

2023 ANNUAL SAFETY AND SECURITY REPORT

Including Clery Act Disclosures of Campus Security Policy, Crime Statistics (for Calendar Years 2019, 2020 and 2021), Drug and Alcohol Abuse Prevention Program, and Title IX policy.

Published: September 01, 2023

To maintain compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (“Clery Act”), the Higher Education Act (“HEA”) requirements, and related statutes and regulations, and in an effort to continuously promote and improve safety and security measures on campus, The Professional Cosmetology Academy (“TPCA”) collects and publishes information regarding its security policies, available services, and crime statistics. Once collected, the information is presented annually in this Annual Safety and Security Report (“ASR”) to prospective and current students, prospective and current employees, and to the public. At any time, the ASR report can be accessed via TPCA’s website [<https://www.tpcalaredo.com/school-disclosures>]. Any questions about the ASR or request for a paper copy of the ASR should be directed to Larry A Chavana II, School Director:

School Director

Larry A Chavana II

1407 Calle Del Norte, Suite 116

Laredo, TX 78041

(956) 744-6139

Adam.Chavana@TPCALaredo.com

I. COMPLETION AND DISSEMINATION OF THE ASR

Prior to October 1st of each year, TPCA compiles this ASR based on crime, arrest, and referral information obtained from local law enforcement agencies and as reported to TPCA’s designated campus security authorities (listed in chart below). The ASR is published every year by October 1st and contains three years of campus crime statistics and campus security policy statements. All crime statistics contained in this ASR are for Clery Act reportable crimes occurring on the campus and on public property, including thoroughfares, streets, sidewalks, and parking facilities, within the campus or immediately adjacent to or accessible from the campus, as defined by 34 C.F.R. § 668.46(a). The ASR also includes TPCA’s current policies required pursuant to the current version of 34 C.F.R. § 668.46 and the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act), as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA), Pub. Law 113-4.

TPCA administrators prepare this ASR, which includes reported campus crime, arrest, and referral statistics to local law enforcement agencies and designated campus officials. Additionally, TPCA reviews crime reports from local law enforcement agencies whenever published and maintains incident reports. TPCA also contacts the Laredo Police Department for crime reports. These sources of information are utilized in the review process regarding the ASR. All documentation used in the review process is kept by:

School Director

Larry A Chavana II

1407 Calle Del Norte, Suite 116

Laredo, TX 78041

(956) 744-6139

Adam.Chavana@TPCALaredo.com

TPCA distributes this ASR to all current and prospective students and employees through lecture-style presentations and printed materials at orientation and/or via a notice by electronic mail that the current version of the ASR has been posted to TPCA's website [<https://www.tpcalaredo.com/school-disclosures>] and that a paper copy of the ASR will be provided upon request by contacting Larry A Chavana II, School Director. If applicable, the notice advising all current and prospective employees of the most current version of the ASR may also be provided in an acknowledgment letter in hardcopy format. The crime statistics contained in this ASR can also be viewed by searching TPCA's name at <https://ope.ed.gov/campussafety/#/>.

II. **GEOGRAPHICAL AREA: DESCRIPTION OF THE CAMPUS**

TPCA administration is located at 1407 Calle Del Norte, Suite 116, Laredo, TX 78041.

The Clery Act requires each institution to disclose crime statistics that occur on three types of property: campus, non-campus buildings or property, and public property areas.

“Campus” is defined as buildings or property owned or controlled by the institution within the same reasonably contiguous geographic area and used by the institution in a manner related to the institution's educational purpose. It also includes property in that contiguous area owned by the institution but controlled by another person if that property is used by students and supports institutional purposes (e.g., a food or retail vendor).

“Public property” is property that is located within the same reasonably contiguous geographic areas of the campus, like a sidewalk, street, or public parking lot that is adjacent to a facility owned or controlled by the institution for purposes related to the institution's educational purposes. Crimes occurring on “public property” must also be reported in the crime statistics.

A “non-campus building or property” is one that is owned or controlled by a school recognized student organization, or one that is owned or controlled by the institution and used by students or by the institution for education-related purposes and that is not within the same reasonably contiguous geographic area of the campus. Crimes occurring on “non-campus property” must be reported. However, incidents occurring on public property adjacent to “non-campus buildings or property” do not have to be included. TPCA does not have such property.

III. **POLICIES FOR REPORTING AND RESPONDING TO CRIMES AND EMERGENCIES**

Reporting Emergencies

“Emergency” includes any dangerous situation involving an immediate threat to the health or safety of students, faculty, staff, or guests occurring on or near the campus, including fire. Upon observing or involvement in any type of emergency, students, faculty, staff, and guests should immediately **call 911**.

If possible, information about the emergency should also be communicated immediately to the School Director or another available employee for purposes of expediting TPCA's activation of its Emergency Response and Evaluation Procedures as set forth below.

Reporting Crimes

Students, faculty, and staff are strongly encouraged to report all crimes to local law enforcement, dial 9-1-1 (emergencies only). Non-emergency incidents can be reported to the School Director and/or local law enforcement. Any suspicious activity or person seen in the parking lots or loitering around vehicles or inside the building should be reported to the local law enforcement agency.

TPCA School Director	Email Address	Local Phone Number
Larry A Chavana II	Adam.Chavana@TPCALaredo.com	(956) 744-6139

Local Law Enforcement Agency	Address	Local Phone Number
Laredo Police Department	4712 Maher Ave, Laredo, TX 78041	(956) 795-2800

In addition, crimes that should be reported to the School Director or other Campus Security Authority (CSA) by students, faculty, and staff include: criminal homicide, murder and non-negligent manslaughter, manslaughter by negligence, rape, fondling, incest, statutory rape, dating violence, domestic violence, stalking, robbery, aggravated assault, burglary, motor vehicle theft, arson, drug and alcohol violations, and illegal weapons possession. Where there is any question about whether an incident is a crime, a report should be made to the School Director or other CSA for assistance in determining the nature of the incident. Witnesses or victims of crimes may report crimes on a confidential basis for inclusion in TPCA's annual crime statistics reporting.

Upon observing or involvement in any type of crime on campus or on public property, including thoroughfares, streets, sidewalks, and parking facilities, within the campus or immediately adjacent to or accessible from the campus:

- *A student should immediately notify the School Director, other CSA, or the nearest available employee. All TPCA employees are trained to notify the School Director, or his/her on-site designee, or CSA immediately of all crimes reported to them by students.*
- *Faculty and staff should immediately notify the School Director or his/her on-site designee or other CSA.*

Campus Security Authorities

Name and Title	Email Address	Phone Number
Larry A Chavana II	Adam.Chavana@TPCALaredo.com	(956) 744-6139

Timely reporting of criminal activity enables TPCA to respond in a timely manner and potentially reduce the recurrence of that crime. Timely manner is defined to mean immediately or as immediately as possible under the circumstances. TPCA strongly encourages individuals to report all crimes in an accurate and timely manner to local law enforcement agencies. Upon written request, TPCA will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by TPCA against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

TPCA works cooperatively with local law enforcement agencies when necessary; however, there are no written memoranda of understanding agreements between TPCA and local law enforcement agencies to investigate alleged crimes. TPCA does, in good faith effort, contact local law enforcement agencies to obtain data on Clery Act crimes that occurred on or near the campus. Not all agencies respond to our requests for data. In addition, TPCA reviews all published crime reports for the campus and surrounding area.

Always use your eyes, ears, and telephone to keep campus officials advised of what you see and hear. Please notify the School Director or other CSA when you see:

- Strangers loitering in office areas, hallways, classrooms, or lounge areas, etc.
- Unsecured doors or windows in campus buildings that are supposed to be locked.
- Anyone tampering with a motor vehicle or loitering in a parking lot.
- Persons publicly displaying a weapon.
- Persons loitering in dark or secluded areas (like in the back of the school).
- Suspicious persons carrying articles, equipment, luggage, or other packages out of campus buildings.

Response to Reports of Crime or Emergency

Upon receipt of a report of a crime or emergency, the School Director will:

- Immediately assess, based on his/her own judgment or after consultation with other TPCA employees, whether the situation warrants contacting 911 and/or following the emergency response and evacuation procedures contained below.
- Immediately assess, based on his/her own judgment and/or after consultation with other TPCA employees or the local police, whether a “timely warning” to the campus community should be issued pursuant to the Timely Warning policy below.
- With regard to a reported incident that is or may be an instance of sexual violence, immediately contact TPCA’s Title IX Coordinator who has authority to evaluate and respond in accordance with TPCA’s “Title IX” policy contained in this ASR.
- The School Director will investigate and gather any additional information necessary to determine whether the incident must be reported in the crime statistics contained in this ASR.

Timely Warning of Reported Crime

In the event that a situation arises, either on or off-campus, that, in the judgment of the School Director constitutes an ongoing or continuing threat to students and employees, including with regard to any crime reportable pursuant to the Clery Act, a campus-wide “timely warning” will be issued. Depending on the circumstances of the crime, especially in all situations that could pose an immediate threat to the students and employees, TPCA will post a warning via one or more of the following means of communication: TPCA’s social media page and/or website, email or text message and/or verbal or written notice. Local authorities will determine when and if necessary to notify the surrounding neighborhood community.

The intent of a timely warning is to provide adequate information necessary to enable the campus community to protect themselves when a significant emergency or dangerous situation occurs. The content of the timely warning will not disclose information that may compromise law enforcement efforts. Anyone with information that warrants a timely warning should report the circumstances immediately to the School Director or other CSA in person or by phone (contact information listed above).

Emergency Response and Evacuation Procedures

Emergencies are unexpected events which must be dealt with urgently to protect the health and safety of others. In the event the building needs to be evacuated or locked down for any reason, maps of the evacuation route have been posted in each office, common areas, and classrooms.

TPCA maintains Emergency Response and Evacuation Procedures, which outline actions staff, faculty, and students must take to protect their mutual health and safety. These procedures can be found in the School Catalog and School website [www.tpcalaredo.com/school-disclosures]. TPCA will, without delay, and considering the safety of the students, faculty, and staff, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the School Director, or other responsible authority, compromise efforts to assist victims or to contain, respond to or otherwise mitigate the emergency.

In the event of an emergency, TPCA will notify the campus community as soon as we have confirmed that a significant emergency or dangerous situation exists. TPCA has developed a process to confirm that if there is a significant emergency, determine whom to notify, determine the content of the notification, and initiate the notification system. In the event of a significant emergency, TPCA will issue a warning via one or more of the following means of communication: TPCA's website, social media, text or email message, other spoken or written verbal announcement, or other appropriate means to immediately inform individuals on campus of the need to evacuate and the procedures to follow. The only reason TPCA would not immediately issue a notification for a confirmed emergency or dangerous situation would be if doing so would compromise efforts to assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency.

Depending on the situation, additional alerts will be disseminated as information becomes available. If deemed necessary, the front desk personnel and School Director will notify the local police, fire, public health agency, or other appropriate first responder(s) to assist with the emergency. TPCA's administrative staff will contact those listed as emergency contacts by the student via phone if the situation warrants. Other staff and faculty members may be designated as back-ups and to assist with assigned tasks. Local authorities will determine when and if it is necessary to notify the surrounding community.

Evacuations to safe locations will be implemented when necessary and proceed in an organized manner per policy and procedure. All students are required to comply with the plan and the directions given to them by campus safety staff, faculty, or public emergency response teams or law enforcement agencies during actual emergencies and drills for their personal safety. At no time during an actual campus emergency or drill shall students be permitted to leave the campus unless directed to do so.

TPCA tests its emergency response and evacuation procedures at least once annually on an announced or unannounced basis. When tests are conducted, TPCA publicizes its emergency response and evaluation procedures to students and staff, including making available a copy of this policy. TPCA maintains documentation of each test exercise, including date and time performed and whether it was announced or unannounced. The plan, including any updates, is reviewed with new students and employees during orientation and staff and committee members during planned or ad-hoc faculty and staff or committee meetings conducted throughout the year. Evacuation routes are posted in each classroom/office and other areas the School Director deems necessary.

Students and employees are encouraged to be responsible for their own security and the security of others. Employees and students are expected to follow safe practices while on campus property. Following safe practices will reduce the possibility of accidental emergencies and increase the effectiveness of the campus response to unforeseen emergencies.

The campus community is obligated to report all unsafe activities, potential and real emergencies, and/or criminal activities to the School Director as soon as possible.

IV. **NON-EMERGENCY SCHOOL CLOSURES OR DELAYS**

Upon decision by the School Director, after consultation with other TPCA officials as appropriate, to close a campus or delay opening for any reason, including for weather-related reasons, TPCA will notify students and staff using text message, voicemail, email, and/or social media. Notification for closure or delays may be sent separately, depending on schedules.

V. **POLICY STATEMENT ADDRESSING COUNSELORS AND COUNSELING SERVICES**

There are no Pastoral or Professional Counselors on campus. Crisis, mental health, and victim resource hotline numbers are available from the Student Advocate Department. The “Title IX” policy within this ASR addresses TPCA’s policies with respect to support services and confidentiality for victims of sexual violence.

VI. **ACCESS POLICY, SECURITY OF CAMPUS FACILITIES AND SECURITY CONSIDERATIONS USED IN THE MAINTENANCE OF CAMPUS FACILITIES**

TPCA does not maintain residential facilities and does not have any officially recognized student organizations with non-campus locations. The campus facilities are open Wednesday through Saturday from 9:15 a.m. to 5:00 p.m. and are accessible to students, employees, and guests. TPCA requires guests to check in with Guest Services upon arrival. The campus is secured during non-business hours by locking doors and setting alarms and only accessible by issued key and alarm passcode. Maintenance personnel enter the facilities during the evening or early morning non-business hours by issued key and alarm passcode.

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. The School Director regularly inspects the campus and reports malfunctioning lights and other unsafe physical conditions to the appropriate contractor.

VII. **CAMPUS LAW ENFORCEMENT AND RELATED POLICIES**

TPCA does not employ campus police or security personnel, and employees have no authority to arrest or detain any individual. TPCA will assist in notifying appropriate law enforcement authorities if a student requests assistance in contacting police. Students, faculty, and staff are encouraged to accurately and promptly report all crimes and public safety-related incidents to TPCA, as set forth in the “Reporting Crimes” section of this ASR, and to notify local police.

If you are a victim of or witness to a crime and do not want to pursue action through TPCA’s procedures or the criminal justice system, TPCA encourages you to consider reporting the incident to the School Director or his/her designee or other CSA for the limited purpose of permitting TPCA to include the incident in its crime statistic reporting without revealing your identity. With such information, TPCA can keep an accurate record of the number of similar incidents, determine where there is a pattern of crime with regard to a particular location, method, or assailant, and alert the campus community to potential danger. TPCA will make best efforts, to the extent permitted by law, to maintain the privacy of that information and to comply with the Family Educational Rights and Privacy Act of 1974 (FERPA). Police reports are public records under state law; TPCA cannot hold reports of crime obtained from police records in confidence. Policies with respect to victims of sexual violence are contained in the “Title IX” section of this ASR.

VIII. SECURITY AWARENESS AND CRIME PREVENTION PROGRAMS

Safety and security awareness programs are in place for students and employees. The common theme of awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. During new student and new employee (faculty and staff) orientations, individuals are informed of TPCA's current security and crime prevention policies and practices as well as the protection of personal safety and prevention of crime. Such orientations may include a PowerPoint presentation and/or review of TPCA's policies. The presentations include training required by Title IX of the Higher Education Act regarding preventing and responding to sexual harassment/violence and other topics discussed below in the "Title IX" section.

TPCA encourages all students, faculty, staff, and visitors to observe and practice common safety precautions:

Walking around campus

- Familiarize yourself with the layout of the campus.
- Plan the safest route to your destination; choose well-lighted, busy pathways and streets.
- At night, stick to well-lighted areas whenever possible and avoid alleyways or "short cuts" through isolated areas.
- Travel in groups when walking at night.
- If you are being followed, change direction and go to the nearest business or safe place and call the Police. Note the description of the person following you.
- Walk near the curb and avoid shrubbery or other places of potential concealment.
- Stay alert to your surroundings and the people around you.
- Carry your purse close to your body and keep a firm grip on it.
- Carry your wallet in an inside coat pocket or your front pant pocket.
- Keep your keys separate from your purse or backpack.
- Don't overload yourself with bags or packages
- Avoid wearing shoes that restrict your movements.
- Always carry and display your campus identification card.
- Be aware, stay alert, and report suspicious activity to Campus Security Authority.

In the campus buildings

- Don't allow others to enter if you are not positive, they are a current employee or student.
- Do not let unknown individuals "tailgate;" ask whom they are visiting and offer to call the front desk.
- Do not prop any security or exterior doors open to allow unescorted visitors into the building.
- Report lost or stolen keys immediately to the front desk.
- Report any malfunctioning security system, locks, doors, or windows to CSA or front desk.
- Do not leave your keys lying around in your room when you are not in the room.
- Report any suspicious persons or activities to CSA or front desk.
- Secure your valuables and engrave expensive items with identifying information.
- Do not leave your identification, keys, wallets, or other valuables in open view, unattended or not secured.

Motor vehicle safety

- Park in well-lighted areas, where your vehicle is visible
- Keep all valuables out of sight. Remove or place CD players/cases, etc. in the trunk.
- Keep your vehicle locked and close windows at all times when parked.
- Unlock your vehicle only when you are in reach of your door.

Safety Tips

- Stay alert of your surroundings, wherever you are.
- If you feel uncomfortable in a place, leave right away.
- Keep eyes and ears open, hands-free.
- Choose busy streets and avoid going through deserted areas.
- At night, walk in well-lit areas whenever possible.
- Try not to walk alone. Take a friend or walk-in group.
- Avoid carrying large sums of cash.
- When in public spaces, keep valuable items, including jewelry, mobile phones, and wallets out of sight.
- Carry a pepper or mace spray as a precautionary measure.
- Avoid returning to campus after dark if you do not have to; or walk-in groups to and from buildings.

Suggestions to Reduce Risk of Sexual Violence

- There is strength in numbers or group dates. Go to parties or clubs with a friend and be responsible for each other. Don't split up. Have a preplanned signal to let your friend know that you want to leave or need help.
- Control your alcohol; don't let it control you. Drink responsibly or not at all, especially on first dates.
- No substance-abuse.
- Know your limits. It's never too late to say "no." Don't be embarrassed or ashamed to say "no" or ask someone to stop. It is your body.
- Verbalize your expectations. Be upfront. Talk about sexual boundaries. A potentially embarrassing conversation could save you from a traumatic situation.
- Trust your gut instinct. Guard your personal space. If someone makes you uncomfortable, remove yourself from the situation.

In addition to the activities completed as discussed in the Emergency Response and Evacuation Procedures section above, educators or administrators review and discuss emergency evacuation procedures, lockdown procedures, and safety policy during student orientation. Visual emergency exiting layouts are posted at the entrances of all campus rooms.

TPCA abides by Orders of Protection (Restraining Orders). Orders of Protection are issued by a Domestic Relations or a Municipal Court to protect a person or entity, and the general public, in a situation involving alleged assault, domestic violence, harassment, stalking, or sexual assault. In the State of Texas, an Application for Protective Order and related forms (such as an affidavit or declaration) must be completed and may vary depending on the county. Forms are submitted to the court clerk for filing. TPCA's objective is to provide a safe and secure environment for students, faculty, staff, and visitors.

Procedures:

- Students, staff and faculty must notify the School Director or other CSA if they have an Order of Protection.
- The front desk person must be provided a copy of the Order of Protection with a picture of the suspect.
- The School Director, faculty, staff and students that are involved with the Order of Protection will be informed of expected actions and security measures.
- If anyone sees the suspect, call 911 immediately.

In the event of imminent danger or immediate emergency, information is released through the emergency notification system.

IX. POLICY ON POSSESSION, USE AND SALE OF ALCOHOLIC BEVERAGES AND ILLEGAL DRUGS

TPCA is committed to maintaining a drug-free school and workplace. All campus property is drug and alcohol free. TPCA is committed to full compliance with the Drug-Free Workplace Act and the Drug-Free Schools and Communities Act regulations as contained in 34 C.F.R. Part 86. New students, faculty, and staff are provided this information during orientation. Annually, students and employees are provided this information by means of TPCA's publication of this ASR and material posted on campus. At least once a year, TPCA provides a risk management program for faculty and staff members. As part of the program, TPCA addresses topics such as possession and use of alcoholic beverages and illegal drugs and penalties that may be imposed for the illegal possession or use.

All Students and employees are prohibited from the unlawful cultivation, manufacture, distribution, sale, purchase, possession, transportation, or use of illegal drugs and alcohol on TPCA's property or as part of any officially sponsored off-campus activities. Students are also prohibited from being under the influence of alcohol, illegal drugs or any other substance that could adversely affect the health, safety or welfare of students and staff on TPCA's property or at any of its officially sponsored activities. This includes all forms of marijuana, regardless of the state legality of the substance.

To provide information about the potential effects of dependence on drugs and alcohol, TPCA strives to:

- Educate students and employees about alcohol and drug abuse in an effort to encourage responsible decisions about their use;
- Provide referrals to students and employees who have experienced negative consequences with alcohol and drugs so as to reduce the harm and manage the risks associated with their use;
- Support students and employees who are in recovery from substance abuse and addiction;
- Promote constructive lifestyles and norms that discourage alcohol and drug abuse; and
- Develop social and physical environments that facilitate alcohol and drug abuse-free lifestyles.

Biennial Review

In accordance with federal regulations, TPCA conducts reviews at least biennially to determine the effectiveness of this policy to ensure consistent enforcement of applicable drug and alcohol related statutes, ordinances, and institutional policies against students and employees found to be in violation. Biennial Review reports and supporting documents will be maintained by TPCA and made available upon request. Students or employees with any questions concerning this policy should contact the School Director.

TPCA is committed to monitoring and assessing the effectiveness of the policy and program to determine any necessary changes. TPCA ensures the uniform application of sanctions to employees and students. To perform this review, TPCA uses both formal and informal assessments.

- Formally, TPCA maintains a Drug and Alcohol Prevention Committee that determines the effectiveness of this program and ensures the standards of conduct are fair and consistently enforced. The formal program review is conducted every two years by the Committee.
- Collection of Data
 - All logs from security service, police department and student counseling (related to drug and alcohol use/abuse) will be reviewed.
- Evaluation of Data
 - The Committee will perform an informal assessment of the data. Methods used in the review include administrative overview, and informal student surveys.
- Items to evaluate

- Number of reports/complaints/ counseling
- Programs of study students are enrolled
- Methods used to guide, counsel and assist students
- Increase/decrease in incidents
- Institutional resources (number, kind, effectiveness)
- Outreach efforts to students and staff
- Employee Assistance Program (EAP) referrals

Reporting of Violations to Local and/or State Law Enforcement

TPCA may report to local and/or state law enforcement, as may be required by federal and state drug laws, any student who is found in possession of, using, or selling illegal drugs on campus as well as anyone who is found to have broken the state laws regarding underage drinking.

Disciplinary Sanctions

Illegal possession or use of drugs or alcohol can have penalties, which may include but are not limited to, community service, suspension or loss of driver's license, jail time, and fines. Students who violate TPCA's prohibitions against drugs and alcohol are subject to disciplinary action up to and including termination of their enrollment at TPCA. Federal, state, and local violations will be properly adjudicated by the appropriate government agency.

Additionally, employees who violate the prohibitions against drugs and alcohol are subject to disciplinary action up to and including termination of their employment. Each employee has access to TPCA employee rules and regulations governing employee conduct in the TPCA Employee Handbook. These rules and regulations are in effect when on campus in any capacity and participating in any TPCA sponsored activity. For further guidance, employees are instructed to see the TPCA Employee Handbook.

Treatment Programs

Students and employees are encouraged to seek substance abuse treatment. While no treatment, rehabilitation or re-entry program is available on campus, TPCA provides a list of referrals through the School Director's Office. Additionally, the following is a list of outside services and support groups available to students and employees:

- Al-Anon Serenity Group: 956.337.4805
- Alcoholics Anonymous— Gratitude Group: 956.722.9001
- Alcohol and Drug Abuse Hotline: 800.444.9999
- Alcohol and Drug Recovery Center: 888.978.3685
- A Health Image Counseling Services: 956.724.2345
- Amor Counseling: 956.568.5858
- City of Laredo Health Department: 956.722.3651
- Counseling & Therapy Concepts: 956.723.5523
- Concilio Hispano Libre: 956.728.0440
- Daisy Counseling Services: 956.523.0152
- El Puente Counseling Center: 956.722.0121
- La Familia Consulting & Counseling Services: 956.795.0948
- Laredo Counseling Services: 956.729.1991
- Laredo Police Department— Emergency: 911
- Laredo Police Department— Non-Emergency: 956.795.2800
- National Council on Alcoholism & Drug Dependence: 877.578.6624
- PILLAR: 956.723.7457

- Psychotherapy & Counseling: 956.796.9335
- SCAN (Serving Children & Adolescents in Need): 956.725.7211
- Substance Abuse & Mental Health Services Administration: 877.726.4727/800.622.HELP (4357)
- The Lighthouse Professional Counseling Services: 956.723.4770

Events are held annually discussing the dangers and impact of drug and alcohol abuse at TPCA. Such events include, but are not limited to, wellness fairs, training sessions, and counseling workshops. These programs are open to TPCA students and employees free of charge. These platforms develop the strengths and skills related to the effective management of drug and alcohol related problem areas. TPCA offers alcohol and drug-free activities such as Arrive Alive [<http://www.arrivealive.org/>].

Health Risks

There are definite health risks associated with the abuse of alcohol and drugs. Alcohol or any other drug used in excess over time can produce illness, disability, and death. The health consequences of substance abuse may be immediate and unpredictable, such as cardiac arrest with cocaine use, or more subtle and long term, such as liver deterioration associated with the prolonged use of alcohol. In addition to health-related problems, other concerns relating to substance abuse include the following:

- People who abuse alcohol and other drugs often have erratic lifestyles which interfere with sleep, nutrition, and exercise.
- Alcohol and substance use and abuse may lead to financial difficulties, domestic violence, deterioration of the family structure, motor vehicle accident injuries, and reduced job performance.
- Repeated abuse of alcohol can lead to dependence.

Below is a listing of drugs of abuse and their health risks taken from the U.S. Drug Enforcement Administration (DEA) website. A more detailed listing can be found in the DEA Factsheets at <https://www.dea.gov/factsheets>.

Alcohol

Alcohol (beer, wine, or liquor) has a high potential for physical and psychological dependence as well as resulting in increased tolerance. Possible effects include impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may include trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions. Females who drink alcohol during pregnancy may give birth to infants with Fetal Alcohol Syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics. Alcohol use is often related to acquaintance rape and failure to protect oneself from sexually transmitted diseases (STDs). Additionally, alcohol-related accidents are the number one cause of death in the 16- to 24-year-old age group.

Narcotics

Narcotics (including heroin, morphine, hydrocodone, oxycodone, codeine, and others) have a high potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible effects of using narcotics include euphoria, drowsiness, respiratory depression, constricted pupils, and nausea. Overdose may result in shallow breathing, clammy skin, convulsions, coma, and death. Withdrawal may include irritability, tremors, panic, nausea, chills, and sweating.

Other Depressants

Other depressants (including GHB or liquid ecstasy, valium, Xanax, Ambien, and barbiturates) have a potential for both physical and psychological dependence as well as resulting in increased tolerance. The possible side effects include slurred speech, disorientation, appearance of intoxication, and impaired memory. Overdose may result in shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma and possible death. Withdrawal may include anxiety, insomnia, tremors, delirium, convulsions, and possible death.

Stimulants

Stimulants (including cocaine, methamphetamine, and methylphenidate) have a possible risk of physical dependence and high risk for psychological dependence. Tolerance can develop in all stimulants. The possible side effects include increased alertness, excitation, euphoria, increased pulse rate and blood pressure, insomnia, and decreased appetite. Overdose may result in agitation, increased body temperature, hallucinations, convulsions, and possible death. Withdrawal may result in apathy, long periods of sleep, irritability, depression, and disorientation.

Hallucinogens

Hallucinogens (including MDMA, LSD, Phencyclidine, and others) are less likely to result in physical dependence, with the exception of phencyclidines and analogs, and vary in terms of psychological dependence, ranging from none to moderate (MDMA) to high (phencyclidine and analogs). Tolerance can develop. Possible effects include heightened senses, teeth grinding, and dehydration (MDMA and analogs) and hallucinations, altered perception of time and distance in other types of hallucinogens. Overdose may result in increased body temperature and cardiac arrest for MDMA and more intense episodes for LSD. Some hallucinogens may result in muscle aches and depression when in withdrawal (MDMA) or may result in drug seeking behavior.

Cannabis

Cannabis includes marijuana, tetrahydrocannabinol (THC), and hashish or hashish oil. All may result in moderate psychological dependence with THC resulting in physical dependence. Tolerance can develop in all forms. Possible effects include euphoria, relaxed inhibitions, increased appetite, and disorientation. Overdose may result in fatigue, paranoia, and possible psychosis. Withdrawal may occasionally result in insomnia, hyperactivity, and decreased appetite.

Anabolic Steroids

Anabolic Steroids (including testosterone and others) may result in psychological dependence. Less is known as to their potential for physical dependence and increased tolerance levels. Possible effects may include virilization, edema, testicular atrophy, gynecomastia, acne, and aggressive behavior. Effects of overdose are unknown. Withdrawal may possibly include depression.

Inhalants

Inhalants (including amyl and butyl nitrite, nitrous oxide, and others) vary in their level of psychological dependence, with less known about their potential for physical dependence and tolerance. Possible effects may include flushing, hypotension, and headache, impaired memory, slurred speech, drunken behavior, slow onset, vitamin deficiency, and organ damage. Overdose may result in methemoglobinemia, vomiting, respiratory depression, loss of consciousness, and possible death. Withdrawal may result in agitation, trembling, anxiety, insomnia, vitamin deficiency, confusion, hallucinations, and convulsions.

Drug and Alcohol Laws

Federal and Texas law considers the illegal use of drugs and alcohol to be serious crimes. The sanctions for violations of these laws range from fines to lengthy terms of incarceration, or both. The following provisions

of the Federal, state, and municipal law serve as the foundation for TPCA's policy. (Note: This list is not a complete summary of relevant laws and ordinances regarding alcohol and drugs.)

Alcohol Laws

Federal Laws

- Federal law has set 21 as the minimum age to purchase or possess any alcoholic beverage. It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal.

Texas Laws

- A person commits an offense if the person appears in a public place while intoxicated to the degree that the person may endanger the person or another. (Texas Penal Code 49.02)
- A person commits an offense if the person knowingly possesses an open container in a passenger area of a motor vehicle that is located on a public highway, regardless of whether the vehicle is being operated or is stopped or parked. Possession by a person of one or more open containers in a single criminal episode is a single offense. (Texas Penal Code 49.031)
- A person commits an offense if the person is intoxicated while operating a motor vehicle in a public place. (Texas Penal code 49.04)
 - Note that a person may also be convicted of offenses if intoxicated while operating a plane, driving with a minor in the vehicle, or boating. (Texas Penal code 49.045-.06)
 - Punishable with a minimum term of confinement of 30 days.
- A person commits an offense if the person, by accident or mistake while operating an aircraft, watercraft, or amusement ride while intoxicated, or while operating a motor vehicle in a public place while intoxicated, by reason of that intoxication causes serious bodily injury to another. (Texas Penal Code 49.07)
- A person commits an offense if the person: (1) operates a motor vehicle in a public place, operates an aircraft, a watercraft, or an amusement ride, or assembles a mobile amusement ride; and (2) is intoxicated and by reason of that intoxication causes the death of another by accident or mistake. (Texas Penal Code 49.08)
- A minor commits an offense if the minor purchases or attempts to purchase an alcoholic beverage. (Texas Alcoholic Beverage Code 106.02-.025)
 - The offense is punishable by a fine of not less than \$250; confinement in jail for a term not to exceed 180 days; or both the fine and confinement. The court may also mandate community service and suspend the driver's license of the convicted individual. Additionally, the court may mandate attendance at an alcohol awareness course.
- A minor commits an offense if he consumes an alcoholic beverage. (Texas Alcoholic Beverage Code 106.04)
 - The offense is punishable by a fine of not less than \$250; confinement in jail for a term not to exceed 180 days; or both the fine and confinement. The court may also mandate community service and suspend the driver's license of the convicted individual. Additionally, the court may mandate attendance at an alcohol awareness course.
- A minor commits an offense if the minor operates a motor vehicle in a public place, or a watercraft, while having any detectable amount of alcohol in the minor's system. (Texas Alcoholic Beverage Code 106.041)
 - The offense is punishable by a fine of not less than \$500 or more than \$2,000; confinement in jail for a term not to exceed 180 days; or both the fine and confinement. In addition, the court shall order community service to be performed.

- A minor commits an offense if he possesses an alcoholic beverage. (Texas Alcoholic Beverage Code 106.05)
 - The offense is punishable by a fine of not less than \$250; confinement in jail for a term not to exceed 180 days; or both the fine and confinement. The court may also mandate community service and suspend the driver’s license of the convicted individual. Additionally, the court may mandate attendance at an alcohol awareness course.
- A person commits an offense if he purchases an alcoholic beverage for or gives or makes available an alcoholic beverage to a minor with criminal negligence. (Texas Alcoholic Beverage Code 106.06)
 - The offense is punishable by a fine of not less than \$250; confinement in jail for a term not to exceed 180 days; or both the fine and confinement. The court may also mandate community service and suspend the driver’s license of the convicted individual. Additionally, the court may mandate attendance at an alcohol awareness course.
- A minor commits an offense if he falsely states that he is 21 years of age or older or presents any document that indicates he is 21 years of age or older to a person engaged in selling or serving alcoholic beverages. (Texas Alcoholic Beverage Code 106.07)
 - The offense is punishable by a fine of not less than \$250; confinement in jail for a term not to exceed 180 days; or both the fine and confinement. The court may also mandate community service and suspend the driver’s license of the convicted individual. Additionally, the court may mandate attendance at an alcohol awareness course.

Drug Laws

Federal Laws

- The Controlled Substances Act places all substances that are regulated under existing federal law into one of five schedules:

Schedule I Controlled Substances

Substances in this schedule have a high potential for abuse. Some examples of substances listed in schedule I are: heroin, lysergic acid diethylamide (LSD), marijuana (cannabis), peyote, methaqualone, and 3, 4-methylenedioxymethamphetamine (“ecstasy”).

Schedule II Controlled Substances

Substances in this schedule have a high potential for abuse that may lead to severe psychological or physical dependence. Examples of single entity schedule II narcotics include morphine and opium. Other schedule II narcotic substances and their common name brand products include: hydromorphone (Dilaudid®), methadone (Dolophine®), meperidine (Demerol®), oxycodone (OxyContin®), and fentanyl (Sublimaze® or (Duragesic®). Examples of schedule II stimulants include: amphetamine (Dexedrine®), Adderall®), methamphetamine (Desoxyn®), and methylphenidate (Ritalin®). Other schedule II substances include: cocaine, amobarbital, glutethimide, and pentobarbital.

Schedule III Controlled Substances

Substances in this schedule have a potential for abuse less than substances in schedules I or II and abuse may lead to moderate or low physical dependence or high psychological dependence. Examples of schedule III narcotics include combination products containing less than 15 milligrams of hydrocodone per dosage unit (Vicodin®) and products containing not more than 90 milligrams of

codeine per dosage unit (Tylenol with Codeine®). Also included are buprenorphine products (Suboxone®) and (Subutex®) used to treat opioid addiction. Examples of schedule III non-narcotics include benzphetamine (Didrex®), phendimetrazine, ketamine, and anabolic steroids such as oxandrolone (Oxandrin®).

Schedule IV Controlled Substances

Substances in this schedule have a low potential for abuse relative to substances in schedule III. An example of a schedule IV narcotic is propoxyphene (Darvon® and Darvocet-N 100®). Other schedule IV substances include: alprazolam (Xanax®), clonazepam (Klonopin®), clorazepate (Tranxene®), diazepam (Valium®), lorazepam (Ativan®), midazolam (Versed®), temazepam (Restoril®), and triazolam (Halcion®).

Schedule V Controlled Substances

Substances in this schedule have a low potential for abuse relative to substances listed in schedule IV and consist primarily of preparations containing limited quantities of certain narcotics. These are generally used for antitussive, antidiarrheal, and analgesic purposes. Examples include cough preparations containing not more than 200 milligrams of codeine per 100 milliliters or per 100 grams (Robitussin AC® and Phenergan with Codeine®).

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

- **21 U.S.C. 844(a)**
1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.
After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.
After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both, if:
 - (a) - 1st conviction and the amount of crack possessed exceeds 5 grams.
 - (b) - 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
 - (c) - 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.
- **21 U.S.C. 853(a)(2) and 881(a)(7)**
Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment.
- **21 U.S.C. 881(a)(4)**
Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.
- **21 U.S.C. 844a**
Civil fine of up to \$10,000.
- **21 U.S.C. 853a**
Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.
- **18 U.S.C. 922(g)**
Ineligible to receive or purchase firearms.

Texas Laws

- The manufacture, delivery, or possession of a controlled substance (as defined by the Texas Controlled Substances Act) in the State of Texas is a crime and punishable by a fine up to \$250,000 and/or prison term of life or not more than 99 years. (Tex. Health & Safety Code 481.112-.119)
- A person commits an offense if the person knowingly or intentionally delivers marijuana.
 - Such offense is punishable by a fine up to \$100,000 and/or prison term of life or not more than 99 years. (Tex. Health & Safety Code 481.120)
- A person commits an offense if the person knowingly or intentionally possesses a usable quantity of marijuana.
 - This offense is punishable by imprisonment for life or for a term of not more than 99 years or less than 5 years, and a fine not to exceed \$50,000. (Tex. Health & Safety Code 481.121)
- A person commits an offense if the person knowingly delivers a controlled substance listed in Penalty Group 1, 1-A, 2, or 3 (of the Texas Controlled Substances Act) or knowingly delivers marijuana and the person delivers the controlled substance or marijuana to a person who is a child or who is enrolled in a public or private primary or secondary school.
 - This offense is punishable as a felony in the second degree. (Tex. Health & Safety Code 481.122)
- Drug related offenses have increased penalties if the offense occurs in a “drug free zone.” Drug free zones include institutions of higher education, youth centers, schools (and other facilities) and the areas surrounding such locations.
 - Penalties include fines that may be doubled and minimum jail terms that may be raised. (Tex. Health & Safety Code 481.134)

X. VIOLENCE AGAINST WOMEN ACT (VAWA)

TPCA prohibits the crimes of dating violence, domestic violence, sexual assault and stalking. The Violence Against Women Reauthorization Act of 2013 (VAWA) requires publication of the state law definitions for “dating violence,” “domestic violence,” “sexual assault,” “stalking,” and “consent.”

Dating Violence – An act, other than a defensive measure to protect oneself, by an individual that is committed against a victim with whom the actor has or has had a dating relationship; or because of the victim’s marriage to or dating relationship with an individual with whom the actor is or has been in a dating relationship or marriage; and is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the victim in fear of imminent physical harm, bodily injury, assault, or sexual assault. “Dating relationship” means a relationship between individuals who have or have had a continuing relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on consideration of the length of the relationship; the nature of the relationship; and the frequency and type of interaction between the persons involved in the relationship. A casual acquaintanceship or ordinary fraternization in a business or social context does not constitute a ‘dating relationship.’ (Tex. Family Code Section 71.0021)

Domestic (Family) Violence – An act by a member of a family or household against another member of the family or household that is intended to result in physical harm, bodily injury, assault, or sexual assault or that is a threat that reasonably places the member in fear of imminent physical harm, bodily injury, assault, or sexual assault, but does not include defensive measures to protect oneself, or abuse by a member of a family or household toward a child of the family or household, or dating violence. (Tex. Family Code Section 71.004)

Sexual Assault – A person commits an offense if the person (1) intentionally or knowingly causes the penetration of the anus or sexual organ of another person by any means, without that person’s consent; causes the penetration of the mouth of another person by the sexual organ of the actor, without that person’s consent; or causes the sexual organ of another person, without that person’s consent, to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; or (2) intentionally or knowingly causes the penetration of the anus or sexual organ of a child by any means; causes the penetration of the mouth of a child by the sexual organ of the actor; causes the sexual organ of a child to contact or penetrate the mouth, anus, or sexual organ of another person, including the actor; causes the anus of a child to contact the mouth, anus, or sexual organ of another person, including the actor; or causes the mouth of a child to contact the anus or sexual organ of another person, including the actor. A sexual assault is without the consent of the other person if: the actor compels the other person to submit or participate by the use of physical force or violence; the actor compels the other person to submit or participate by threatening to use force or violence against the other person, and the other person believes that the actor has the present ability to execute the threat; the other person has not consented and the actor knows the other person is unconscious or physically unable to resist; the actor knows that as a result of mental disease or defect the other person is at the time of the sexual assault incapable either of appraising the nature of the act or of resisting it; the other person has not consented and the actor knows the other person is unaware that the sexual assault is occurring; the actor has intentionally impaired the other person’s power to appraise or control the other person’s conduct by administering any substance without the other person’s knowledge; the actor compels the other person to submit or participate by threatening to use force or violence against any person, and the other person believes that the actor has the ability to execute the threat; the actor is a public servant who coerces the other person to submit or participate; or the actor is a mental health services provider or a health care services provider who causes the other person, who is a patient or former patient of the actor, to submit or participate by exploiting the other person’s emotional dependency on the actor. “Child” means a person younger than 17 years of age. “Spouse” means a person who is legally married to another. (Tex. Penal Code Section 22.011)

Stalking – A person who, on more than one occasion and pursuant to the same scheme or course of conduct that is directed specifically at another person, knowingly engages in conduct that: (1) the person knows or reasonably believes the other person will regard as threatening including bodily injury or death for the other person, bodily injury or death for a member of the other person’s family or household or for an individual with whom the other person has a dating relationship, or fear that an offense will be committed against the other person’s property, and (2) causes the other person, a member of the other person’s family or household, or an individual with whom the other person has a dating relationship to be placed in fear of bodily injury or death or fear that an offense will be committed against the other person’s property, and (3) would cause a reasonable person to fear bodily injury or death for himself or herself, or bodily injury or death for a member of the person’s family or household or for an individual with whom the person has a dating relationship, or fear that an offense will be committed against the person’s property. A fact finder may find that different types of conduct described above, if engaged in on more than one occasion, constitute conduct that is engaged in pursuant to the same scheme or course of conduct. (Tex. Penal Code Section 42.072)

Consent – Assent in fact, whether express or apparent. (Tex. Penal Code Section 1.07)

XI. TITLE IX

TPCA is committed to providing a work and educational environment free of unlawful harassment, discrimination and retaliation. In accordance with Title IX of the Education Amendments of 1972, TPCA does not discriminate on the basis of sex in its education programs or activities, which extends to admission and employment. TPCA also prohibits Sexual Harassment (as defined below) committed against persons in the United States as part of its education programs or activities.

If you believe that you have experienced or witnessed other incidents of discrimination, please see TPCA's Non-Discrimination policy.

TPCA reserves the right to make changes to this policy as necessary, and once those changes are posted online, they are in effect. If government laws, regulations or court decisions change requirements in a way that affects this policy, the policy will be construed to comply with the most recent government regulations or holdings.

Statement of Non-Discrimination

In accordance with Title IX of the Education Amendments of 1972, TPCA does not discriminate in its employment practices or in its educational programs or activities (including admission) on the basis of sex. TPCA also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internally or externally. Reports of misconduct, questions regarding Title IX, and concerns about noncompliance should be directed to the Title IX Coordinator. For a complete copy of the policy or for more information, please contact the Title IX Coordinator or the Assistant Secretary of Education within the Office for Civil Rights (OCR) [<https://ocrcas.ed.gov/contact-ocr>].

Title IX Coordinator

The Title IX Coordinator coordinates TPCA's efforts to comply with its Title IX responsibilities. The Title IX Coordinator is responsible for implementing TPCA's Title IX policy, intaking reports and Formal Complaints of Sexual Harassment, providing supportive measures and maintaining accurate Clery Act crime statistics.

Title IX Coordinator

Larry A Chavana II
1407 Calle Del Norte, Suite 116
Laredo, TX 78041
(956) 744-6139
Adam.Chavana@TPCALaredo.com

Any person can report sex discrimination, including Sexual Harassment (whether or not the person reporting is the alleged victim) in person, by mail, telephone, or e-mail, using the contact information listed above for the Title IX Coordinator, or submit a Grievance Disposition Form at <https://www.tpcalaredo.com/grievanceform>. A report can be made at any time, including during non-business hours. However, responses to reports made outside business hours, including weekends and holidays, may be delayed.

Key Definitions

Sexual Harassment: Conduct on the basis of sex that satisfies one or more of the following:

1. A TPCA employee conditioning educational benefits or participation on an individual's participation in unwelcome sexual conduct (e.g., quid pro quo);
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to TPCA's education Program or Activity; or

3. Sexual Assault (as defined in the Clery Act), or Dating Violence, Domestic Violence or Stalking as defined in the Violence Against Women Act (VAWA) (collectively referred to as “Sexual Violence”)*:
- **Sexual Assault:** As defined in 20 U.S.C. 1092(f)(6)(A)(v), means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.
 - **Dating Violence:** As defined in 34 U.S.C. 12291(a)(10), means violence committed by a person (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship; the type of relationship; and, the frequency of interaction between the persons involved in the relationship.
 - **Domestic Violence:** As defined in 34 U.S.C. 12291(a)(8), includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.
 - **Stalking:** As defined in 34 U.S.C. 12291(a)(30), means engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (A) fear for his or her safety or the safety of others; or (B) suffer substantial emotional distress.

** Please note: In accordance with the Violence Against Women Reauthorization Act of 2013 (“VAWA”), state definitions for Sexual Assault, Dating Violence, Domestic Violence, Stalking and Consent are contained in TPCA’s Annual Safety and Security Report (“ASR”). VAWA crime statistics are reported in the ASR are based on the definitions above.*

Complainant: An individual who is alleged to be the victim of conduct that could constitute Sexual Harassment, regardless of whether a Formal Complaint has been filed. A Complainant must be the alleged victim unless a parent or legal guardian has a legal right to act on the alleged victim’s behalf.

Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.

Parties: include the Complainant(s) and Respondents(s) collectively.

Advisor: An individual chosen by a party to accompany the party to meetings related to the resolution process, to advise the party on that process and to conduct cross-examination for the party at any hearing, if any. If a party does not have an Advisor at the hearing portion of the Grievance Process, TPCA will appoint an advisor.

Formal Complaint: A document (hardcopy or electronic) filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that TPCA investigate. A Formal Complaint must be signed (physical or digital) by the Complainant, the Title IX Coordinator, or otherwise indicate that the Complainant is the person filing the Formal Complaint. At the time of filing a

Formal Complaint, the Complainant must be participating in or attempting to participate in TPCA's education Program or Activity with which the Formal Complaint is filed.

Program or Activity: On or off campus locations, events, or circumstances over which TPCA exercises substantial control over both the Respondent and the context in which the Sexual Harassment occurred.

Clery Act: Meaning the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (20 U.S.C. Section 1092(f); 34 C.F.R. Part 668.46). In accordance with the Clery Act, TPCA publishes required crime statistics and policy statements in its ASR on or before October 1st of each year.

Clery Geography: As defined in the Clery Act, includes (A) buildings and property that are part of TPCA's campus; (B) TPCA's noncampus buildings and property; and (C) public property within or immediately adjacent to and accessible from the campus.

VAWA: Meaning the Violence Against Women Reauthorization Act of 2013 (34 CFR Part 668).

Procedure for Reporting

If you believe that you have experienced or witnessed Sexual Harassment (including Sexual Violence) discrimination or retaliation, TPCA encourages you to notify the Title IX Coordinator as soon as possible after the incident. A report may be made to either or both the police and the Title IX Coordinator. The criminal process is separate from TPCA's Title IX Grievance Process.

A report of Sexual Violence may be made to either or both the police and the Title IX Coordinator. The criminal process is separate from TPCA's process. It is TPCA's policy not to notify local law enforcement when Sexual Violence occurs, unless a Complainant wishes or there is an emergency threat to health or safety. Complainants have the option to notify law enforcement directly or be assisted in doing so. If requested, TPCA will assist a victim of Sexual Violence in contacting the police. A Complainant is not required to contact the police in order to pursue TPCA's grievance process.

TPCA does not issue orders of protection. Orders of protection, restraining orders, injunctions or similar lawful orders may be obtained through the court system and can be enforced by TPCA. Individuals who have obtained an order of protection is encouraged to provide a copy to the Title IX Coordinator as soon as possible. Although TPCA does not issue orders of protection, information on how to obtain a protective order is located in the ASR.

Reporting Considerations

In order to make informed choices, it is important to be aware of confidentiality and reporting requirements when consulting TPCA resources. TPCA has designated the School Director, Director of Education, and CEFO as mandatory reporters. All mandatory reporters will share knowledge, notice, and/or reports of Sexual Harassment (including Sexual Violence), discrimination, and/or retaliation with the Title IX Coordinator. Other TPCA employees, including educators, will only report instances of Sexual Harassment (including Sexual Violence), discrimination, or retaliation to the Title IX Coordinator with the Complainant's consent.

An individual who seeks completely confidential assistance may do so by speaking with professionals who have legally protected confidentiality. TPCA does not have confidential reporting resources, such as pastoral or professional counselors on campus. Crisis, mental health and victim resource hotline information is available under the student resources section of the School Catalog. Information shared with confidential resources will not be shared with TPCA (including the Title IX Coordinator) or anyone else without express, written permission of the individual seeking services unless required by law or court order.

TPCA will keep confidential the identity of the Complainant, Respondent, and witnesses, except as may be permitted by FERPA, as required by law, or as necessary to carry out the Title IX Grievance Process.

There is no time limitation on providing notice/complaints to the Title IX Coordinator. However, if the Respondent is no longer subject to TPCA's jurisdiction and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible. Acting on notice/complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of policy) is at the discretion of the Title IX Coordinator, who may document allegations for future reference, offer supportive measures and/or remedies, and/or engage in informal or formal action, as appropriate.

Supportive Measures

The Title IX Coordinator will provide Supportive Measures as necessary. Supportive Measures are individualized services reasonably available to ensure equal educational access, protect safety or deter prohibited conduct. Supportive Measures are available, as appropriate, to either or both the Complainant and Respondent and are non-punitive, non-disciplinary and not unreasonably burdensome to the other party. Examples include counseling, extensions of time or other course-related adjustments, modifications to work or class schedules, campus escort services, restrictions on contact between the Parties, leave of absence, increased security and monitoring of certain areas on campus, and other similar accommodation. The Supportive Measures needed by the Complainant and/or Respondent may change over time, and the Title IX Coordinator will communicate with each party to ensure that any Supportive Measures are necessary and effective based on evolving needs.

Victims of Sexual Violence will also be provided with written notification about existing counseling, health and/or mental health services, victim advocacy, legal assistance, visa and immigration assistance, safety planning, timely warnings, student financial aid and other services available to victims within TPCA and in the community.

Once the Title IX Coordinator receives a report, the Title IX Coordinator will promptly contact the Complainant confidentially to discuss the availability of Supportive Measures (available with or without filing a Formal Complaint) and explain the process for filing a Formal Complaint and provide a copy of this policy. The Title IX Coordinator will consider the Complainant's wishes with respect to Supportive Measures.

TPCA will keep confidential the identity of the victim of Sexual Violence and any accommodations or Supportive Measures provided, to the extent that maintaining such confidentiality will not impair TPCA's ability to provide the accommodations or Supportive Measures.

Dismissal of a Formal Complaint

Dismissal of a Formal Complaint may occur under several circumstances. TPCA must dismiss a Formal Complaint if the allegations do not meet the definition of Sexual Harassment, did not occur in TPCA's education Program or Activity, or did not occur against a person in the United States.

TPCA may dismiss a Formal Complaint if the Complainant informs the Title IX Coordinator, in writing, that he, she, or they withdraw the Formal Complaint or allegations therein; the Respondent is no longer enrolled or employed by TPCA; or if specific circumstances prevent TPCA from gathering sufficient evidence to reach a determination.

If a Formal Complaint is dismissed, the Parties will be provided written notice of the dismissal outlining the reason(s) for dismissal. A dismissal does not preclude action by TPCA under the applicable policies stipulated in the School Catalog and Employee Handbook.

Grievance Process

TPCA utilizes a prompt, equitable and impartial Grievance Process to evaluate Formal Complaints. Title IX personnel (Title IX Coordinator, Investigators, Decision-Makers, individuals who facilitate Informal Resolution process) will be free from conflicts of interest or bias for or against Complainants or Respondents. Title IX personnel will objectively evaluate all relevant evidence and avoid credibility determinations based on a person's status as a Complainant, Respondent or witness.

Both Parties will receive equal opportunity to provide information, witness statements, evidence, and other information that may be necessary to fully evaluate the alleged offense. Both Parties will be afforded equitable rights and access during the Grievance Process. The Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Grievance Process.

Generally, the Grievance Process consists of a Formal Complaint, investigation, Live Hearing, determination, Disciplinary Actions, Remedies and appeal (if applicable). The Grievance Process, barring extenuating circumstance, will conclude within 90 days from the date a Formal Complaint is filed.

Advisor

A party may be accompanied by an Advisor of their choice during the Grievance Process. The Parties may choose Advisors from inside or outside TPCA. If the Complainant or Respondent does not have an Advisor present at the Live Hearing, TPCA will select and provide an Advisor, without fee or charge, to conduct cross-examination of witnesses on behalf of that party. A party may reject a TPCA-appointed Advisor and choose their own Advisor, but they may not proceed without an Advisor. The Complainant and Respondent may not conduct cross-examination.

Choosing an Advisor who is a witness in the Grievance Process creates potential for bias and conflict of interest. A party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the Decision-Maker.

The Parties are expected to ask and respond to questions on their own behalf throughout the investigation phase of the Grievance Process. Advisors are expected to advise without disrupting proceedings. For example, advisors should not address TPCA officials in a meeting or interview unless invited to. An Advisor may not make a presentation during any meeting or proceeding and may not speak on behalf of the party to the investigation or other Decision-Maker except during a Live Hearing, during cross-examination. If an Advisor is disruptive or otherwise fails to respect the limits of the Advisor role, the meeting or interview may be ended.

Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third Parties, disclosed publicly, or used for purposes not explicitly authorized by TPCA. TPCA may seek to restrict the role of any Advisor who does not respect the sensitive nature of the process or who fails to abide by TPCA's privacy expectations.

Investigation of Formal Complaints

TPCA will investigate Sexual Harassment (including Sexual Violence) allegations in a Formal Complaint filed by a Complainant or signed by the Title IX Coordinator. The Title IX Coordinator will respect the

Complainant's wishes as to whether TPCA investigates an allegation of Sexual Harassment, unless the Title IX Coordinator determines that not investigating would be deliberately indifferent or harmful to the TPCA community. TPCA may consolidate Formal Complaints where the allegations arise out of the same facts.

Upon receipt of a Formal Complaint, written notice will be sent to the Parties. The Notice of Investigation will include: details of the allegations (including identities of the Parties involved, specific section of the policy alleged to have been violated, the conduct that would be considered Sexual Harassment, the date of the incident(s) and the location of the incident(s); a statement that the Respondent is presumed to be not responsible for the alleged conduct until a determination is made according to TPCA's Grievance Process; a statement that the Parties may have an Advisor of their choice; and a reminder of the expectation of truthfulness including consequences for submitting false information. The Parties will also be provided with separate written notice of any investigative interview, meeting, or hearing. Interview/meeting notices will include the date, time, location, participants and purpose of the investigative interview or meeting.

Formal Complaints involving employees will also be referred to Human Resources and simultaneously evaluated under employee conduct policies and procedures.

During the investigation, the Title IX Coordinator or his/her designee ("Investigator") will conduct interviews and gather evidence. No unauthorized audio or video recording of any kind is permitted during investigation interviews/meetings. The Parties will be provided an equal opportunity to present fact and expert witnesses or other evidence. The Parties (and their Advisors) will be provided with evidence directly related to the allegations, in electronic format or hardcopy, with at least 10 days for the Parties to inspect, review, and respond to the evidence. The Investigator will consider the responses received from the Parties before issuing the investigative report.

Once the investigation has concluded, the Investigator will draft an investigative report (hardcopy or electronic) that fairly summarizes relevant evidence. The investigative report will be sent to the Parties (and their Advisors) at least 10 days prior to a Live Hearing. The Parties may provide a written response to the investigative report.

Informal Resolution

If the Complainant and Respondent voluntarily consent in writing, Formal Complaints can be resolved through Informal Resolution, such as mediation. The Title IX Coordinator will organize an appropriate Informal Resolution process depending on the nature of the allegations, the Parties involved, and the overall circumstances. Informal Resolution will be conducted by a facilitator, who may or may not be the Title IX Coordinator. It is not necessary to pursue Informal Resolution first in order to pursue TPCA's Grievance Process. At any time prior to agreeing to a resolution, any party has the right to withdraw from the Informal Resolution process and resume the Grievance Process. Informal Resolution is unavailable to resolve allegations that an employee sexually harassed a student.

Live Hearing

If a Formal Complaint is not or cannot be resolved through Informal Resolution, TPCA will conduct a Live Hearing. Live Hearings are facilitated by designated Decision-Maker, separate from the Title IX Coordinator or Investigator. The Decision Maker will be selected by the Title IX Coordinator.

Cross-examination during a Live Hearing will be conducted directly, orally, and in real time by the party's Advisor and not by a party personally. The Decision-Maker will permit each party's Advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including that challenging credibility. Only relevant cross-examination and other questions may be asked of a party or witness. Before a

Complainant, Respondent, or witness answers a cross-examination or other question, the Decision-Maker must first determine whether the question is relevant and explain to the party's Advisor asking cross-examination questions any decision to exclude a question as not relevant.

Rape shield protections are applied to Complainants, deeming irrelevant questions and evidence about a Complainant's prior sexual behavior unless offered to prove that someone other than the Respondent committed the alleged Sexual Harassment or offered to prove consent.

If a party or witness does not submit to cross-examination at the Live Hearing, the Decision-Maker will not rely on any statement of that party or witness in reaching a determination regarding responsibility. The Decision-Maker will not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the Live Hearing or refusal to answer cross-examination or other questions.

At the request of either party, TPCA will provide for the entire Live Hearing (including cross-examination) to occur with the Parties located in separate rooms with technology enabling the Parties to see and hear each other. Live Hearings may be conducted with all Parties physically present in the same geographic location or, at TPCA's discretion, any or all Parties, witnesses, and other participants may appear at the Live Hearing virtually. An audio or audiovisual recording, or transcript, of any Live Hearing will be created and maintained for seven (7) years.

During the Grievance Process, TPCA will not use, rely on or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege. TPCA will not access or use a party's medical, psychological, and similar treatment records unless the party provides voluntary, written consent.

Standard of Evidence

For all Formal Complaints of Sexual Harassment (including where employees are Respondents), TPCA utilizes the preponderance of the evidence standard.

Disciplinary Actions and Remedies

Disciplinary Actions against the Respondent will not be imposed before completion of TPCA's Grievance Process. Following a determination of responsibility, appropriate corrective action will be taken, and TPCA will take steps to prevent recurrence. Disciplinary Actions taken will be determined on a case-by-case basis. Factors considered when determining Disciplinary Action may include but are not limited to: Nature, severity of, and circumstances surrounding the violations(s); Respondent's disciplinary history; Previous allegations or allegations involving similar conduct; Need for disciplinary action to bring an end/prevent future reoccurrence of the violation; Need for disciplinary action to remedy the effects on the Complainant and TPCA community; Impact on the parties; Any other information deemed relevant by the Decision-Maker.

Disciplinary Action for student-related claims may include but are not limited to additional training, a restriction on contact, warning, suspension, or termination. Disciplinary Action will be placed in a student's permanent academic file. Any employee determined by TPCA to be responsible for an act of Sexual Harassment will be subject to appropriate Disciplinary Action, up to and including termination. Disciplinary Action will be placed in an employee's permanent personnel file. Employees are also subject to processes and discipline determined by the Human Resources Department. The HR process is separate and apart from the Title IX process and not constrained by the outcome of the Title IX process.

Failure to abide by imposed Disciplinary Actions (whether by refusal, neglect or any other reason), may result in additional Disciplinary Action, including suspension or termination.

Remedies are provided to a Complainant whenever a Respondent is found responsible. Remedies are implemented by the Title IX Coordinator and may be disciplinary and punitive. Student Remedies are designed to maintain the Complainant's equal access to education. Remedies will be determined on a case-by-case basis and may include supportive measures.

Individuals who make a materially false statement and/or present falsified or forged/tampered documentation or evidence in bad faith in the course of a Title IX Grievance Process will be subject to TPCA's conduct policies contained in the School Catalog and Employee Handbook.

Written Determination

The Decision-Maker will issue a Written Determination regarding responsibility with findings of fact, conclusions about whether the alleged conduct occurred, rationale for the result as to each allegation, a description of the procedure from Formal Complaint through the Live Hearing, Disciplinary Actions imposed on the Respondent and whether Remedies will be provided to the Complainant. The determination will be sent simultaneously to the Parties along with information on how to file an appeal.

Appeal

Both Parties have the right to appeal a determination regarding responsibility, TPCA's dismissal of a Formal Complaint or any allegations therein if: (1) procedural irregularity affected the outcome of the matter; (2) there is newly discovered evidence that could affect the outcome of the matter; and/or (3) Title IX personnel had a conflict of interest or bias, that affected the outcome of the matter.

An appeal must be submitted in writing to the Title IX Coordinator within fourteen (14) days of the delivery of the Written Determination.

Retaliation Prohibited

Both Title IX and the Clery Act provide protections for individuals who bring allegations of non-compliance with the Clery Act and/or Title IX to the attention of appropriate campus administrators. Retaliation (including intimidation, threats, coercion or discrimination) against an individual for raising an allegation of Sexual Harassment, for cooperating in the Grievance Process is prohibited.

TPCA does not retaliate against those who raise concerns of non-compliance. Any concerns should be brought to the immediate attention of the Title IX Coordinator.

Training

TPCA ensures that its Title IX personnel have adequate Title IX training, including annual training on issues related to Sexual Assault, Dating Violence, Domestic Violence and Stalking. The Title IX Coordinator and Investigators are trained on the definition of Sexual Harassment, the scope of TPCA's education Program or Activity, how to conduct an investigation, TPCA's Grievance Process (including Live Hearings, appeals, and Informal Resolution processes, as applicable) and how to serve impartially by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. Decision-Makers are trained on the definition of Sexual Harassment, the Live Hearing process, technology to be used in Live Hearings, and issues of relevance (including how to apply the rape shield protections provided for Complainants). Informal Resolution facilitators are trained on the Informal Resolution process.

Materials used to train Title IX personnel are posted on TPCA's website [<https://www.tpcalaredo.com/school-disclosures>].

Bias/Conflict of Interest

To raise any concern involving bias or conflict of interest by the Title IX Coordinator, contact:

Chief Executive & Financial Officer

Noe Rodriguez
1407 Calle Del Norte, Suite 116
Laredo, TX 78041
(956) 744-6139
Noe.Rodriguez@TPCALaredo.com

Concerns of bias or potential conflict of interest by any other Title IX personnel should be raised with the Title IX Coordinator.

Clery Act Reporting

TPCA administrators will issue timely warnings for incidents reported that pose a substantial threat of bodily harm or danger to other members of the campus community. TPCA will make every effort to ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. TPCA reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, or a change in student status.

Personally identifiable information for victims of Sexual Assault, Dating Violence, Domestic Violence and Stalking will not be included in any publicly available recordkeeping, including Clery Act Reporting and disclosures such as the ASR.

Emergency Removal

TPCA can remove a Respondent entirely or partially from the Education Program or Activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical or safety of any student or other individual justifies removal. The risk analysis is performed by the Title IX Coordinator in conjunction with the CEO.

In cases in which an emergency removal is imposed, the Respondent will be given notice of the action and the option to request to meet with the Title IX Coordinator prior to such action/removal being imposed, or as soon thereafter as reasonably possible, to show cause why the action/removal should not be implemented or should be modified. This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. When this meeting is not requested in a timely manner, objections to the emergency removal will be deemed waived.

The Title IX Coordinator has sole discretion under this policy to implement or stay an emergency removal and to determine the conditions and duration. Violation of an emergency removal under this policy will be grounds for discipline, which may include expulsion or termination.

TPCA will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. As determined by the Title IX Coordinator, these actions could include, but are not limited to: temporarily re-assigning an employee, restricting a student's or employee's access to the campus, allowing

a student to withdraw or take grades of incomplete without financial penalty, and authorizing an administrative leave.

Additional Information

Students and employees may contact the Title IX Coordinator with any questions related to this policy. In addition, the U.S. Department of Education Office for Civil Rights (“OCR”) investigates complaints of unlawful harassment of students in educational programs or activities. This agency may serve as a neutral fact finder and will attempt to facilitate the voluntary resolution of disputes with the Parties. For more information, visit the OCR website [<http://www.hhs.gov/ocr/>]. To the extent that an employee or contract worker is not satisfied with TPCA’s handling of a complaint, he or she may also contact the appropriate state or federal enforcement agency for legal relief.

Sexual Violence- Immediate Care and Preservation of Evidence

If you experience Sexual Violence, some or all these safety suggestions may guide you after an incident has occurred:

1. Go to a safe place. If there is any immediate danger call 911.
2. Consider securing immediate professional support (e.g., counseling, victim advocacy, medical services, etc.) to assist you. TPCA does not have a confidential counselor, but local resources are available that can provide confidential assistance. Please reference Student Resources section of the School Catalog, or utilize some of the organizations below:

- SCAN, Inc.
1605 Saldana Ave
Laredo, TX 78041
(956) 724-3177
<https://www.scan-inc.org/>
- Casa De Misericordia
1000 Mier St
Laredo, TX 78040
(956) 712-9591
<http://casademisericordia.org/>
- Gateway Community Health Center
1515 Pappas St.
Laredo, TX 78041
(956) 795-8100
<https://gatewaychc.com/>
- Border Region Behavioral Health Center
1500 Pappas St.
Laredo, TX 78041
(956) 794-3000
<http://www.borderregion.org/>
- Domestic Violence Support: 800-799-SAFE (7233)

3. For your safety and well-being, immediate medical attention is encouraged. Further, being examined (through a forensic examination) as soon as possible, ideally within 120 hours, is important in the case of rape or Sexual Assault. Completing a forensic examination does not require someone to file a police report. To find a location near you that performs free forensic examinations, call the National Sexual Assault Hotline at (800) 656-4673. Resources are also available through the Rape Abuse & Incest National Network (RAINN); www.RAINN.org.
 - To preserve evidence, it is recommended that you do not bathe, shower, douche, eat, drink, smoke, brush your teeth, urinate, defecate, or change clothes before receiving medical attention. Even if you have already taken any of these actions, you are still encouraged to have prompt medical care, and evidence may still be recoverable.
 - Typically, if police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather bedding, linens or unlaundered clothing, and any other pertinent items that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in transmission of items of evidence, such as to the hospital, secure them in a clean paper bag or clean bedsheet to avoid contamination.
 - If you have physical injuries, photograph or have them photographed, with a date stamp on the photo.
 - Record the names of any witnesses and their contact information. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a TPCA policy violation.
 - Try to memorize details (e.g., physical description, names, license plate number, car description, etc.), or even better, write notes to remind you of details, if you have time and the ability to do so.

Prevention and Education

In accordance with the Clery Act and VAWA, TPCA offers a range of campaigns, strategies, and initiatives to promote awareness, education, risk reduction, and prevention in an effort to reduce the frequency of sex or gender-based discrimination, harassment, and violence amongst members of the campus community.

TPCA offers programming to identify and prevent Sexual Assault, Dating Violence, Domestic Violence (including stranger and known offender assaults), and Stalking each year. Educational programs are offered to raise awareness for all incoming students and employees and are often conducted during new student and new employee orientation.

Programs and other campaigns offered throughout the year to students and employees include information regarding awareness and primary prevention (including normative messaging, environmental management, and bystander intervention), and discuss TPCA's policies. Programs also offer information on risk reduction that strives to empower individuals who experience these incidents, how to recognize warning signs, and how to avoid potential attacks, and do so without biased approaches.

Bystander engagement is encouraged through safe and positive intervention techniques and by empowering third-party intervention and prevention such as calling for help, using intervention-based apps, identifying allies, and/or creating distractions. Bystander empowerment training highlights the need for those who

intervene to ensure their own safety in the intervention techniques they choose and motivates them to intervene as stakeholders in the safety of the TPCA community when others might choose to be bystanders.

Recordkeeping and Privacy

TPCA's records of investigations and resolutions are maintained in privacy for seven years. Information is shared internally between administrators who need to know in order to complete their job duties. When information must be shared to permit the investigation to move forward, the Parties will be informed. Privacy of the records specific to the investigation is maintained in accordance with state law and the federal FERPA statute. Any public release of information needed to comply with the timely warning provisions of the Clery Act will not include the names of Complainant or information that could easily lead to a Complainant's identification. Irrespective of state law or public records access provisions, information about Complainants is maintained privately in accordance with Title IX and FERPA.

XII. POLICY STATEMENT ADDRESSING SEX OFFENDER REGISTRATION INFORMATION

TPCA is required to inform students and employees about where law enforcement information provided by a State concerning registered sex offenders may be obtained. The law also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student.

In the State of Texas, information concerning registered sex offenders and predators may be obtained online at <https://publicsite.dps.texas.gov/SexOffenderRegistry>.

Information is also available in the United States Department of Justice national sex offender registry at <https://www.nsopw.gov/>.

The National Registry of Sex Offenders is available via Internet at the following web address: <http://www.nationalsexoffenderregistry.com>.

XIII. CLERY ACT CRIME REPORT STATISTICS

*TPCA does not have non-campus property.

OFFENSE	PROPERTY	2020	2021	2022
Murder/ Non-Negligent Manslaughter	On-Campus Property	0	0	0
	Public Property	0	0	0
Manslaughter By Negligence	On-Campus Property	0	0	0
	Public Property	0	0	0
Rape	On-Campus Property	0	0	0
	Public Property	0	0	0
Fondling	On-Campus Property	0	0	0
	Public Property	0	0	0
Incest	On-Campus Property	0	0	0
	Public Property	0	0	0
Statutory Rape	On-Campus Property	0	0	0
	Public Property	0	0	0
Robbery	On-Campus Property	0	0	0
	Public Property	0	0	0
Aggravated Assault	On-Campus Property	0	0	0
	Public Property	0	0	0
Burglary	On-Campus Property	0	0	0
	Public Property	0	0	0
Motor Vehicle Theft	On-Campus Property	0	0	0
	Public Property	0	0	0
Arson	On-Campus Property	0	0	0
	Public Property	0	0	0

VAWA Offenses: Domestic Violence	On-Campus Property	0	0	0
	Public Property	0	0	0
VAWA Offenses: Dating Violence	On-Campus Property	0	0	0
	Public Property	0	0	0
VAWA Offenses: Stalking	On-Campus Property	0	0	0
	Public Property	0	0	0
Hate Crimes: <i>Related to any of the above listed crimes, and Hate Crimes involving simple assault, larceny-theft, intimidation, or destruction/damage/vandalism of property</i>	On-Campus Property	0	0	0
	Public Property	0	0	0
Arrests: <i>Weapons: Carrying, Possessing, etc.</i>	On-Campus Property	0	0	0
	Public Property	0	0	0
Disciplinary Referrals: <i>Weapons: Carrying, Possessing, etc.</i>	On-Campus Property	0	0	0
	Public Property	0	0	0
Arrests: <i>Drug Abuse Violations</i>	On-Campus Property	0	0	0
	Public Property	0	0	0
Disciplinary Referrals: <i>Drug Abuse Violations</i>	On-Campus Property	0	0	0
	Public Property	0	0	0
Arrests: <i>Liquor Law Violations</i>	On-Campus Property	0	0	0
	Public Property	0	0	0
Disciplinary Referrals: <i>Liquor Law Violations</i>	On-Campus Property	0	0	0
	Public Property	0	0	0
Unfounded Crimes	On-Campus Property + Public Property	0	0	0