may be issued by any of the Public Information Officers.

A CRIME ALERT may be disseminated campus-wide using a variety of methods that include official Lawson State e-mail, advisory posters placed at building entrances and inside locations frequented by members of the campus community, the Police Department web page, and via social media such as Facebook and Twitter. Sometimes an early alert may be isolated to certain areas of the campus because the threat to the entire campus is negligible.

Security of Personal Property

The college cannot be responsible for personal property, nor can the college assume responsibility for the protection of vehicles or their contents. The campus police recommend that students conceal books, supplies, and other valuables in the trunks of their cars or keep valuables in their possession at all times. Items such as purses, handbags, book bags, and knapsacks should not be unattended

Security of and Access to Campus Facilities

Lawson State Community College is committed to providing a safe, secure, and healthy environment for all students, faculty, staff, and visitors. In support of this commitment, the college maintains a dedicated Lawson State Police Department (LSPD) with police and security personnel on duty whenever campus facilities are open or operational.

Campus Operating Hours and Building Access

Campus facilities are opened, unlocked, and secured daily by Campus Police according to official operating schedules and approved facility usage requests. To ensure facilities are prepared for morning classes and administrative operations, main exterior doors across all campuses are unlocked daily by 7:00 AM.

Standard campus operational hours are as follows:

- Birmingham Campus
 - Monday – Friday: 8:00 AM – 9:00 PM
 - Saturday: 8:00 AM – 4:00 PM
 - Sunday: Closed (except for authorized events or residential operations)
- Bessemer Campus
 - Monday – Friday: 8:00 AM – 9:00 PM
 - Saturday: 8:00 AM – 4:00 PM
 - Sunday: Closed (except for authorized events)

Facilities are systematically locked and secured each evening immediately following the conclusion of scheduled classes, athletic events, or officially approved activities.

Residential Housing Access (Birmingham Campus)

Access to student residential housing facilities is restricted 24 hours a day, 7 days a week to resident students, authorized staff, and registered guests. Exterior access doors remain locked continuously. Residents must use assigned keycards or credentials to enter and are strictly prohibited from propping open exterior doors or permitting unescorted non-residents into the facility.

Maintenance and Security Surveys

LSPD officers and college physical plant personnel routinely inspect campus buildings, exterior doors, lock hardware, lighting, and emergency communication systems to ensure proper working order and to eliminate potential security hazards. Maintenance issues affecting physical security are reported immediately for priority repair.

Sex Offender Registry

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000 and the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a state concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice, as required under state law, to each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student. Information about sex offenders in Alabama can be found at: <https://www.alea.gov/node/270>

Sexual Offenses

Lawson State places a high priority on the safety of all students, employees and visitors. Any type of sexual misconduct is strictly forbidden at Lawson State. Both college disciplinary procedures and criminal charges may be applied to sexual offenses.

Educational Programs

Education programs aimed at making the Lawson State community free from sex offenses are administered by the Campus Police and the student services division both on the Birmingham and Bessemer Campus. These programs include but are not limited to:

- A. Presentations at orientation by Campus Police.
- B. Presentations by Campus Police as requested.
- C. Brochures available in the offices of Campus Police describe the prevention of sexual assault.
- D. Posters throughout the campus community to heighten awareness of sexual assault.

Sanctions

Upon determination that a student or employee has committed rape, acquaintance rape or another sexual offense, the following sanctions are available:

- Criminal charges
- Probation
- Suspension from college and/or employment
- Expulsion from college
- Termination of employment
- Ban from college property

Sexual Assault Elimination Act

Enacted in March 2013, the Campus Save Act is the most recent, and far reaching, in a long line of laws that protect students from sexual violence and harassment. The act requires students, faculty and staff to be trained in the appropriate response to sexual violence and harassment. These programs will include a discussion of what constitutes sexual harassment and sexual violence, the school's policies and disciplinary procedures, and the consequences of violating these policies.

Student Bill of Rights

Lawson State places a high priority on the safety of all students, employees and visitors. Any type of harassment, abuse, physical violence or intimidation is forbidden. Both college disciplinary procedures and criminal charges may be applied to these offenses.

1. Complainants have the right to assistance by all faculty and staff in reporting allegations of harassment, abuse, physical violence, sexual violence or intimidation.
2. Complainants have the right in choosing the manner in which the complaint is filed.
 - a. The complainant may report the crime to law enforcement.
 - b. The complainant may request a school disciplinary inquiry.
 - c. The complainant may choose both options.
 - d. The complainant may choose not to report the incident.
3. Complainants have the right to confidentiality when reporting allegations of harassment, abuse, physical violence, sexual abuse or intimidation.
4. Complainants have the right to a thorough and professional investigation that protects the rights of both the accused and the accuser.
5. Complainants have the right to know that criminal sanctions include probation, fines, imprisonment or counseling.
6. Victims have the right to know that school disciplinary sanctions include probation, suspension, expulsion, counseling, termination of employment and ban from college property.
7. Complainants have the right to assistance in obtaining orders of protection, no contact orders and restraining orders by the Campus Police concerning offenses that occur on campus, when requested and when probable cause exists.
8. Complainants have the right to know that there will not be a monetary charge for filing criminal or school disciplinary complaints.
9. Complainants have the right to a prompt, fair, and impartial investigation, conducted by properly trained individuals conducted by officials who receive annual training.
10. Accusers and accused have the right to simultaneous written notification of outcome at each stage in the process.

11. Accusers and the accused both have the right to appeal code of conduct decisions.

12. Complainants have the right to assistance with accommodations regarding academic and work scheduling when requested and reasonably available; whether or not the offense was reported to law enforcement. The location of the offense does not affect this right.

13. Lawson State Community College will not allow any form of retaliation against a complainant for making an allegation of harassment, abuse, physical violence, or intimidation.

Instructions for Sexual Assault Victims

In the event you or another person is the victim of sexual assault, it is important to remember details, follow procedures and notify the proper departments. The single most important thing a victim of rape or sexual assault can do is tell someone - the police, a friend, a medical professional, etc. Rape or sexual assault, whether by a stranger or someone you know, is a violation of your body, your trust and your right to choose. The following are recommended procedures to follow:

A. Do not shower, wash or change your clothes.

B. Do not brush your teeth.

C. Preserve any evidence such as clothing, used condoms, towels, tissue or other items which may be useful for investigation purposes.

D. If the incident occurs on campus, contact the Campus Police at (205) 925-3587. If the incident occurs off campus, contact 911.

F. Seek medical attention immediately. Campus Police at (205) 925-3587 can assist in seeking medical attention. Also, local emergency medical services can be contacted by dialing 911.

G. Seek counseling to assist with mental and emotional trauma. Information concerning counseling services available through various agencies can be obtained in the Office of Campus Police.

Resources for Sexual Assault Victims in Jefferson County

Birmingham Crisis Center (Rape Response) is available for victims of sexual abuse 24 hours a day, 7 days a week. Services provided by Rape Response include mental health counseling and evidence collection. Services are available to victims whether or not the victim decides to contact law enforcement. All services are free and confidential.

Phone number: 205-323-7777

Address: 3600 8th Avenue South
Birmingham, Alabama 35222

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. A bystander is defined as a “individual who observes or witnesses’ conditions that perpetuate violence. They are not Directly involved but have the choice to intervene, speak up, or do something about it.” Lawson State Community College want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm.

We may not always know what to do in the event we want to help. The link below provides useful information to help bystanders make informed decisions:

<https://www.nsvrc.org/bystander-intervention-online-learning-opportunities>.

- If you or someone else is in immediate danger, dial 911. This could be when a person is yelling or being physically abusive toward another person and it is not safe for you to interrupt.
- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.

Risk Reduction

With no intent to victim blame and recognize that only abusers are responsible for their abuse, the following are some strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org).

Monitoring Campus, Non-Campus and Public Property for Criminal Activity

The Campus Police Department maintains a list of all reports of crimes that occur on Lawson State Community College property. Between January and July of each calendar year, letters of inquiry, or emails, are sent to local police jurisdictions inquiring about specific Clery crimes associated with each address during those specific dates/times. These letters are sent by certified mail, and their associated certification labels are included in the Campus Safety Office correspondence file. When these letters are answered, their contents are analyzed, and any crime deemed to be within the exact Clery geography of that location is added to the crime data for that year.

Daily Crime Log

Lawson State Community College maintains a Daily Crime Log that records the date the incident was recorded, the type of incident, the general location of the incident and the disposition of the complaint. The department post criminal incidents on the Crime Log within two business days of receiving a report of an incident. These records are available for public inspection at any Lawson State Campus Police Department anytime that the campus is open for business.

Clery Act Definitions

Domestic Violence

Defined under 34 CFR § 668.46(a) and 34 U.S.C. 12291(a)(12) as a felony or misdemeanor crime of violence committed:

1. By a current or former spouse or intimate partner of the victim;
2. By a person with whom the victim shares a child in common;
3. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
4. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
5. By any other person against an adult or youth victim who is protected from domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence

Defined under 34 CFR § 668.46(a) as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

Determining Factors: The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of:

- a. The length of the relationship.
- b. The type of relationship.
- c. The frequency of interaction between the persons involved in the relationship.

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

Dating violence does not include acts covered under the definition of domestic violence.

Clery Act Definitions

Stalking

Defined under 34 CFR § 668.46(a) as engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

Fear for the person's safety or the safety of others; or
Suffer substantial emotional distress.

Course of conduct: Two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

Reasonable person: A reasonable person under similar circumstances and with similar identities to the victim.
Substantial emotional distress: Significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Sexual Assault

An offense that meets the definition of Rape, Fondling, Incest, or Statutory Rape as used in the FBI's Uniform Crime Reporting (UCR) program:

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. (Includes all genders of victims and perpetrators.)

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or temporary or permanent mental or physical incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent. (Added to complete federal classification).

Consent

Clery Regulatory Requirement: Per 34 CFR § 668.46(b)(11)(vii), institutions must include in their Annual Security Report the definition of "consent" in reference to sexual activity under the applicable local or state jurisdiction.

Clery Act Definitions

Consent Definition & Jurisdictional Standard

Institutional Policy Enforcement (Lawson State Community College / ACCS Policy)

For institutional policy enforcement and administrative compliance under Title IX and Lawson State Community College policy, Consent is defined as:

Knowing, voluntary, and clear permission by word or action to engage in mutually agreed-upon sexual activity. Each party has the responsibility to make certain that the other has consented before engaging in any sexual activity. The request for consent must be specific to each act and should be obtained with each new level of physical and/or sexual contact in any given interaction, regardless of who initiates it.

For consent to be valid, there must be actual words or conduct indicating freely given agreement at the time of the sexual contact or intercourse. A person cannot consent if they are unable to understand what is happening or are disoriented, helpless, asleep, or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when they know, or reasonably should know, that the other person is physically or mentally incapacitated has engaged in nonconsensual conduct. Intoxication is not a defense against allegations of nonconsensual sexual conduct. Obtaining consent is an ongoing process throughout any sexual interaction.

Primary Crimes (UCR Hierarchy / Offense Definitions)

Under 34 CFR § 668.46(c) and the FBI UCR Summary Reporting System, the primary Clery offenses (excluding sexual assault, VAWA, and hate crimes) are defined as follows:

Criminal Homicide

- Murder and Nonnegligent Manslaughter: The willful (nonnegligent) killing of one human being by another.
- Negligent Manslaughter: The killing of another person through gross negligence.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means that likely will produce death or great bodily harm. (Simple assaults are excluded except when reported as Hate Crimes).

- Robbery: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- Burglary: The unlawful entry of a structure to commit a felony or a theft. For Clery Act reporting, this includes: unlawful entry with intent to commit a larceny or felony, breaking and entering with intent to commit a larceny, and housebreaking.
- Motor Vehicle Theft: The theft or attempted theft of a motor vehicle. (Includes automobiles, trucks, buses, motorcycles, motor scooters, snowmobiles, and golf carts).
- Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Violence Against Women Act (VAWA) and Sexual Misconduct

Lawson State Community College is committed to providing a safe educational and working environment free from sexual assault, dating violence, domestic violence, stalking, sexual harassment, sex-based harassment, and other prohibited sexual misconduct.

The College prohibits retaliation against any individual who, in good faith, reports an incident, participates in an investigation or proceeding, or exercises rights protected by law or College policy.

Reporting Options

A person who experiences or witnesses sexual assault, dating violence, domestic violence, stalking, or other prohibited conduct may report the incident to:

- Lawson State Police Department;
- Local law enforcement;
- The Lawson State Title IX Coordinator or designated Title IX personnel;
- A Campus Security Authority; or
- Another appropriate College official.

An individual may pursue a criminal report, a College administrative process, both, or neither, consistent with applicable law and College policy.

Supportive Measures

Lawson State Community College may provide appropriate supportive measures to individuals involved in a report. Supportive measures are intended to assist with safety and continued access to educational or employment opportunities and may be available regardless of whether a formal complaint is filed.

Supportive measures may include, when appropriate and reasonably available:

- Academic or work-related adjustments;
- Changes in class, work, or campus arrangements;
- Assistance with transportation or safety planning;
- No-contact directives;
- Assistance with obtaining appropriate protective orders; and
- Referrals to counseling, medical, advocacy, and other support services.

Investigation and Resolution

The College maintains procedures for receiving, investigating, resolving, and adjudicating complaints involving sexual misconduct and sex-based harassment.

Applicable procedures identify the responsibilities of the parties and College officials, notice requirements, opportunities for participation, applicable standards, potential sanctions, and appeal procedures.

Sanctions

Individuals found responsible for violations of College policy may be subject to sanctions consistent with applicable College policy and due process requirements. Sanctions may include disciplinary warning, probation, suspension, expulsion, termination of employment, restrictions from College property, or other appropriate disciplinary action.

Criminal conduct may also be referred to law enforcement for investigation and prosecution.

Violence Against Women Act (VAWA) and Sexual Misconduct

Risk Reduction

Lawson State Community College recognizes that responsibility for sexual assault, dating violence, domestic violence, and stalking rests with the person who commits the prohibited conduct. Risk-reduction information is provided solely to promote awareness and personal safety and should never be interpreted as placing responsibility on a victim.

Students and employees are encouraged to:

- Stay aware of their surroundings;
- Trust their instincts and seek assistance when they feel unsafe;
- Use the College's emergency notification and communication systems;
- Travel with trusted friends or in groups when appropriate;
- Report concerning behavior or threats;
- Establish a plan for obtaining assistance in an emergency; and
- Contact Campus Police or 911 when immediate assistance is needed.

Protection From Abuse Orders

Lawson State Community College recognizes and supports applicable protection from abuse orders and other lawful protective orders.

A member of the campus community who obtains a protection order and believes that the order may affect campus safety is encouraged to provide a copy of the order to the Lawson State Police Department. Campus Police may assist with safety planning and coordination with appropriate law enforcement agencies when requested and when permitted by law.

Individuals seeking assistance with obtaining a protection order may contact Campus Police, local law enforcement, or an appropriate community advocacy organization for information regarding available resources.

VAWA / Sexual Misconduct

Protection Orders

Lawson State Community College will provide information and reasonable assistance, when requested and appropriate, concerning available protection orders, restraining orders, no-contact directives, and other lawful protective measures.

Members of the campus community who obtain a protection order that may affect campus safety are encouraged to notify Campus Police so that appropriate safety planning and enforcement assistance can be considered.

Written Notification

Individuals involved in a covered disciplinary process will receive written notification of applicable outcomes and appeal rights consistent with College policy and applicable federal and state requirements.

Retaliation

Retaliation against a person for reporting sexual misconduct, participating in an investigation or proceeding, seeking supportive measures, or exercising rights protected by law or College policy is prohibited.

Prevention and Awareness

Lawson State Community College provides prevention and awareness programming addressing sexual assault, dating violence, domestic violence, stalking, sexual harassment, consent, bystander intervention, risk reduction, and available resources.

Programs may be provided through student orientation, employee training, Campus Police presentations, Title IX programming, educational materials, and other campus-wide activities.

How to Be an Active Bystander

Bystanders can play an important role in preventing sexual violence, relationship violence, stalking, harassment, and other harmful conduct.

An active bystander may:

- Recognize situations that may place another person at risk;
- Check in with someone who may need assistance;
- Interrupt or redirect potentially harmful behavior when it is safe to do so;
- Seek assistance from Campus Police, College personnel, or emergency services;
- Encourage individuals experiencing harm to seek appropriate support; and
- Report emergencies by calling 911.

Individuals should not place themselves in danger when attempting to intervene. When an immediate threat exists, call 911 or Campus Police.

Lawson State Counseling Services

CONTACT US

Dr. Lesley Harper
Student Services Specialist
205.929.6383
lharper@lawsonstate.edu

Janine Jones
Student Success Coordinator
205.929.6396
jjones@lawsonstate.edu

Leda Porter
Student Services Specialist
205.929.3419
lporter@lawsonstate.edu

OFFICE PHONE
205.929.2113

EMAIL
counseling@lawsonstate.edu

BIRMINGHAM
3060 Wilson Road
Birmingham, AL 35221

BESSEMER
1100 9th Avenue SW
Bessemer, AL 35022

WEB
LAWSONSTATE.EDU

CAMPUS PHONE
205.929.2515

NONDISCRIMINATION POLICY

It is the policy of the Alabama Community College System, its Board of Trustees, and Lawson State Community College, a postsecondary institution under its control, that no person shall, on the grounds of race, color, disability, sex, religion, creed, national origin, age or any other protected class as defined by Federal and State Law, be excluded from participation in, be denied the benefit of, or be subjected to discrimination under any program, activity, or employment. The notice of nondiscrimination is located on the College's website on the Human Resource page.



COUNSELING SERVICES

SERVICES

RESOURCES

ACADEMIC ADVISEMENT

COUNSELING

COURSE REGISTRATION
DIRECTIONS

CONFIDENTIALITY

A Community
of Support

-SINCE 1949-

Lawson State Counseling Services

ABOUT US

Our goal is to advance the educational mission of Lawson State Community College by providing academic, personal, and professional services that will promote student success and persistence within the college community.

WHAT WE DO

Lawson State Community College Counseling Services is responsible for ensuring accessibility to services, programs, and activities. Additionally, counselors provide academic, personal, and professional support. Direct services include, but are not limited to assessment, faculty/student seminars, case management, and crisis intervention.

REASONS WHY STUDENTS USE OUR SERVICES

Counselors are non-judgmental, objective skilled professionals equipped to support and assist students in academic, personal, and professional endeavors. Counselors guide students in life as they make academic, personal, and professional decisions.

SERVICES

Counselors provide individual, group, academic, personal, and professional services

- Academic advising
- Course Selection
- Acquiring Tools and Skills for Academic & Professional Success
- Listening, testing and notetaking strategies
- Goal Setting

RESOURCES

At Lawson State, we care about your physical and mental well-being. If you're hurt, sick, or having a bad day, we're here to support you until you're back to feeling your best. Visit us for help finding medical care, counseling, and information about your healthcare concerns and overall wellness.

DISABILITY SERVICES

To register with DSS for accommodations due to a disability you will need to follow the registration process below.

- Complete the online application
- Submit documentation of disability
- Attend an Accommodation planning meeting

COURSE REGISTRATION DIRECTIONS

Click **Registration Self-Service**
Click **Register for Classes**
Select a term and Click **Continue**

In the Subject box, type the first subject, select the desired course

Enter the Course Number
Click **Search**

Browse the listed courses and determine which course works best with your schedule

Click **Add** beside the course

Click the green **Search Again** box & repeat steps until all courses have been added

Once complete, Click **Submit** at the bottom right

All registered courses should be highlighted green

CONFIDENTIALITY

Counselors adhere to the legal standards & ethical codes of the State of Alabama. This means that communications between counselors and students are confidential. Legal mandates do exist and can be discussed with staff and viewed in the Counseling Services policy on confidentiality.

NEED ADVISEMENT OR COUNSELING?

Contact us via phone or email to make an in-person or virtual appointment.

TITLE IX / SEX-BASED HARASSMENT CONTACT

Reporting Options

If you have experienced sexual harassment, sexual assault or sexual violence, you have resources and reporting options. If an incident occurs to you or you know of an incident, please immediately contact at least one of the following people/offices:

Lawson State Police Department (Birmingham Campus): 205-929-6317

Lawson State Police Department (Bessemer Campus): 205-929-3509 or 205-929-6308

Police (Birmingham)

Central Headquarters

Phone: 205-254-1700

Police (Bessemer)

Phone: (205) 424-4060

Lawson State (Title IX Coordinator for Student Complaints): Dr. Cyrus Vance, Dean of Student Services, (205) 929-6361; Email: cvance@lawsonstate.edu

Lawson State: (Title IX Deputy Coordinator for Employees): Elma Bell, Director of Human Resources (205) 929-6313; Email: ebell@lawsonstate.edu

Victim Rights, Protection Orders, and Resources

Lawson State Community College conducts prevention and awareness activities addressing sexual assault, dating violence, domestic violence, stalking, and related prohibited conduct.

Programs and educational activities may include primary prevention, awareness education, bystander intervention, healthy relationships, consent, personal safety, and available reporting and support resources.

Bystander intervention information should identify practical and safe ways members of the campus community may intervene, seek assistance, or help prevent harmful conduct. Risk-reduction information should be presented without implying that the person experiencing misconduct is responsible for preventing the misconduct.

Missing Student Policy

Lawson State Community College maintains procedures for responding to reports of missing students who reside in on-campus student housing. A missing student report may be made to the Lawson State Police Department, a local law enforcement agency, a Campus Security Authority, or an appropriate College official.

When a student residing in on-campus housing is determined to be missing, Lawson State Community College will initiate appropriate procedures to locate the student and will notify the appropriate law enforcement agency as required by applicable law. Students residing in on-campus housing may identify a confidential emergency contact person whom the College may contact when the student is determined to be missing. The confidential emergency contact information is maintained separately from other student information and is accessible only to authorized College officials, as permitted by law.

If a student who is under 18 years of age and not emancipated is determined to be missing, the College will notify the student's custodial parent or guardian in accordance with applicable law, in addition to any confidential contact designated by the student.

The College will make appropriate notifications and coordinate with law enforcement without waiting 24 hours when circumstances indicate that a student may be missing or endangered.

24-Hour Notification Protocols

Upon receiving a report that a residential student is missing, Campus Police will initiate an immediate investigation to determine the student's status:

If Campus Police or local law enforcement determines that the student has been missing for 24 hours, the institution will, within 24 hours of that determination:

- a. Notify the individual designated by the student as their confidential contact person.
- a. If the student is under 18 years of age and not emancipated, notify the student's custodial parent or guardian.
- a. Inform the local law enforcement agency with jurisdiction over the area where the student was reported missing (e.g., Birmingham Police Department).

Missing Student Reporting

Reports concerning a potentially missing residential student should be made immediately to Lawson State Campus Police:

Birmingham Campus: (205) 925-3587

Bessemer Campus: (205) 426-3654

Emergency: 911

Hate Crimes

A Clery Hate Crime is any of the primary offenses listed above, plus Sexual Assault, VAWA offenses (Dating Violence, Domestic Violence, Stalking), OR any of the four additional misdemeanor offenses listed below, in which the victim was intentionally selected because of the perpetrator's bias against the victim's actual or perceived race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability.

Additional Offenses Reportable ONLY as Hate Crimes:

- Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
- Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury.
- Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- Vandalism (Destruction/Damage/Vandalism of Property): To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Target Bias Categories

1. Race
2. Religion
3. Sexual Orientation
4. Gender
5. Gender Identity
6. Ethnicity
7. National Origin
8. Disability

Arrests and Disciplinary Referrals for Specific Violations

The Clery Act requires tracking arrests and referrals for disciplinary action for three specific categories:

Liquor Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of intoxicating beverages. (Excludes drunkenness and driving under the influence).

Drug Abuse Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use.

Weapons Law Violations (Carrying, Possessing, etc.): The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Confidentiality

Lawson State Community College encourages anyone who is the victim or witness to any crime to promptly report the incident to the police. Because police reports are public records under state law, Lawson State Community College Campus Police cannot hold reports of crime in confidence. Anonymous reports to Campus Safety Authorities may be filed for statistical reporting purposes. A student's privacy concerns are weighed against the needs of the College to respond to certain incidents and crimes.

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

Policy Statement on Hazing Prevention and Compliance

Lawson State Community College maintains a zero-tolerance policy regarding hazing in any form. The College is dedicated to maintaining a safe, respectful, and supportive educational environment for all students, faculty, staff, and visitors across the Birmingham and Bessemer campuses. Hazing is illegal under Alabama state law, violates Alabama Community College System (ACCS) policies, and is strictly prohibited by Lawson State Community College regulations.

Legal and Regulatory Framework

This statement aligns with state law, system governance, and institutional policies:

State of Alabama Law (Code of Alabama § 13A-11-200 et seq.): Under Alabama law, hazing is defined as any intentional, knowingly, or reckless act committed by a student or group of students against another student in connection with initiation into, affiliation with, or maintenance of membership in any organization. Hazing is classified as a Class C misdemeanor under Alabama law. Related acts committed during hazing such as assault, reckless endangerment, coercion, or providing alcohol to a minor may result in separate, severe felony criminal charges.

Alabama Community College System (ACCS) Board Policy: ACCS guidelines mandate that all member institutions ensure educational environments remain free from harassment, intimidation, abuse, physical bullying, and hazing. ACCS policies require swift investigation and disciplinary action for any individual or recognized student organization participating in or facilitating hazing activities.

Lawson State Community College Policy: Lawson State explicitly prohibits hazing across all campus locations, non-campus properties, and college-sponsored events. Expressed or implied consent of the victim does not constitute a defense against violations of this policy.

Definition of Hazing

Hazing includes, but is not limited to, any action taken or situation created intentionally, knowingly, or recklessly that produces mental or physical discomfort, embarrassment, harassment, or ridicule. Prohibited activities include:

Physical Abuse or Hardship: Whipping, beating, branding, electric shocking, exposure to elements, forced calisthenics, or sleep deprivation.

Forced Consumption: Mandated or coerced consumption of food, alcohol, drugs, liquid, or non-edible substances.

Psychological & Emotional Harassment: Coerced isolation, public embarrassment, forced servitude, or acts designed to intimidate or humiliate.

Sexual Misconduct: Forced nudity, sexual humiliation, or coerced acts of a sexual nature.

Unlawful Activity: Coercing a student to violate federal, state, or local laws or institutional policies.

Hazing — Stop Campus Hazing Act Compliance

Lawson State Community College prohibits hazing and maintains policies and procedures addressing the prevention, reporting, investigation, and resolution of hazing incidents.

Hazing includes conduct that is prohibited by applicable federal or state law or College policy and that is associated with joining, maintaining membership in, affiliating with, or participating in a student organization, group, team, or other organized activity.

REPORTING

Suspected hazing may be reported to Campus Police, College officials, the appropriate student-affairs office, or through an approved reporting mechanism.

INVESTIGATION AND SANCTIONS

Reports of hazing are reviewed and investigated in accordance with applicable College procedures. Individuals and organizations found responsible may be subject to disciplinary sanctions and other consequences authorized by College policy and law.

PREVENTION AND AWARENESS

Lawson State provides hazing prevention and awareness education designed to promote safe participation, bystander intervention, ethical leadership, healthy group cohesion, and responsible organizational practices.

Hazing Incidents and Statistics

Lawson State Community College is committed to maintaining a safe and respectful educational environment and strictly prohibits hazing. The College encourages students, employees, and other members of the campus community to report suspected hazing to Campus Police, College officials, or through an approved reporting mechanism.

Based on Lawson State Community College records reviewed for the reporting period, no hazing incidents were reported for calendar years 2023, 2024, or 2025.

Hazing	Incidents	Reported
2023	2024	2025
0	0	0

For purposes of the federal Stop Campus Hazing Act, Lawson State began collecting and documenting hazing statistics during calendar year 2025. Therefore, the 2025 figure represents the first year of federally required hazing statistics under the amended Clery Act reporting requirements. The 2023 and 2024 figures are provided as institutional historical information.

Lawson State Community College had zero reported hazing incidents in 2023, zero reported hazing incidents in 2024, and zero reported hazing incidents in 2025.

Reporting Protocols & Bystander Protections

Members of the campus community who witness, experience, or suspect hazing are required to report the behavior immediately:

Lawson State Campus Police Department:

- Birmingham Campus: 205-925-3587
- Bessemer Campus: 205-426-3654
- Emergency Line: Dial 911

Office of Student Services / Dean of Students: Formal incident reports may be filed directly with the Dean of Students or through the online incident reporting system.

Amnesty and Good Faith Reporting: Individuals who truthfully report hazing incidents in good faith will not be subject to disciplinary penalties for policy violations related to the reported incident. Retaliation against any individual who reports hazing or participates in an investigation is strictly prohibited and subject to immediate institutional sanctions.

Institutional Sanctions and Enforcement

Violations of the Hazing Policy result in administrative, institutional, and legal proceedings:

Individual Sanctions: Students found responsible for hazing face disciplinary penalties up to and including probation, suspension, permanent expulsion, and referral to law enforcement agencies for criminal prosecution.

Organizational Sanctions: Student clubs, athletic teams, or student organizations found involved in hazing face immediate suspension of operations, loss of institutional recognition, forfeiture of college funding, and charter revocation.

Employee Accountability: College employees who participate in, condone, or fail to report known hazing activities are subject to disciplinary action up to and including termination of employment.

Alcohol, Drugs, and Weapons

Drug and Alcohol-Free Campus

Lawson State Community College is committed to maintaining a safe, healthy, and productive educational and working environment. The College prohibits the unlawful manufacture, distribution, dispensation, possession, use, or sale of alcoholic beverages, controlled substances, and illegal drugs on College property or in connection with College activities, except as expressly permitted by applicable law and College policy. Students, employees, and visitors are expected to comply with applicable federal, state, and local laws and College policies concerning alcohol and controlled substances.

Violations may result in College disciplinary action and, when appropriate, referral to law enforcement.

Alcohol and Drug Prevention Programs

Lawson State Community College provides information and educational opportunities concerning alcohol and drug abuse prevention. Prevention and awareness efforts may include student orientation, employee training, educational materials, counseling referrals, Campus Police programming, and other student-success or wellness initiatives.

Students and employees are encouraged to seek assistance when they or someone they know is experiencing problems related to alcohol or drug use.

Disciplinary Sanctions

Students found responsible for violating College alcohol or drug policies may be subject to sanctions consistent with the Lawson State Student Code of Conduct and applicable College policy. Sanctions may include warning, probation, suspension, expulsion, referral to counseling or educational programs, restriction from College activities, or other appropriate disciplinary action.

Employees who violate applicable College alcohol and drug policies may be subject to disciplinary action consistent with College policy and applicable law, up to and including termination of employment.

Criminal violations may also be referred to appropriate law enforcement agencies.

Resources

Lawson State Community College provides or refers students and employees to appropriate counseling, behavioral health, substance-use treatment, and community resources. Current resource information is available through Student Services, Counseling Services, Human Resources, and Campus Police.

Alcohol, Drugs, and Weapons

Lawson State Community College maintains a drug- and alcohol-free educational and work environment consistent with applicable federal and state law and College policy.

The unlawful manufacture, distribution, dispensation, possession, or use of controlled substances and the unlawful possession or use of alcohol are prohibited on College property and at College-sponsored activities, subject to applicable law and institutional policy.

Students and employees who violate applicable laws or College policy may be subject to disciplinary action and, when appropriate, criminal or civil consequences.

Lawson State provides or makes available prevention, education, counseling, referral, and treatment resources for students and employees.

Crime Statistics for Reporting Periods

For compliance with the Campus Security Act, institutions must also report the numbers of arrests for liquor law violations, drug abuse violations, and weapons possession.

Definitions of crimes for which arrests must be reported also as defined by the National Association of College and Universities Attorneys College Law Digest are:

Liquor law violations: violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages (with the exception of “driving under the influence” or “drunkenness”).

Drug abuse violations: violations of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation or use.

Weapons possessions: violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Annual Campus Safety and Security Statistics

Annual Campus Safety and Security Survey Disclosure (2023-2025)

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, this document contains official reported crime statistics for Lawson State Community College. Statistics are compiled from reports submitted by Campus Security Authorities (CSAs) and local law enforcement agencies.

Birmingham Campus-3060 Wilson Road Southwest Birmingham, Alabama 35221

PRIMARY CRIMINAL OFFENSES

Offense Category	On-Campus			Student Housing			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder / 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	1	0	0	1	0	0	0	0	0
Fondling	2	0	0	0	1	0	0	0	0
Incest & Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	2	0	0	2	0	0	0	1	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	1	1	0	0	0	0	0	0
Motor Vehicle Theft	1	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0

VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES

Offense Category	On-Campus			Student Housing			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Domestic Violence	3	0	0	2	0	0	0	0	0
Dating Violence	0	1	1	0	0	1	0	0	0
Stalking	0	1	1	0	0	0	0	0	0

Annual Campus Safety and Security Statistics

LAW ENFORCEMENT ARRESTS

Offense Category	On-Campus			Student Housing			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 (Excl. DUI)	0	0	0	0	0	0	0	0	0

DISCIPLINARY REFERRALS (NON-ARREST)

Offense Category	On-Campus			Student Housing			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	4	1	1	3	1	0	0	0	0
Liquor Law Violations (Excl. DUI)	1	0	2	1	0	0	0	0	0

HATE CRIMES & UNFOUNDED REPORTS SUMMARY

Category / Description	2023	2024	2025
Total Reported Hate Crimes (Bias across Race, Religion, Gender, Sexual Orientation, Gender Identity, Disability, Ethnicity, or National Origin)	0	0	0
Total Unfounded Crimes (Formally investigated and determined by sworn law enforcement to be false or baseless)	1	0	0

Annual Campus Safety and Security Statistics

Annual Campus Safety and Security Survey Disclosure (2023-2025)

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, this document contains official reported crime statistics for Lawson State Community College. Statistics are compiled from reports submitted by Campus Security Authorities (CSAs) and local law enforcement agencies.

Bessemer Campus-1100 9th Ave Southwest, Bessemer, AL 35022

PRIMARY CRIMINAL OFFENSES

Offense Category	On-Campus			Public Property		
	2023	2024	2025	2023	2024	2025
Murder / Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest & Statutory Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	2	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0

VIOLENCE AGAINST WOMEN ACT (VAWA) OFFENSES

Offense Category	On-Campus			Public Property		
	2023	2024	2025	2023	2024	2025
Domestic Violence	3	0	0	0	0	0
Dating Violence	0	1	1	0	0	0
Stalking	0	1	1	0	0	0

Annual Campus Safety and Security Statistics

LAW ENFORCEMENT ARRESTS

Offense Category	On-Campus			Public Property		
	2023	2024	2025	2023	2024	2025
Weapons: Carrying, Possessing, etc.	0	0	1	0	0	0
Drug Abuse Violations	0	0	1	0	0	0
Liquor Law Violations (Excl. DUI)	0	0	1	0	0	0

DISCIPLINARY REFERRALS (NON-ARREST)

Offense Category	On-Campus			Public Property		
	2023	2024	2025	2023	2024	2025
Weapons: Carrying, Possessing, etc.	0	0	1	1	0	2
Drug Abuse Violations	0	0	1	0	0	2
Liquor Law Violations (Excl. DUI)	0	0	1	0	0	2

HATE CRIMES & UNFOUNDED REPORTS SUMMARY

Category / Description	2023	2024	2025
Total Reported Hate Crimes (Bias across Race, Religion, Gender, Sexual Orientation, Gender Identity, Disability, Ethnicity, or National Origin)	0	0	0
Total Unfounded Crimes (Formally investigated and determined by sworn law enforcement to be false or baseless)	0	0	1

Crime Statistics Methodology

Lawson State Community College compiles Clery Act crime statistics through a coordinated review of reports received by Campus Police, designated Campus Security Authorities, local law enforcement agencies, and other appropriate reporting sources.

The College reviews reported incidents to determine whether they fall within Clery Act reporting requirements and applicable Clery geography. Crime statistics are reviewed and reconciled before publication and submission through the U.S. Department of Education's Campus Safety and Security reporting system.

The statistics presented in this report represent reported Clery Act crimes for the Birmingham and Bessemer campuses and applicable Clery geography for calendar years 2023, 2024, and 2025.

Fire Safety Information for On-Campus Student Housing Statistics

Lawson State Community College maintains fire safety policies and procedures for its on-campus student housing facilities. The College coordinates with appropriate fire and emergency response personnel and conducts inspections, maintenance, education, and drills as appropriate.

Campus Address: Lawson State Community College (Birmingham Campus), 3060 Wilson Road SW, Birmingham, AL 35221

Residential Facilities: On-campus housing includes Residence Hall I and Residence Hall II (with Building N designated as the student residence hall on campus maps

For each residential facility, the College maintains information regarding the fire safety systems and equipment serving the facility, including smoke detection, fire alarm systems, fire extinguishers, emergency exits, and other applicable fire protection equipment.

Fire Safety Education

Residential students receive information regarding fire safety, evacuation procedures, emergency exits, prohibited items, fire alarm procedures, and emergency reporting.

Residents and visitors must immediately evacuate a residential facility when a fire alarm sounds unless directed otherwise by emergency personnel.

Fire Safety Improvements

Lawson State Community College periodically evaluates fire safety systems and residential facilities and addresses identified deficiencies through maintenance, repair, inspection, training, and other corrective measures as appropriate.

Housing Fire Drills

Location	Date(s)	Drill Type
Residence Hall I	November 14, 2025, February 26, 2025	Fire
Residence Hall II	November 14, 2025 February 26, 2025	Fire

Annual Campus Safety and Security Statistics

LAWSON STATE COMMUNITY COLLEGE

Annual Fire Safety & Housing Statistics Report

HOUSING FIRE SAFETY POLICIES & RULES

Lawson State Community College enforces strict safety regulations in all residential facilities to minimize fire hazards:

- Prohibited Items & Flame Hazards: Candles, incense, oil burners, fireworks, and open-flame accessories are strictly prohibited in residence halls. Violations result in disciplinary action.
-
- Electrical Safety & Appliances: Cooking is restricted to approved small microwave units and mini-refrigerators approved in advance by the Resident Manager. Running extension cords under doorways, rugs, or wall mounts is prohibited.
-
- Combustible Decorations: Personal wall decorations must be fire-retardant and limited to designated areas surrounding student room doors. Painting walls or furniture is prohibited.
-
- Smoking Policy: Smoking and vaping are prohibited inside all campus residence halls and restricted to designated outdoor smoking zones. Proper butt disposal is required.

EVACUATION & ALARM SYSTEM VIOLATIONS

Immediate Evacuation Mandatory: When a fire alarm sounds, all residents and visitors **MUST** immediately exit the building via designated emergency exit routes and report to designated outdoor assembly locations. Failure to evacuate is subject disciplinary sanction.

Tampering & False Alarms: Activating a false fire alarm or tampering with fire safety equipment (smoke detectors, fire extinguishers, or sprinkler heads) is a violation of state law and college policy, resulting in immediate suspension, fines, and potential criminal charges.

Annual Security Report Distribution

Lawson State Community College publishes this Annual Campus Security and Fire Safety Report in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

The report contains information regarding campus security policies, crime prevention programs, emergency response procedures, sexual assault and VAWA-related policies, alcohol and drug policies, hazing prevention and reporting, fire safety policies, and crime statistics for the three most recent calendar years.

The Annual Campus Security and Fire Safety Report is made available to current students and employees through the Lawson State Community College website and other appropriate College communication methods. Prospective students and prospective employees are provided information regarding how to access the report and may request a paper copy from the appropriate College office.

The report is published annually by October 1.

Emergency Preparedness and Institutional Safety

Lawson State Community College maintains emergency preparedness, response, and safety procedures consistent with applicable Alabama Community College System requirements, College policies, and applicable federal law.

The College maintains an Emergency Operations Plan addressing emergency response, evacuation, shelter-in-place, emergency communications, continuity of operations, and coordination with emergency response agencies.

Lawson State Community College provides emergency preparedness and safety information to students and employees through orientation, training, emergency communications, drills, exercises, and other appropriate educational programs.

The College periodically evaluates its emergency preparedness procedures and conducts exercises or drills to assess institutional readiness and identify opportunities for improvement.

Campus Police, College administrators, faculty, staff, and other designated personnel participate in emergency preparedness activities consistent with their responsibilities.

Drug and Alcohol-Free Campus

Drug and Alcohol-Free Campus

As required by Section 22 of the Drug Free Schools and Communities Act of 1989 (Public Law 101-226) and in recognition of this institution's responsibility to serve as a beneficial influence on its students, its employees, and the community at large, Lawson State Community College is designated as a drug and alcohol-free campus and will comply with all the provisions of Public Law 101-226:

1. Lawson State Community College prohibits the unlawful or unauthorized manufacture, distribution, dispensation, possession, use or sale of alcoholic beverages, controlled substances, and illegal drugs on campus. The impairment by alcohol or drugs of any student or employee while participating in the academic or workplace setting is also prohibited. Lawson State Community College employees, students and visitors are required to abide by all federal and state laws, local ordinances, and other related state and federal requirements regarding the consumption or possession of alcoholic beverages, controlled substances and illegal drugs.

2. Resources

A. The following is a list of drug, alcohol and mental health resources for students:
Birmingham and Bessemer Campus

a. Addiction Research Foundation

Address: 4126 Autumn Ln, Birmingham, AL 3524

Phone: (205) 970-4110

b. Alcohol & Drug Abuse Treatment

Address: 601 Princeton Ave SW, Birmingham, AL 35211

Phone: (205) 785-5787

c. Alethia House

Address: 201 Finley Ave W, 201 Finley Ave W, Birmingham, AL 35204

Phone: (205) 324-6502

d. Birmingham Get Clean Addiction Center

Address: 3315 Vicksburg Dr, Birmingham, AL 35213

Phone: (205) 255-3975

Student Possession, Use and Sale of Alcoholic Beverages

Student Possession, Use and Sale of Alcoholic Beverages

Lawson State Community College promotes a drug-free campus. The college has a vital interest in maintaining a safe, healthy, and productive work and academic environment for its employees, students, and the public. As such, Lawson State complies with the federal Drug Free Schools and Communities Act, the Drug Free Schools and Campuses Regulations, the Drug Free Workplace Act, the Controlled Substances Act, the drug regulations mandated by the federal highway administration of the US Department of Transportation, and other applicable federal state and local laws and regulations. Lawson State prohibits the unlawful manufacture, distribution, dispensation, possession, use and/or sale of any controlled substance, including illicit drugs, marijuana, of any kind or any amount.

Employee's that violate this policy are subject to the following disciplinary action upon completion of due process hearings:

- Probation
- Suspension from college
- Expulsion from college
- Criminal Prosecution
- Ban from college property
- Recognized Student Organizations

Employee Possession, Use of Alcohol and Drugs at Lawson State Community College

Lawson State Community College promotes a drug-free campus. The college has a vital interest in maintaining a safe, healthy, and productive work and academic environment for its employees, students, and the public. As such, Lawson State complies with the federal Drug Free Schools and Communities Act, the Drug Free Schools and Campuses Regulations, the Drug Free Workplace Act, the Controlled Substances Act, the drug regulations mandated by the federal highway administration of the US Department of Transportation, and other applicable federal state and local laws and regulations. Lawson State prohibits the unlawful manufacture, distribution, dispensation, possession, use and/or sale of any controlled substance, including illicit drugs, marijuana, of any kind or any amount.

Employee's that violate this policy are subject to the following disciplinary action upon completion of due process hearings:

- Probation
- Suspension
- Termination of employment
- Criminal Prosecution
- Ban from college property

Federal Drug Offenses and Penalties

Possession of Controlled Substances: Federal drug possession penalties generally consider only the drug violation history of the offender. With one exception (when the possession is for personal use for which a civil penalty up to \$10,000 may be imposed if first offense), federal penalties for a person convicted of possession of any type or amount of a controlled substance can be:

- up to one year in prison and a minimum fine of \$1,000 for a first offense;
- a minimum of 15 days and a maximum of two years in prison and a minimum fine of \$2,500 for a second drug offense; and
- a minimum of three months and a maximum of three years in prison and a minimum fine of \$5,000 for a third drug offense.

Persons convicted of possession of certain amounts of a mixture or substance containing cocaine base such as crack cocaine face much stiffer penalties under mandatory minimum sentencing, including at least five years in prison, not to exceed 20 years and fined a minimum of \$1,000 or both, if:

- a) first conviction and the amount of crack possessed exceeds five grams;
- b) second crack conviction and the amount of crack possessed exceeds three grams; or
- c) third or subsequent crack conviction and the amount of crack possessed exceeds one gram (21 U.S.C. 844(a)).

Federal Drug Trafficking: Federal drug trafficking penalties consider the type and amount of the drug involved, the offender's drug violation history, and other factors. The US Drug Enforcement Administration (DEA) maintains a list of penalties for federal trafficking offenses, a copy of which is incorporated below. Generally, for each drug, there is a threshold amount that brings the offender under the mandatory minimum sentencing structure. When death or serious bodily injury results from use of the drugs, first time offenders are subject to a sentence of 20 years to life, and repeat offenders are subject to a mandatory life sentence. A first offense of distributing to persons under age 21 may be punishable by twice the maximum sentence, and three times for second offenses (21 U.S.C. §859). If the trafficking is on premises in which a person under age 18 is present or resides, an additional penalty up to 20 years imprisonment may be imposed (21 U.S.C. § 860a). Persons convicted of trafficking within 1,000 feet of a school or college face penalties twice as high as the maximum penalties, with a mandatory one-year prison sentence for first offenses, and three times as high for second offenses (21 U.S.C. § 860).

Drug Paraphernalia: Any person who sells, offers to sell, transports, exports or imports drug paraphernalia is subject to three years imprisonment (21 U.S.C. § 863).

Federal Drug Offenses and Penalties

Other Penalties: A federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and professional and commercial licenses for up to one year for a first offense and up to five years for subsequent offenses (21 U.S.C. § 862). Federal drug trafficking convictions may result in denial of federal benefits for up to five years for a first conviction; possession convictions may result in denial of federal benefits for up to one year for a first conviction and up to five years for subsequent convictions (21 U.S.C. § 862). In addition, for crimes punishable by more than one year in prison, the person will forfeit personal or real property related to the violation, including houses, cars, and other personal belongings (21 U.S.C. § 853 (a)(2) & 881(a)(7)), or vehicles, boats, or other conveyance used to transport or conceal controlled substances (21 U.S.C. § 881(a)(4)). Finally, persons convicted are ineligible to receive or purchase a firearm (18 U.S.C. 922(g)).

FEDERAL TRAFFICKING PENALTIES FOR SCHEDULES I, II, III, IV, and V (EXCEPT MARIJUANA)				
Schedule	Substance/Quantity	Penalty	Substance/Quantity	Penalty
II	Cocaine 500-4999 grams mixture	First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life.	Cocaine 5 kilograms or more mixture	First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life.
II	Cocaine Base 28-279 grams mixture		Cocaine Base 280 grams or more mixture	
IV	Fentanyl 40-399 grams mixture		Fentanyl 400 grams or more mixture	
I	Fentanyl Analogue 10-99 grams mixture	Fine of not more than \$5 million if an individual, \$25 million if not an individual.	Fentanyl Analogue 100 grams or more mixture	Fine of not more than \$10 million if an individual, \$50 million if not an individual.
I	Heroin 100-999 grams mixture		Heroin 1 kilogram or more mixture	
I	LSD 1-9 grams mixture		LSD 10 grams or more mixture	
II	Methamphetamine 5-49 grams pure or 50-499 grams mixture	Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.	Methamphetamine 50 grams or more pure or 500 grams or more mixture	imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.
II	PCP 10-99 grams pure or 100-999 grams mixture		PCP 100 grams or more pure or 1 kilogram or more mixture	
				2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.

Federal Drug Offenses and Penalties

Substance/Quantity	Penalty
Any amount of other Schedule I & II substances	First Offense: Not more 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 not an individual.
Any drug product containing Gamma Hydroxybutyric Acid	
Flunitrazepam (Schedule IV) 1 Gram	Second Offense: 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.
Any amount of other Schedule III drugs	First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual. Second Offense: 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.
Any amount of all other Schedule IV drugs (other than one gram or more of Flunitrazepam)	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual. Second Offense: Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any Amount of all Schedule V drugs	First Offense: Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual. Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Federal Drug Offenses and Penalties

FEDERAL TRAFFICKING PENALTIES FOR MARIJUANA, HASHISH AND HASHISH OIL, SCHEDULE I SUBSTANCES	
Marijuana 1,000 kilograms or more marijuana mixture or 1,000 or more marijuana plants	First Offense: 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 \$10 million if an individual, \$50 million if other than an individual. Second Offense: Not less than 20 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 100 to 999 kilograms marijuana mixture or 100 to 999 marijuana plants	First Offense: 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 \$5 million if an individual, \$25 million if other than an individual. Second Offense: 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, \$50million if other than an individual.
Marijuana 50 to 99 kilograms marijuana mixture,	First Offense: Not more 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. Second Offense: Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
50 to 99 marijuana plants	
Hashish More than 10 kilograms	
Hashish Oil More than 1 kilogram	
Marijuana less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants Hashish 10 kilograms or less Hashish Oil 1 kilogram or less	First Offense: Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual. Second Offense: Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.

STATE OF ALABAMA DRUG OFFENSES AND PENALTIES

A list of Alabama statutes regarding controlled substances, marijuana and drug paraphernalia is incorporated below. Crimes involving controlled substances range from Class A to Class C felonies, punishable by substantial prison terms and/or fines, with enhanced penalties if controlled substances are sold to persons under 18 years of age or within a three-mile radius of campus boundaries of a college or school. Possession of marijuana for personal use is a Class A misdemeanor for the first offense, but elevated to a Class C felony for a second offense. Possessing drug paraphernalia is a Class C misdemeanor, but elevated to a more serious Class B felony if sold to a person under 18 years of age. The Department of Public Safety may suspend a driver's license for six months for persons convicted of a drug offense.

A drug conviction under state or federal law may make a student ineligible for federal financial aid (loans, grants, work study). For more information, see <https://studentaid.ed.gov/eligibility/criminal-convictions#drug-convictions>

STATE OF ALABAMA CONTROLLED SUBSTANCES/MARIJUANA VIOLATIONS AND PENALTIES		
VIOLATION	PENALTIES*	AL CODE §
CONTROLLED SUBSTANCES		
<i>Trafficking:</i> Knowingly sells, manufactures, delivers or brings into state cannabis (in any of its forms), cocaine, heroin, morphine, opium, methaqualone, hydro morphine, methylenedioxy amphetamine, phencyclidine, lysergic acid diethylamide, methamphetamine, or LSD	<i>Class A Felony.</i> Imprisonment & fines dependent on amounts Prison: Ranges from 3 years to mandatory life in prison without parole. Fine: Ranges from \$50,000 - \$250,000	13A-12-231
<i>Sale</i> of controlled substance by person over 18 to person under 18	<i>Class A Felony.</i> Not eligible for suspended sentence or probation Prison: 10-99 years or life Fine: Not more than \$60,000	13A-12-215
<i>Sale</i> of controlled substance that is on the campus or within a 3-mile radius of campus boundaries of any public or private school, college, university or other educational institution or of public housing	<i>Class A Felony.</i>	13A-12-250
	Prison: Add five years to penalty	13A-12-270
Engages in a criminal enterprise, in connection with 5 or more persons, to <i>traffic</i> in illegal drugs	<i>Class A Felony.</i> Prison: 25 years to life w/o eligibility for parole; Fine: Not more than \$500,000; 2 nd offense: Prison: mandatory life Fine: \$150,000 - \$1,000,000	13A-12-233
<i>Manufacturing</i> controlled substance if 2 or more of following conditions are present: possession of firearm, use of booby trap, use of clandestine lab within 500 feet of a residence or school, the presence of someone under 17 years of age during the manufacturing process	<i>Class A Felony.</i> Not eligible for suspended sentence or probation Prison: 10-99 years or life Fine: Not more than \$60,000	13A-12-218
<i>Manufacture</i> of a controlled substance	<i>Class B Felony.</i> Prison: 2-20 years Fine: Not more than \$30,000	13A-12-217
<i>Distribution</i> of controlled substances (furnished, sold, given away, manufactured, delivered or distributed)	<i>Class B Felony.</i> Prison: 2-20 years Fine: Not more than \$30,000	13A-12-211
<i>Possession</i> or receipt of controlled substances	<i>Class C Felony.</i> Prison: 1-10 years Fine: Not more than \$15,000	13A-12-212
Person convicted of attempt, criminal solicitation & criminal conspiracy to commit controlled substance crime	Punishable the same as the crime itself	13A-12-202 (c); - 203(c);- 204(c)
MARIJUANA & DRUG PARAPHERNALIA		
Possession of marijuana in first degree (other than personal use or previously convicted of possession in second degree)	<i>Class C Felony.</i> Prison: 1-10 years Fine: Not more than \$15,000	13A-12-213
Possession of marijuana in second degree (for personal use only)	<i>Class A Misdemeanor.</i> Jail: Not more than 1 year; Fine: Not more than \$6,000	13A-12-214

STATE OF ALABAMA DRUG OFFENSES AND PENALTIES

Use, possession, delivery, or sale of drug paraphernalia	<i>Class B Felony for sale to one under 18 by one over 18. Prison: 2-20 years; Fine: Not more than \$30,000</i> <i>Class C Felony for sale. Prison: 1-10 years; Fine: Not more than \$15,000</i> <i>Class C Misdemeanor for possession. Jail: Not more than 3 months; Fine: Not more than \$500</i>	13A-12-260
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STATE ALCOHOLIC BEVERAGE LAWS AND PENALTIES

Various Alabama statutes address alcohol-related laws and penalties. Most offenses expose an individual to 30 days to six months in jail and a fine no greater than \$500. Penalties for DUI increase with the number of offenses, with the fourth DUI exposing a person to a felony charge, with imprisonment from 1-10 years and fine from \$4,100 to \$10,100. Significantly, the fourth DUI results in mandatory revocation of the person's driver's license for five years. Adults who authorize a party at a residence they control and allow the party to continue with persons under age 21 illegally possessing or consuming alcohol without taking reasonable action to prevent it expose themselves to a \$3,000 fine and up to six months in jail. Finally, in addition to criminal penalties, civil monetary damages are available through the Alabama Civil Damages Act and/or Alabama Dram Shop Act if injuries are caused by a minor who has consumed alcohol.

HEALTH RISKS ASSOCIATED WITH USE OF CONTROLLED SUBSTANCES AND ABUSE OF ALCOHOL

Substance abuse and drug dependency are problems of staggering proportions in our society today. They are the leading causes of preventable illness, disability, and death in the U.S. and afflict millions of Americans. This number increases dramatically when one considers the harm done to the families of substance abusers as well as to those injured or killed by intoxicated drivers or in drug-related work accidents. Alcoholism can develop in anyone. It tends to appear first between the ages of 20 and 40 and to be more prevalent in persons with a family history of alcoholism.

ALCOHOL

Alcoholism is a disorder that has profound psychological, biological, and societal effects. Directly, it affects over 18 million people; indirectly, it affects another 56 million. It is usually characterized by one of three different patterns:

1. Regular daily intoxication;
2. Drinking large amounts of alcohol at specific times; or
3. Periods of sobriety interspersed with periods of heavy daily drinking.

Alcoholism is usually progressive, and physical dependence can develop; if this happens, serious, sometimes life-threatening symptoms can develop when alcohol is withdrawn. Short term effects of alcohol use can include depression, gastritis, liver disease, automobile accidents, and domestic violence. Chronic alcohol abuse can produce irreversible health changes, including dementia, sexual impotence, cirrhosis of the liver, and heart disease. Death can occur either as a complication of one of these chronic problems, or acutely, secondary to alcohol intoxication by poisoning or to aspiration of vomitus, or as the result of any automobile accident while driving intoxicated.

STATE OF ALABAMA DRUG OFFENSES AND PENALTIES

MARIJUANA (CANNABIS)

Though physiological consequences do depend on frequency, duration, and quantity of use, marijuana use has been linked to impairment of short-term memory, concentration, judgment, perception, and fine motor skills. Therefore, the use of this drug increases the risk of machinery or motor vehicle accident and injury for four to six hours after ingestion. Impairment of memory may last for three to six months, even if use of the drug is discontinued completely. The active chemical in marijuana (THC) remains stored in body fat cells long after ingestion. Marijuana use is associated with chronic anxiety, depression, and paranoid feelings. It can exacerbate or increase significantly underlying emotional problems. Frequent and/or ongoing use by children and adolescents may have long term developmental consequences resulting in lack of motivation, apathy, and difficulty managing current stresses and responsibilities, as well as making appropriate plans for the future. Pregnant women who use marijuana may be at a higher risk for giving birth to children with developmental or birth defects.

HALLUCINOGENS

This category includes drugs such as lysergic acid diethylamino (LSD, also known as "acid"), mescaline, psilocybin (also known as mushrooms) and peyote. These drugs cause delusions, hallucinations, and impaired perception of time and space. Phencyclidine (PCP, or "angel dust") and amphetamine variants known as "ecstasy" are included in this category, though they rarely cause hallucinations in the true sense. They are, however, potent drugs that have mind-altering effects and impair perception and cognition. Hallucinogens can produce a "bad trip" with anxiety, agitation, hallucinations, and paranoia leading to impulsive behavior. After a "bad trip" the person can be subject to "flashbacks," which are recurrences of the experiences of the "bad trip" without taking any more of the drug. Psychosis and impaired thinking may result after long-term use.

COCAINE

The use of cocaine, an illegal stimulant drug, has risen dramatically in the United States. Other names for this drug are code, C., lady, and snow. Cocaine is a white powder that is snorted, injected into veins, or smoked freebase or as "crack." Crack is a crystalline form of cocaine that is also known as "rock", from its small, white rock-like appearance. "Speed balls" are cocaine mixed with heroin, which is a particularly dangerous combination. Crack produces the most intense cocaine high; addiction can occur after using it only once or twice. Cocaine highs are characterized by feelings of extreme happiness and a sense of limitless power and energy. However, the physical effects include high blood pressure and heart palpitations. A cocaine "crash" follows the high and includes symptoms of depression, dullness, great irritability, and paranoia. Serious medical complications occur with cocaine use, such as heart attacks (even in young people), seizures, and strokes due to high blood pressure. The psychological effects of cocaine use include violence, paranoia, and personality changes as well as symptoms such as depression, anxiety, and confusion. Pregnant women using cocaine have increased risk of miscarriages and still-births. Newborns addicted to cocaine are irritable, unresponsive, they are prone to have malformed kidneys and genitals, and to have heart attacks and strokes. Addiction to cocaine controls aspects of the user's life, impinges on the lives of those closest to the user, and occurs in people of all ages, classes, and educational levels.

STATE OF ALABAMA DRUG OFFENSES AND PENALTIES

AMPHETAMINES, METHAMPHETAMINE AND OTHER STIMULANTS

In addition to cocaine, a number of other drugs stimulate the nervous system and are very addictive. Most of them belong to the amphetamine family of drugs. Dexedrine (present in "diet" pills) may at times be prescribed by a physician, but its use as a legitimate medication is now infrequent. Street drugs of the amphetamine group include "ecstasy" and "ice." Ice is a smokable amphetamine compound that is very potent, and the effects are long-lasting and devastating. The health risks of these and other stimulants are similar to those of cocaine use.

NARCOTICS, INCLUDING HEROIN

Various medications are taken to relieve pain. Most non-prescription pain relievers (such as aspirin, Tylenol, Motrin, and Nuprin) are not considered addictive. However, there is a class of stronger pain relievers, available by prescription only, which are referred to as narcotics and most of which are opiates. Examples of these drugs include morphine, codeine, Tylenol No. 3, Darvon, Darvocet, Percocet, Percodan, Demerol, and certain prescription cough medicines. These drugs differ from non-prescription pain relievers in their potential for abuse and dependence. With close medical supervision, these drugs may be safely used in specific medical circumstances for a limited time. However, addiction may occur, and the person may not want to stop the drug even when the pain has stopped. Tolerance to the drug is shown by an increase in the amount of drug necessary to relieve pain. This becomes progressive and leads to the craving or need for larger and larger doses, without which the person becomes extremely uncomfortable and physically ill. The time may come when the person "needs" such a large dose of the drug that it is poisonous or lethal. Under these circumstances, coma, suffocation, and death may ensue. The malignant course of this problem is similar to that of addiction to heroin. Although heroin is not available by prescription, it is a narcotic which belongs to the same chemical family as the above drugs. The use of heroin is mainly by injection into a vein, which carries the additional medical dangers of contracting AIDS and hepatitis from unclean needles and syringes.

SEDATIVES AND TRANQUILIZERS

Barbiturates and benzodiazepines are two of the most commonly used classes of sedatives. Barbiturates (such as Phenobarbital, Seconal, and Amytal) are highly addictive and can be fatal if taken in excess. Although they still have medical uses, they have largely been replaced by benzodiazepines, used for relief of anxiety and to promote sleep. Benzodiazepines include such drugs as Valium, Librium, Ativan, Xanax, Dalmane, Halcion, and Restoril. While safe and effective at moderate doses for short periods of time (weeks), all benzodiazepines have a potential for physical and psychological dependence if used at higher doses for longer periods of time. Frequently, benzodiazepines are abused by adults who become dependent on them because of their anti-anxiety effects. Other tranquilizers which may be abused include methaqualone (Quaaludes), Doriden, and Equanil. Intoxication may result from benzodiazepine use and resembles alcoholic drunkenness. Drowsiness, slurred speech, unsteady gait, and lack of coordination are common signs. The effects of benzodiazepines (barbiturates and other sedatives) add to those of alcohol; taken together, they can lead to coma and even death. Withdrawal from benzodiazepines resembles alcohol withdrawal and is most apparent if the drugs are stopped abruptly. Withdrawal takes place within hours to days of stopping the drug. Once a person is addicted to benzodiazepines, a physician should supervise the plan for gradually stopping them, to minimize serious effects of withdrawal.

STATE OF ALABAMA DRUG OFFENSES AND PENALTIES

IMPACT OF SUBSTANCE ABUSE ON FAMILIES

Families are often gravely affected by a substance-abusing member. This can occur on many levels. As a very direct, physiological consequence, the infants of alcohol and cocaine-abusing mothers often have low birth weight and may suffer from malformations and a variety of developmental problems. In addition, abusers often affect the economic well-being of their families as their inability to hold down a job or, in some instances, their stealing from relatives, reduces the family's financial means and stability. In many cases substance abuse leads to violence at home. Substance abuse takes an emotional toll on the functioning of individual members and the family. Family members may actively deny the problem, may become symptomatic in an effort to deflect attention from the substance-abusing member, or may assume the abuser's responsibilities at home and even at work. On the other hand, very often the family's intervention with the user is an essential step in getting the abusing member to seek treatment. Support groups or family members, such as Al-Anon, Nar-Anon or COC-Anon, as well as family therapy can provide needed assistance to families as they confront the destructive effects of the user's addiction.

RECOGNIZING SIGNS AND SYMPTOMS OF ALCOHOL AND SUBSTANCE ABUSE

Everyone occasionally has days when they exhibit behavior not normally associated with an educational or work environment nor characteristic of himself or herself. Unusual behavior during times of stress can be understood and accepted. However, when unusual behavior is displayed on a gradually increasing scale accompanied by general decline in work habits over a period of time, it indicates that an individual needs professional help. Below are some of the more common signs or symptoms of unusual behavior.

ABSENTEEISM AND TARDINESS

- Arriving late and leaving early
- Absences before and after payday or holidays
- Sporadic but significant use of sick time
- Taking frequent breaks
- Unexplained absences
- Friday and Monday absences
- Absences due to accidents both on and off the work site

IMPAIRED JOB PERFORMANCE

- Increasing operating errors
- Lost time on the job
- "Putting things off"
- Irresponsibility in completing tasks
- Faulty decision making
- Increased accident rates
- Wasted materials or damaged equipment
- High performance that slowly declines over time
- Job performance that becomes focused on a specialized, repetitious activity (rather than the entire array of job duties)
- Irregular or non-existent office hours
- Sudden, extreme gaps in performance (missing a grant deadline, unexpected missing of final exams)

STATE OF ALABAMA DRUG OFFENSES AND PENALTIES

UNUSUAL INTERPERSONAL INTERACTIONS

- Sudden emotional outburst including anger, tears, laughter
- Mood swings, especially early or late in the work day
- Overreactions to criticism
- Blaming others for poor performance
- Making inappropriate statements
- Rambling or incoherent speech
- Isolation from co-workers or increasing social withdrawal

DECLINING PHYSICAL APPEARANCE (SUDDEN OR GRADUAL)

- Poor personal hygiene (e.g. body odor or dirty hair, nails, and skin)
- Less interest in dress and appearance (or a noticeable decline from previous meticulousness)
- Glazed or red eyes
- Slurred speech
- Poor coordination, staggering
- Tremors, poor eye-hand coordination
- Frequent gastrointestinal distress
- Deterioration of oral hygiene
- Legal problems, such as arrest for driving under the influence (DUI)
- Domestic situation, including children's drug use (children of alcoholics sometimes have drug abuse problems)
- Financial concerns, such as high debt load, bad loans, wages garnished, unusual spending patterns

Communication

To ensure all employees are aware of their critical roles in this, they receive a summary of the Alcohol- and Drug-Free Workplace policy, along with a link to the complete document, health risks, and legal implications during the annual notification of policies. Lawson State Community College will make good faith efforts to have and maintain an alcohol and drug-free workplace.

Improvements and implementations

To the Lawson State Community,

As Chief of Police, my highest priority will always be the safety, well-being, and peace of mind of every student, faculty member, staff colleague, and visitor who sets foot on our campuses. This report is more than a statutory requirement or a collection of numbers; it reflects our ongoing commitment to creating an environment where everyone can learn, teach, and thrive with confidence.

Looking ahead, our focus is on building a safer, more connected campus through proactive vision and modern security practices. We are actively working to expand our visible presence across all campus footprint areas, modernize our physical security infrastructure, and strengthen our response capabilities. By continuously enhancing our patrol tools, refining our surveillance and environmental design, and deepening our research into campus trust and safety, we are laying the foundation for long-term security.

True safety, however, is built on trust, active engagement, and shared partnership. My team and I are here for you to listen, to protect, and to support you every step of the way. I strongly encourage every member of our community to play an active role by promptly reporting any suspicious activity, potential threats, or criminal offenses to the Lawson State Police Department. Whether by contacting our police command directly, calling emergency dispatch, or submitting a report through our confidential online incident portal, your vigilance helps us protect our campus. We will continue striving every day to elevate our standards, adapt to emerging needs, and earn your confidence as we work together to keep Lawson State a safe and welcoming home for all.



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