

Institute of Culinary Education



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Culinary Education**

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**CAMPUS SECURITY
AND SAFETY
HANDBOOK**

September 2024

Institute of Culinary Education

521 E. Green Street
Subject

Pasadena, CA 91101
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NOTICE OF AVAILABILITY OF ANNUAL SECURITY REPORT

The Institute of Culinary Education's (ICE) Annual Security Report includes statistics since October 1, 2021 concerning reported crimes that occurred on-campus; and on public property within, or immediately adjacent to and accessible from, the campus. The report also includes institutional policies concerning campus security, such as policies concerning sexual assault, and other matters.

The full text of this report can be located on our web site at <http://www.ice.edu> or on the Annual Security report link <https://www.ice.edu/career-services-resources/disclosures/annual-security-report-losangeles> or by contacting the Office of Student Affairs or the Office of Human Resources. The report is updated by October 1st of each year.

The Dean of Students, otherwise known as the Campus Crime Officer, is responsible for overseeing the Campus Security Authorities and ensuring the collection of crime reports. The Office of Student Affairs and the Office of Human Resources is responsible for preparing the annual security report and for making it available to the ICE community prior to October 1st each year.

DEVELOPMENT, DISCLOSURE AND IMPLEMENTATION OF SECURITY POLICIES

CAMPUS SECURITY POLICY

(As Outlined in the Catalog)

The Campus Crime Officer for ICE is the Dean of Students. In the year 2023, the campus of ICE includes the entire building of 521 E. Green Street Pasadena, CA 91101. If you believe you have been the victim of a crime while on the school campus, in other areas of the building, surrounding streets or parking structure please notify the Dean of Students. You can obtain a copy of the ICE annual Campus Crime Report from the Office of Student Affairs or online at the School's website: <http://www.ice.edu> To access this report directly go to this URL <https://www.ice.edu/career-services-resources/disclosures/annual-security-report-losangeles> The report is updated by October 1st of each year.

In the event of a fire or other emergency requiring evacuation from the campus building, please follow the evacuation procedures which are posted in each classroom. Meet with your class at the assigned area so we can determine that all students have been evacuated and accounted for.

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In the event of an emergency that requires shelter in place, you will be directed by a member of the ICE staff. The warning will be issued through an email, text message, or direct communication to all students, from the Dean of Students or a designee from the Office of Student Affairs. For all other parties including faculty and staff, notification will come from the Human Resources Manager.

LOCAL Police (Pasadena Police Department)

207 Garfield Avenue, Pasadena CA 91101 (626) 744-4501

- In an emergency dial 911

SECURITY AWARENESS PROGRAMS

The Institute of Culinary Education provides security awareness information and programs for current students and employees through the Office of Student Affairs; ICE's Human Resources Department offers this programming for employees. These programs address awareness and prevention of sexual violence and promote education and support for victims, as well as general safety and security awareness.

The Police Department offers sexual assault education and information programs to ICE students and employees upon request. At ICE, literature on sexual assault, domestic violence and risk reduction is available through the Office of Student Affairs, as well on the Student Resources area of the ICE Learning Resource Center on the 3rd Floor. Employees may access this information through this area as well as the Human Resources Department.

CAMPUS SECURITY AUTHORITIES

The following ICE personnel are the designated Campus Security Authorities for the Institute of Culinary Education:

- Herve Guillard, Director of Education/Dean of Students, the Campus Crime Officer: 626-345-6635.
- Lachlan Sands, Campus President: 626-345-6650

Because of the law's complex reporting requirements, the most reasonable and effective way to manage the reporting is as follows. If someone observes any crime listed below, or if any person reveals they learned of or was the victim of, perpetrator of, or witness to any crime listed below, immediately complete a Crime Incident Report Form and, as indicated on the bottom of the form, send copies to the Dean of Students in the Office of Student Affairs for students or to the Office of Human Resources for all others. This applies to crimes on any part of the campus of ICE, located at 521 E. Green Street, Pasadena CA 91101. Please be sure that all pertinent information that an individual possesses is included in the report. Please do not investigate the crime or attempt to determine whether a crime, in fact, took place. Simply make the report. Appropriate

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School personnel may later contact you or others to gather additional information. A copy of the Incident Report form is enclosed with this Memorandum. Additional forms may be obtained from the Office of Students Affairs or the Office of Human Resources.

Crimes that should be reported are:

- Murder and non-negligent manslaughter
- Negligent manslaughter
- Forcible sex offenses
- Non-forcible sex offenses
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson
- All hate crimes involving bodily injury
- All liquor, drug or weapons law violations resulting in an arrest

Always err on side of reporting if there is doubt about whether a crime is reportable. With the exception of liquor, drug and weapons law violations, it is immaterial whether an arrest is made. For purposes of reporting, assume that a hate crime is any crime manifesting evidence that the victim was selected because of the victim's actual or perceived race, religion, sexual orientation, gender, ethnicity/national origin, or disability.

Any questions regarding reporting obligations, contact Herve Guillard, Director of Education / Dean of Students, at 626-345-6635.

TIMELY WARNINGS

In the event that a situation arises, either on or off campus that in the judgment of the Dean of Students (the Campus Crime Officer), constitutes an ongoing or continuing threat, a campus wide "timely warning" will be issued. The warning will be issued verbally and through an email or text message to all students, faculty and staff and will come from the Dean of Students or the Office of Human Resources. The timely warning will contain the specifics of the crime that was committed or may be ongoing along with directives to promote safety. The Campus Security Authorities have requested that local police authorities inform the institution about crimes reported to them that may warrant timely warnings.

Anyone with information warranting a timely warning should report the circumstances to the Dean of Students, The Campus Crime Officer, by phone (626-345-6635), email: HGuillard@ice.edu or in person in the Education Office (2nd floor).

DAILY CRIME LOG

The Institute of Culinary Education does not have a police department or security office. The School is not required to record daily crime activity or maintain a Daily Crime Log. All *Clery Crimes* reported will be documented in a Crime Incident Report maintained by the Campus Crime Authorities and included in the Institute of Culinary Education's Annual Crime Statistics Report and the Annual Security Report.

STATISTICS FROM LOCAL POLICE

The Institute of Culinary Education has requested all crime statistics for all *Clery Act* crimes committed in the applicable geographic locations from all police agencies: the Pasadena Police Department, the FBI Los Angeles Bureau that occurred on or near the Institute of Culinary Education's campus 521 E. Green St. and all stairwell, elevators and parking structures connecting them. ICE has requested information on the following criminal offenses: murder/non-negligent manslaughter; negligent manslaughter; forcible sex offenses; non-forcible sex offenses; robbery; aggravated assault; burglary; motor vehicle theft; and arson. In addition, ICE has requested statistics concerning any of the above-crimes that manifest evidence of a hate crime, as well as other crimes that involve bodily injury manifesting evidence of a hate crime. Hate crimes are those crimes that manifest evidence that the victim was intentionally selected because of the victim's race, gender, religion, sexual orientation, ethnicity/national origin or disability.

The Institute of Culinary Education also requested statistics for arrests for these categories only: liquor law violations, drug law violations, illegal weapons possession and to have provided these statistics for each category separately.

Pursuant to the *Clery Act*, the campus is required to report these crimes separately for the following location: The buildings at the current location of 521 E. Green Street Pasadena CA 91101.

City of Pasadena Crime statistics that are handled and reported by the Pasadena Police Department can be found by clicking on the Crime Statistics tab at:
<https://ww5.cityofpasadena.net/police/crime/>

Crime statistics that are handled and reported by the FBI can be found at:
<https://cde.ucr.cjis.gov/>.

REPORT TO THE DEPARTMENT OF EDUCATION VIA WEB-BASED DATA COLLECTION

The Institute of Culinary Education has filed its Web- Based Data Collection from 1/1/2023 through 12/31/2023 on September 17th 2024 with the US Federal Authorities, Department of Education. This electronic Web- Based Data Collection will be filed the following calendar year with data from 01/2024 through 12/2024.

The Office of Student Affairs is designated to enter and submit these statistics.

POLICY FOR REPORTING THE ANNUAL DISCLOSURE OF CRIME STATISTICS

The Institute of Culinary Education prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on our web site at <http://www.ice.edu> or on the Annual Security report link: <https://www.ice.edu/career-services-resources/disclosures/annual-security-report-losangeles> . This report is prepared in cooperation with the local law enforcement agencies surrounding our campus. ICE provides updated information on its educational efforts and programs to comply with the Act.

The Campus Crime Officer and Office of Student Affairs are responsible for collecting all crime reports generated at the Institute of Culinary Education as well as from local police for inclusion in the annual security report.

Campus crime, arrest and referral statistics include those reported to the Campus Security Authorities and local law enforcement agencies.

Each year, an email is sent to all enrolled students that provide the web site to access this report. To access this report directly go to this URL: <https://www.ice.edu/career-services-resources/disclosures/annual-security-report-losangeles> . Copies can also be obtained at the Office of Student Affairs. Faculty and staff receive similar notification via email. All employees may obtain a copy from the Office of Student Affairs, or by calling 626-345-6601. The link to the Annual Security Report is included in the catalog

ANNUAL SECURITY REPORT

CRIME STATISTICS TABLE¹

OFFENSE	YEAR	ON CAMPUS PROPERTY	**RESIDENTIAL FACILITIES	NONCAMPUS PROPERTY	PUBLIC PROPERTY	OPTIONAL TOTAL
MURDER / NON-NEGLIGENT MANSLAUGHTER	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
SEX OFFENSES, FORCIBLE	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
SEX OFFENSES, NON-FORCIBLE	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
ROBBERY	2021	0	0	0	1	1
	2022	0	0	0	0	0
	2023	0	0	0	0	0
AGGRAVATED ASSAULT	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
BURGLARY	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
MOTOR VEHICLE THEFT	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
ARSON	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
LIQUOR LAW ARRESTS	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
DRUG LAW ARRESTS	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	1	1
DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0

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ILLEGAL WEAPONS POSSESSION ARRESTS	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
ILLEGAL WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
**CRIMES REPORTED IN THE RESIDENTIAL FACILITIES COLUMN ARE INCLUDED IN THE ON-CAMPUS CATEGORY.						

HATE CRIME STATISTICS LOG CALENDAR YEAR 2021-2023

OFFENSE	YEAR	ON-CAMPUS PROPERTY	NON-CAMPUS PROPERTY	PUBLIC PROPERTY	OPTIONAL TOTAL
Race	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Gender	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Religion	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Sexual Orientation	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Ethnicity	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0
Disability	2021	0	0	0	0
	2022	0	0	0	0
	2023	0	0	0	0

POLICY STATEMENT ADDRESSING THE ENCOURAGEMENT OF ACCURATE AND PROMPT CRIME REPORTING

General Procedures for Reporting a Crime or Emergency

Community members, students, faculty, staff, guests and invitees are encouraged to report all crimes and public safety related incidents to the Dean of Students (Campus Crime Officer) in a timely manner. A Crime Incident Report will be filled out by the victim or witnesses at the time of the report.

All Crime Incident Reports are reviewed for potential action by the Dean of Students. If necessary, some incidents may be reported to the aforementioned ICE authorities. If assistance is required from the Pasadena Police Department or the Pasadena Fire Department, ICE will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene will assist the victim and notify the Pasadena Police Department.

Printed materials with information about on-campus and off campus resources is also available. This information is made available to provide ICE community members with specific information about the resources that are available in the event that they become the victim of a crime. The information about “resources” is not provided to imply that those resources are “reporting entities” for ICE.

All Crimes are to be reported to the Office of Student Affairs to ensure inclusion in the annual crime statistics report and to aid in providing timely warning notices to the community, when appropriate.

POLICY STATEMENT ADDRESSING THE REPORTING OF CRIMINAL OFFENSES

Contact the Dean of Students (the Campus Crime Officer) at 626-345-6635 or the Office of Human Resources at 626-345-6601 or any of the Campus Security Authorities (non-emergencies) or dial 911 (emergencies only).

Any suspicious activity or person seen on or near the ICE campus should be reported to the Campus Security Authorities or the local police department immediately.

ICE encourages anyone who is the victim or witness to any crime to promptly report the incident to the police. Because police reports are public records under state law, the Institute of Culinary Education cannot hold reports of crime in confidence.

To Report a Crime contact:

- Herve Guillard, Dean of Students, the Campus Crime Officer: 626-345-6635.
- Lachlan Sands, Campus President: 626-345-6650

STATEMENT ADDRESSING SECURITY AT SCHOOL HOUSING

The Institute of Culinary Education, otherwise known as “ICE” does not provide housing for students, faculty or staff and is therefore not required to track or report incidents that occur in student, faculty or staff housing. ICE provides referrals to Housing Service Companies that assist students in obtaining short term housing, and students are urged to discuss security issues with the Housing Service Companies prior to entering into a lease.

STATEMENT ADDRESSING SECURITY AND ACCESS

During class and business hours, the Institute of Culinary Education will be open to students, parents, employees, contractors, guests, and invitees.

The Institute of Culinary Education does not have any on or off campus residences or organizations. Therefore, there is no policy regarding security and access to student housing.

STATEMENT ADDRESSING CONFIDENTIAL REPORTING

The Institute of Culinary Education does not allow confidential reporting of crime. The Institute of Culinary Education encourages anyone who is the victim or witness to any crime to promptly report the incident to the police. The Campus Security Authorities are obligated to report any *Clery Act* crimes to the local police. Because police reports are public records under state law, the Institute of Culinary Education cannot hold reports of crime in confidence.

All *Clery Act* crimes reported in a Crime Incident Report must be included in the School’s annual disclosure of crime statistics but do not include the names of the victim or witness.

STATEMENT ADDRESSING CRIMINAL ACTIVITY OFF-CAMPUS

The Institute of Culinary Education does not have any off campus residences or organizations. Therefore, there is no policy or reporting relating to off-campus activities or facilities.

POLICY STATEMENT ADDRESSING CAMPUS LAW ENFORCEMENT

ICE Campus Security Authorities and other designated personnel have the authority to ask persons for identification and to determine whether individuals have lawful business at ICE. Campus Security Authorities do not possess arrest power. Criminal incidents are referred to the local police who have jurisdiction over the campus. The Office of Student Affairs maintains a working relationship with the Pasadena Police Department. All crime victims and witnesses are strongly encouraged to immediately report the crime to the Campus Crime Officer or the Campus Security Authorities and local police. A Crime Incident Report will be filled out by the victim and/ or witness immediately when a crime is reported. Prompt reporting will assure timely warning notices on-campus and by email and intranet when applicable and will assure timely and accurate disclosure of crime statistics. Campus Security Authorities are obligated to report all crimes to the Local Police Department.

POLICY STATEMENT ADDRESSING COUNSELORS

The School does not employ any pastoral or professional counselors. The Institute of Culinary Education does not have procedures for confidential reporting of crime statistics. All violations of the law will be referred to law enforcement agencies and when appropriate, to ICE administration for review. When a potentially dangerous threat to the School community arises, timely reports or warnings will be issued verbally and through e-mail announcements.

ALCOHOL AND DRUG ABUSE PREVENTION PROGRAM

The Institute of Culinary Education (ICE) has a strict policy against abuse of drugs and alcohol by students and employees. Use of illegal drugs, abuse of prescription or over-the-counter drugs, and alcohol abuse create serious health risks as well as raising the potential for serious legal penalties. The unlawful possession, use, or distribution of controlled substances and alcohol by students and employees on the school's property, or as part of the school's activities is strictly forbidden, except to the extent that alcohol may occasionally be used for an approved purpose as part of the academic program. Consumption of alcohol by a student under the age of 21 is strictly forbidden. Violations of the drug and alcohol prohibitions are grounds for immediate dismissal or other disciplinary action.

Legal Penalties

Illegal use of drugs and alcohol are serious crimes under both California State and Federal laws. Articles 220 and 221 of the California State Penal Law set criminal penalties for possession or sale of controlled substances, including illegal drugs and prescription drugs. Depending on the amount sold and other factors, the violation may be a misdemeanor or a felony. Penalties can include both fines and prison sentences. The seriousness of the offense and penalty imposed upon conviction depend upon the individual drug and amount held, sold, or provided to another person. Providing a controlled substance for free to another person counts as selling the substance for purposes of the law.

California State Alcohol Beverage Control law sets twenty-one (21) as the minimum age to purchase or possess any alcoholic beverage. Parts of that law include:

- Fines of \$50 for possession of alcohol under the age of 21;
- Fines of \$100 and requirements of community service for fraudulently buying alcohol; and
- Significant fines for selling, giving or serving alcohol to persons under 21 years of age.

Federal penalties for sale or possession of scheduled drugs range from fines to imprisonment, up to and including life imprisonment if someone you sell or give drugs to dies as a result. Penalties increase if you have more than one offense and are related to the amount and type of drug.

Driving While Intoxicated

The National Minimum Drinking Age Act of 1984 sets 21 as the minimum age to purchase or possess any alcoholic beverage.

While driving in the state of California, the following is illegal:

- Drivers under 21 may not carry unsealed beer, wine or liquor in their vehicle while they are driving alone (there are exceptions for work related driving).
- Drivers under 21 may not drive with a blood alcohol concentration level (BAC) of .01 or higher.
- Drivers under 21 may not consume alcohol in any form, including cough syrup, and prescription drugs.
- Any driver may not drive with a BAC of .08 or higher.
- The driver of any vehicle requiring a commercial driver license may not drive with a BAC of .04 percent or higher
- A driver under 18, may not drive with ANY measurable blood alcohol concentration.
- Repeat offenders may not drive with a BAC of .01 or greater.

Legal Penalties

Illegal use of drugs and alcohol are serious crimes under both California State and Federal laws. Legal sanctions under local, state, and federal laws may include:

- Suspension, revocation, or denial of a driver's license

- Loss of eligibility for federal financial aid or other federal benefits
- Property seizure
- Mandated community service
- Felony conviction with associated penalties
- Monetary fines

Health Risks Associated with Drug Abuse

- There are both immediate and long-term problems that can be associated with drug and alcohol abuse. An acute problem can result from a single episode of drug/alcohol use such as sudden heart failure (cocaine use) or an automobile accident (alcohol or drug use). While under the influence of alcohol or drugs, a person is not mentally sharp and physical reflexes may be slowed. Because culinary and pastry arts students use knives, hot liquids, ovens and other potentially dangerous equipment, violation of the drug and alcohol abuse policy at school is particularly dangerous.
- Chronic problems can result from long-term abuse of alcohol or drugs. These include liver problems, cognitive deficits, and physical tremors as well as behavior problems and difficulty concentrating or holding a job. Using drugs can lead to addiction, impairment, and death.

Symptoms of addiction may include:

- Drinking or getting high daily
- The need to drink more or take larger amounts of drugs to get an effect
- Feeling guilt or remorse about drinking/drug use or things you do while drinking or high
- Anxiety or depression (which could be a cause or effect of the substance abuse)
- Complaints from family, friends, or colleagues about drinking or drug use
- Decline in performance or increase in absences at school or work
- Inability to remember what happened when drinking (blackouts)

Drug abuse does not just include illegal drugs. Legal prescription drugs and some over-the-counter medications like cough syrup are hazardous when misused. Combinations of drugs, or drugs and alcohol, can be particularly dangerous.

Counseling, Treatment, and Rehabilitation Programs

There are many sources of help for persons with drug or alcohol abuse problems in and around Pasadena. The Substance Abuse and Mental Health Services Administration (SAMHSA) of the U.S. Department of Health and Human Services provides an on-line resource for locating drug and alcohol abuse treatment programs. The Substance Abuse Treatment Facility Locator lists:

- Private and public facilities that are licensed, certified, or otherwise approved for inclusion by their State substance abuse agency

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- Treatment facilities administered by the Department of Veterans Affairs, the Indian Health Service and the Department of Defense.

The locator list for California State can be found at <https://www.samhsa.gov/find-help>

You may also call the Referral Helpline operated by SAMHSA's Center for Substance Abuse Treatment:

- 1-800-662-HELP (English & Español) 1-800-487-4889 (TDD)

Important Help Information

LIFENET- 24 HR HOTLINE 1-800-543-3638

Multiple languages available

AA (Alcoholics Anonymous)

USA Tel: (845) 452-1111

www.aa.org/

<https://www.aa.org/find-aa?zipcode=Zip/Postal%20Code>

NA (Narcotics Anonymous)

Tel: (818) 773-9999 (5:00 AM- 3:00 PM)

www.na.org

<https://na.org/meetingsearch/> - Find a meeting

POLICY STATEMENT ADDRESSING SEX OFFENDER REGISTRATION

Sexual Offender Registration

In accordance to the "Campus Sex Crimes Prevention Act" of 2000, and the *Jeanne Clery Act* and the Family Educational Rights and Privacy Act of 1974, The Institute of Culinary Education is providing a link to the Division of Criminal Justice for a current listing of all registered sex offenders in specific zip code areas. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires registered 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 California, convicted sex offenders must register with the California Department of Justice.

Registry information provided under this section shall be used for the purposes of the administration of criminal justice, screening of current or prospective employees, volunteers or otherwise for the protection of the public in general and children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited and willful violation shall be punishable as a Class 1 misdemeanor. The Institute of Culinary Education is required to inform the campus community that the State of California Department of Justice Office of the Attorney General, has a registration list of sex offenders through <https://oag.ca.gov/sex-offender-reg>

The CSCPA further amends the *Family Educational Rights and Privacy Act* of 1974 (FERPA) to clarify that nothing in the Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders. This statement is provided in compliance with the Campus Sex Crimes Prevention Act of 2000 and information under section 1701019 (j) of the Violent Crime Control and Law Enforcement Act of 1994.

Information regarding registered sex offenders under section 170101 (j) of the Violent Crime Control and Law Enforcement Act of 1994 is available with the Pasadena Police Department:

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207 Garfield Avenue
Pasadena CA 91101

Additional Information can be obtained by calling the Pasadena Police Station at:
(626) 744-4501

POLICY STATEMENT ADDRESSING SEX OFFENSES

Sexual Assault Prevention and Response

The Institute of Culinary Education prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking. ICE's Office of Student Affairs, along with its Human Resources Department, offers programming to all members of the campus community to prevent and address sexual offenses. Awareness programming includes the promotion of healthy, respectful behaviors, as well as the discussion of bystander intervention strategies intended to prevent and intervene when witnessing potential harmful actions in progress. These tactics include*:

- Directly confronting the offending individual, if safe to do so, to inform them of their inappropriate actions.
- Distracting the offending individual to interrupt the progression of the conduct by engaging with the person being targeted.
- Delegating another person who is present to get additional assistance from law enforcement or a person of authority on campus.
- Checking up on the harassed person after the fact, if you weren't able to intervene immediately, to see how you can support them. A delay in your response doesn't mean that you still can't make a difference.
- Offering to document what you witnessed by asking the person who was harassed or harmed if they'd like you to share your account with those investigating the matter.

*These bystander strategies are adopted from Right to Be's, 5Ds of Bystander Intervention: <https://righttobe.org/bystander-intervention-training/>

ICE's sexual misconduct awareness programs are assessed periodically to monitor their value and effectiveness, particularly with respect to its presentation of information in a culturally inclusive format.

It's important to understand the meaning behind the offenses of sexual assault, including dating violence, domestic violence, and stalking. As referenced in ICE's Policy and Procedures on Prohibited Sex Discrimination, <https://ice.edu/nondiscrimination-statement-title-ix-policy>, these terms are defined as:

Sexual assault meaning any sexual act directed against another person, without the Consent of the victim, including instances where the victim is incapable of giving Consent; also unlawful sexual intercourse.

Dating violence meaning 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:
 - (1) The length of the relationship;
 - (2) The type of relationship; and
 - (3) The frequency of interaction between the persons involved in the relationship;

Domestic violence meaning felony or misdemeanor crimes committed by a person who:

- (A) Is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of ICE, or a person similarly situated to a spouse of the victim;
- (B) Is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- (C) Shares a child in common with the victim; or
- (D) Commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction; or

Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- (A) Fear for the person's safety or the safety of others; or
- (B) Suffer substantial emotional distress.

Affirmative Consent or Consent means affirmative, conscious, and voluntary agreement to engage in sexual activity. Consent is informed and freely given by mutually understandable words or actions that indicate a willingness to participate in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that the person has the affirmative consent of the other or others to engage in the sexual activity.

Effective Consent may never be obtained when there is a threat of force or violence, or any other form of coercion, intimidation, force or threat of harm. Silence or lack of resistance, in and of itself, does not demonstrate Consent. A current or previous dating or sexual relationship is not sufficient to constitute Consent, and Consent to one form of sexual activity does not imply Consent to other forms of sexual activity.

Consent must be ongoing through sexual activity and can be revoked at any time by expressing in words or actions that they no longer want the sexual activity to continue. When Consent is withdrawn or can no longer be given, sexual activity must stop. Consent cannot be obtained from someone legally prevented from giving Consent by their age, from someone who is unable to understand or who cannot communicate a lack of

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Consent, or someone who is Incapacitated. Voluntary intoxication, recklessness, Incapacitation or the failure to take reasonable steps, in the circumstance known at the time, to ascertain Consent, are not excuses for failure to obtain Consent.

The definition of Consent does not vary based upon an individual's Sex, sexual orientation, gender identity or gender expression.

The Police Department offers sexual assault education and information programs to ICE students and employees upon request. At ICE, literature on date rape education and risk reduction is available through the Office of Student Affairs. ICE also promotes resources to current students during National Sexual Assault Awareness Month.

If you are a victim of a sexual assault at this institution, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. The Institute of Culinary Education's Office of Student Affairs and Office of Human Resources strongly advocate that a victim of sexual assault report the incident in a timely manner. Time is a critical factor for evidence collection and preservation. A sexual assault should be reported directly to any of the employees listed below.

A member of ICE's Campus Security will assist the student or employee in notifying the authorities, if the student or employee requests this assistance.

- Herve Guillard, Dean of Students, the Campus Crime Officer: 626-345-6635.
- Lachlan Sands, Campus President: 626-345-6650

Filing a report with a Campus Security Authority will not obligate the victim to prosecute, nor will it subject the victim to scrutiny or judgmental opinions from school officers. Filing a police report will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim;
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam);
- Assure the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

When a sexual assault victim contacts the Institute of Culinary Education, the Pasadena Police Department will be contacted as well. An ICE representative from the Campus Security Authority will also be notified.

Services Available for Sex Crime Victims

The School does not have on-campus services available for students or employees.

It is recommended that any victim of sexual assault contact and will be provided the options to communicate with:

SAFE HORIZON:

Crime Victims 24-hour Hotline: (866) 689-HELP (4357)

The National Domestic Violence Hotline: (800) 799-7233

<http://www.thehotline.org>

Peace Over Violence: 24-hour Hotline: (626) 584-6191

<http://www.peaceoverviolence.org>

Foothill Family Service: (626) 795-6907

<http://www.foothillfamily.org>

Shepherd's Door Domestic Violence Resource Center: (626) 765-9967

<http://www.shepherddoor.org>

Other rape crisis centers or mental health agencies available to assist victims of sexual offenses include:

Fuller Psychological and Family Services: (626) 584-5200

<https://www.fuller.edu/academics/school-of-psychology/>

Haven House: Emergency Shelter for women and children

24-hour Hotline: (626) 564-8880

<http://www.shelterlistings.org>

Requests for Change in Academic Situation

The School will change a student's academic situation if a student requests a change in class or schedule after an alleged sex offense. The School will accommodate them and transfer them to another class. The student will be offered any class or schedule where there is a seat available. There may be a delay in rescheduling the start date of the transfer as it will be based on a space- available basis.

Statement Regarding Campus Disciplinary Action for Alleged Sex Offenses

The Institute of Culinary Education's Policy and Procedures on Prohibited Sex Discrimination, informs the campus community of Institute's procedures for reporting incidents of sexual misconduct, and for the investigation and remediation of such reports. The Institute will take prompt and equitable action to address allegations of sexual misconduct, to prevent its recurrence, and to remediate its effects. The Institute also

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conducts prevention, awareness, and training programs for students and employees to facilitate the goals of this policy.

The Policy includes:

- 1) Descriptions of the types of proceedings (and how determined), the steps, timelines, decision-making processes, and how to file a complaint
- 2) The standard of evidence
- 3) The list of possible sanctions
- 4) The range of protective measures
- 5) A requirement that the proceedings – conducted by trained officials – will include a prompt, fair, and impartial process
- 6) Assurance that the accuser and accused will have the same opportunities to have others present, including an advisor of the individual's choosing, in any disciplinary-related meeting; and
- 7) The requirement of simultaneous written notification to both parties of the result of the proceedings, process for appeal, and when such findings become final.

This policy, as it may be amended from time to time, is available on the Institute's website at <https://www.ice.edu/nondiscrimination-statement-title-ix-policy>. Notice of the Policy's availability is distributed to all prospective students and employees prior to enrollment or employment, as applicable. In addition, the policy is distributed annually to all current students and employees and is featured in Institute's training and outreach efforts relating to sex-based discrimination and sexual misconduct.

Notification of the Outcome of a Student Disciplinary Proceeding

Both the accuser and the accused will be informed of the outcome of any School disciplinary proceeding that is brought alleging a sex offense. Compliance with this does not constitute a violation of the *Family Educational Rights and Privacy Act* (FERPA). The outcome of the disciplinary proceeding means only the final determination with respect to the alleged sex offense and any sanction that is imposed against the accused.

Sanctions the School May Impose Following a Final Determination

Sanctions, which may be imposed following a final determination with respect to an alleged sex offense, could be a warning, probation, or dismissal. A student who is found guilty of violating The School's Code of Conduct Policy and is determined to have committed an act of sexual assault, (rape, acquaintance rape, or other forcible or non-forcible sex offenses), may be criminally prosecuted in the state courts and will be dismissed from the Institute of Culinary Education for the first offense. If a student is dismissed the School will initiate the refund policies mandated by State of California and Federal Title IV regulations. The last date of attendance will be considered the date of dismissal.

Statement Regarding Disciplinary Action for Alleged Sex Offenses with Employees

School disciplinary proceedings as well as special guidelines for cases involving sexual misconduct are detailed in the Employee Handbook. The Handbook provides, in part, that the accused and the victim will each be asked to write a written statement and be

interviewed by Human Resources. The investigation may also involve interviewing any witnesses and any camera footage that may be available.

During a disciplinary proceeding, both the accuser and the accused are entitled to the same opportunities to have others present.

Both the accuser and accused will be informed of the outcome of the investigation.

An employee found guilty of violating the School's Policy and Procedures on Prohibited Sex Discrimination may be prosecuted in the State Courts and may be disciplined, suspended or terminated from the School for the first offense.

ICE Crime Incident Report Form



Crime Incident Report Form

To be completed by ICE Campus Security Authority Only; pursuant to the federal *Clery Act*. The information collected from these forms will be used to prepare a compilation of statistical crime information that will be included in the ICE campus' Annual Security Report.

It is the policy of The Institute of Culinary Education to ensure that victims and witnesses to crime are aware of their right to report criminal acts to the police, and to report School policy violations to the appropriate office -the Office of Student Affairs or Human Resources. However, if a reporting person requests anonymity, this request must be honored to the extent permitted by

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law. Accordingly, no information should be included on this form that would personally identify the victim without his/her consent.

Do you give consent to have your name and information that may identify you on this report?

_____ Yes _____ No _____ Signature

Person Receiving Report: _____ Phone Number: _____

Report Made by:

_____ Victim _____ Name _____ Telephone
_____ Email

_____ Third Party Please identify relationship to victim: _____

_____ Name _____ Telephone

_____ email

Are you a :

_____ Student (professional or recreational)?

_____ Faculty Member or visiting faculty?

_____ Employee?

_____ Guest of a Special Event?

Date and Time the Incident occurred: _____

Description of the incident or crime: _____

Location of Incident

Identify floor, room/ kitchen or street name, address, etc.; be as specific as possible):

The location where this incident occurred was:

_____ On campus (ICE property)

_____ In public area of building ICE located (not on school property- hallways, stairwells other floors etc.)

_____ Off-campus public property immediately adjacent to campus

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_____ Off-campus, NOT affiliated with or not adjacent to campus

_____ Unknown

Sex Offenses

Examples of sex offenses are rape, sodomy, and sexual assault with an object, fondling, incest, and statutory rape.

Was this crime a sexual offense? _____ Yes _____ No

If yes, were the victim and the assailant acquainted? _____ Yes _____ No

If yes, was either the victim or the assailant under the influence of alcohol or drugs?

Victim: _____ No Yes, alcohol _____ Yes, drugs _____

Assailant: _____ No Yes, alcohol _____ Yes, drugs _____

Hate Crimes

Hate crime information is required to be reported for each of the following crimes (criminal homicide, sex offense, robbery, aggravated assault, burglary, motor vehicle theft, and arson) and for any other crime involving bodily injury.

Was this incident motivated by hate or bias? _____ Yes _____ No.

If yes, identify the category of prejudice:

_____ Race _____ Ethnicity _____ National Origin

_____ Religion _____ Disability _____ Sexual Orientation

If yes, provide a brief explanation of the determination:

Alcohol, Drug and Weapons Law Violations

Check all that apply:

_____ Alcohol _____ Drugs _____ Weapons Describe:

Number of individuals arrested or referred for campus disciplinary action:

_____ Signature of Victim or Third Party filling out this form

_____ Signature of Authorized Campus Security person

_____ Date Filed