

EXHIBIT A

Suggested Actions for People Who Have Experienced Sexual Harassment

If you have experienced Sexual Harassment, JCC's first priority is to help you take steps to address your safety, medical needs and emotional well-being. You are encouraged to take the following actions, as applicable, regardless of whether you have made a decision about whether to pursue a criminal or JCC complaint.

Ensure Your Physical Safety

You may seek help from local law enforcement agencies or by contacting the JCC Police and Security Department. The JCC Police and Security Department can assist you with contacting local law enforcement and can help you obtain transportation to the local law enforcement office. JCC Police and Security can be reached at (919) 209-2111.

Seek Medical Assistance and Treatment

Local options for medical care include Johnston UNC Healthcare. It is crucial that you obtain medical attention as soon as possible after a sexual assault, for example, to determine the extent of physical injury and to prevent or treat sexually transmitted diseases (such as HIV). Medical facilities can also screen for the presence of sedative drugs such as Rohypnol or GHB (date-rape drugs).

JCC Police or Security personnel can help you obtain transportation to a local hospital and can help you contact a support person, such as a family member, a friend, or a roommate.

If you choose to have an evidence collection kit (or "rape kit") completed, it is important to do so within 120 hours.

Even if you have not decided whether to file charges, it is advisable to have the evidence collection kit completed so that you can better preserve the options of obtaining a protective order and/or filing criminal charges at a later date.

It is advisable to avoid showering, bathing, going to the bathroom, or brushing your teeth before an evidence collection kit is completed. You should also wear (or take with you in a paper – not plastic – bag) to the hospital the same clothing that you were wearing during the assault. An

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evidence collection kit can still be completed even if you have showered or bathed.

Obtain Emotional Support

The Counseling staff at the college can help students sort through their feelings and begin the recovery process. The Counseling staff are trained to provide crisis intervention on short-term and emergency issues. The Counseling staff can also provide referral services for outside providers and law enforcement. Counseling is free of charge to all students. In some instances, the law may require the disclosure of information shared by students with counselors. However, absent a legal mandate to the contrary, counseling services are strictly confidential, are not part of students' records, and will not be reported to other JCC personnel.

Students may also contact the Student Assistance Program to obtain emotional support. (available at (800) 633-3353 or go to www.mygroup.com > My Portal Login > Work-Life, Username: **jccsap**, Password: **guest**.)

Employees may contact the Employee Assistance Program to obtain emotional support (available at: (800) 633-3353 or mygroup.com)

Obtain Information/Report Misconduct

You are encouraged to report incidents of sexual assault to JCC's Title IX Coordinator or Deputy Coordinator (even if you have filed a report directly with law enforcement). The Title IX Coordinator or Deputy Coordinator can help you access resources and can provide you with support and information, including information on JCC's procedures for investigating and addressing instances of sexual assault.

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Important Contact Information Resources for Parties

Title IX Coordinator

Harlan Frye
Associate Vice President of Human
Resources
Wilson Building, C1023C
245 College Road
Smithfield, NC 27577
Phone: (919) 209-2025
hefrye@johnstoncc.edu

Title IX Deputy Coordinator

(for students)
Pam Harrell
Vice President of Student Services
Wilson Building, C1046
245 College Road
Smithfield, NC 27577
Phone: (919) 209-2048
pjharrell@johnstoncc.edu

Campus Police and Security

Johnston Community College
Wilson Building "C"
PO Box 2350
245 College Road
Smithfield, NC 27577
Phone: (919) 209-2111
Email:
icccampuspolice@johnstoncc.edu

Health Services

[Johnston Health](#)
919-934-8171
509 N. Bright Leaf Blvd.
Smithfield, NC 27577

[Johnston Health Clayton](#)
919-585-8000
2138 NC Highway 42 W.
Clayton, NC 27520

Division of Student Life

Megan Shaner
Director of Admissions and Student
Engagement
Wilson Building, C1045H
245 College Road
Smithfield, NC 27577
Phone: (919) 209-2201
Fax: (919) 989-7862
mlshaner@johnstoncc.edu

Office of Human Resources

245 College Road
PO Box 2350
Smithfield, NC 27577
Phone: (919) 209-2536
Fax: (919) 209-2551
icchumanresources@johnstoncc.edu

Counseling Services

Student Success Center
245 College Road
PO Box 2350
Smithfield, NC 27577
Phone: (919) 464-2267
icccareteam@johnstoncc.edu

Counseling Staff (for students):

Megan Moeller, LPC,
mmmoeller@johnstoncc.edu,
(919) 464-2270,
Team Lead of CARE Team

Thomas Dean, LPC,
tndean@johnstoncc.edu,
(919) 209-2120

Josefvon Jones, MA,
jojones@johnstoncc.edu,
(919) 209-2144

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Important Contact Information Community Resources

Harbor House

(nonprofit agency for victims of domestic violence, sexual assault and families in transition)
1149 Buffalo Rd.
Smithfield, NC 27577
Phone: (919) 938-3566
info@harborshelter.org

Johnston County Sheriff's Office

Victim's Services
120 South Third Street
P.O. Box 1809
Smithfield, NC
Office Hours
Monday – Friday
8:00 a.m. – 5:00 p.m.

Emergency Phone: 911
Non-Emergency Phone:
(919) 989-5010
Business Phone:
(919) 989-5010

Smithfield Police Department

110 S. Fifth St.
Smithfield, NC 27577
Phone: (919) 934-2121
EMERGENCY- Call 911
www.smithfieldpd.org

North Carolina Coalition Against Domestic Violence (NCCADV)

3710 University Drive
Suite 140
Durham, NC 27707
Phone: (919) 956-9124
(during regular business hours)
Fax: (919) 682-1449
<https://nccadv.org/>

National Domestic Violence Hotline

Available 24/7
(800) 799-7233
TTY: 1-800-787-3224