



ABTech
Community College

Student Handbook & Calendar 2023-2024

(828) 398-7900 • ABTECH.EDU

Changing Lives • Strengthening Communities

*Sponsored by the Student Life & Development Department
& the Student Government Association*



Mission Statement

Dedicated to the success of students and communities, Asheville-Buncombe Technical Community College provides meaningful teaching and learning in a curriculum, continuing education, and workforce development environment committed to Respect, Integrity, Support, and Equity (RISE). We welcome everyone to join us.

Foundational Focus Areas

EQUITY: Systems, policies, and practices that support equity for all people and an organizational culture that embraces diversity and inclusion.

LEARNER FOCUSED: Meeting students' needs inside and outside the learning environment so they can fully engage.

REMOVING BARRIERS: Eliminating obstacles to effective communication, collaboration, and student success.

FINANCIAL WELLNESS: Ensuring the fiscal sustainability of students, our employees, our institution, and our community.

Vision Statement

Changing Lives • Strengthening Communities

Values

Excellence

Learning

Supportive Environment

Innovation

Inclusiveness

Continuous Improvement





Dear Students,

Welcome the A-B Tech Trailblazer family! Whether you are preparing yourself for a better job, a new career or a step toward a four-year university, our mission is to help you along your path. We want your experience with A-B Tech to be positive, productive and that you are part of a community that makes you feel inspired, valued, and safe.

A-B Tech is a Welcoming College where our faculty and staff care about you. Our organization is designed to provide the resources you need to be successful in your educational endeavors. Your instructors have a support team that includes academic and financial aid advisors, counselors, the Tutoring Center, the Writing Center, Veterans Services, Student Life, and much more.

We are all here because we want you to succeed! Please take advantage of these resources and do not hesitate to contact me or other A-B Tech employees if you have questions, comments, or concerns. We welcome your input and feedback.

Wishing you every success in the 2023-2024 academic year,

A handwritten signature in dark ink, appearing to read "John Gossett", written in a cursive style.

Dr. John Gossett
President

Accreditation

Asheville-Buncombe Technical Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate degrees. Asheville-Buncombe Technical Community College also may offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of Asheville-Buncombe Technical Community College may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

Equal Opportunity Educational Institution

Your Path to Success Starts Here...

Welcome to A-B Tech! The Student Life and Development Department and the Student Government Association are excited about all the activities planned for the 2023-2024 academic year. Use your Student Handbook/Calendar not only as a resource for navigating College services, but also for managing your time. Get involved: visit the Tutoring Center, join a club or become a student member of a professional organization, participate in community service or play an intramural sport, or join a student leadership program. Stay connected with the weekly Trailblazer Talk e-newsletters. For a list of semester activities visit abtech.edu/student-life or follow us at Facebook.com/abtech.edu.

You Belong Here!

You belong here, as do your classmates. You belong here if you have had great teachers and positive experiences of schooling. You belong here if schools and society have marginalized you and your community. You belong here if you are Sikh, Muslim, Jewish, Christian, Buddhist, Hindu, Secular Humanist, Pagan, follow some other belief system, or adhere to no organized belief system at all. You belong here if you are still figuring out what and who you are. You belong here if you are documented, DACAmented, or undocumented. You belong here if you are a person of color, or white, or perceived to be white, or if you are of mixed racial/ethnic heritage, or if you are perceived to be other identities that you aren't. You belong here if you have an exceptionality or disability, if you have intellectual, cognitive, or emotional disabilities or if you are neurotypical. You belong here if you identify as gender nonconforming or LGBTQIA+, or if you're still learning what some of those letters mean. You belong here no matter what language you grew up speaking. You belong here regardless of your political affiliation, or if you don't have one. You belong here if your parent or guardian has a higher education or if you were the first one in your family to graduate from high school. Whatever your body type, appearance, talents, abilities, identities, histories, or backgrounds, you belong here if you are here to learn and to be humane, inclusive, respectful, rigorous, and just toward the others who are also here to learn.

*Presented by the A-B Tech Office of Diversity, Equity, Inclusion and Belonging
(Adapted from Dr. Brenda Allen, Professor Emerita of Communication
and retired Vice Chancellor for Diversity and Inclusion and Professor of
Communication at the University of Colorado Denver)*

Table of Contents

Get to Know Your College

Non-Discrimination Statement.....	2
Getting Started.....	3
Hours of Operation.....	4
Tuition and Fees.....	4
Quick Reference to College Services.....	5

Campus Services

Student ID Cards.....	5
Bookstore.....	5
Career Coach.....	6
Career Clothes Corner.....	6

Student Services

Accommodations for Students with Disabilities..	6
Americans with Disabilities Act	
Compliance.....	7
Veterans' Service Office.....	7
VITAL Program for Veterans.....	7
Addiction, Recover, and Coping (ARC).....	8
The RESET.....	8
Safe Zone.....	8
A-B Tech Police Department.....	8
Parking.....	10
Sustainability.....	11
Wildlife on Campus.....	11
Financial Aid.....	11
BankMobile Card.....	12

Academic Support

Don C. Locke Library.....	20
Academic Resources and Advising.....	20
Counseling Services.....	22
Student Services for Distance Learners.....	22

A-B Tech Guidelines

Student Insurance.....	6
Campus Visitors, Including Children in the	
Classrooms.....	10
Dress and Personal Appearance.....	11
Tobacco Free College.....	11
Inclement Weather Schedule.....	15

Academic Procedures

Auditing Courses.....	13
Schedule Adjustments.....	13
Class Attendance.....	14
Prerequisites and Corequisites.....	25
Course Substitution.....	25
Introduction to College Courses for	
Degree-Seeking Students.....	25
Work-Based Learning.....	25
Independent Study.....	25
Max Course Load.....	26
Transfer Credit.....	26
Academic Fresh Start.....	27
Transcripts.....	27

Credit by Examination.....	28
Curriculum Course Repetition.....	28
Final Exams.....	29
Program Completion and Commencement.....	29
Grading System.....	31
To Compute the Quality Point Average.....	32

Student Life

Student Government Assoc.....	17
The Student's Role in Institutional	
Decision Making.....	17
Student Activity Fee Usage.....	17
Student Intramurals.....	17
Forming Clubs/Societies.....	17
Student Clubs/Societies.....	18
Entrepreneurial Resources for Students.....	20
Food Options on Campus.....	20
Fine Dining on Campus.....	20
Honors and Achievements.....	26

College Policies

Student Rights and Responsibilities.....	88
Non-Discrimination and Harassment Procedure	88
Privacy of Student Records.....	97
Student Complaints.....	101
Code of Classroom Conduct.....	107
Code of Student Conduct.....	108
Student Due Process.....	112
Threat Assessment.....	113
Sexual Misconduct Policy.....	117
Sexual Misconduct Procedure.....	118
Title IX Sexual Harassment.....	125
Drug & Alcohol.....	135
Tobacco Free Campus.....	141
Weapons on Campus.....	141
Workplace Violence Prevention Policy	
and Procedures.....	142
Students with Disabilities.....	142
Animals on Campus.....	143
Communicable Disease and Occupational	
Exposure to Blood-borne Pathogens.....	144
Free Speech, Distribution of Materials and	
Assembly.....	144
Internet and Campus Network Acceptable Use	
Policy.....	147
Intellectual Property.....	149

Non-Discrimination Statement

The A-B Tech Board of Trustees and administration are fully committed to encouraging and sustaining a learning and work environment that is free from prohibited discrimination. The College does not practice or condone discrimination based on race, color, national origin, religion, sex, sexual orientation, gender identity or expression, pregnancy, disability, genetic information/medical history, age, political affiliation or veterans' status in the administration of any of its academic programs and employment practices.

For inquiries or allegations concerning possible discrimination or harassment related to sex, sexual orientation, gender identity or expression, or pregnancy), please refer to the Sexual Misconduct Policy and Procedure #112 on page 117 of this handbook or contact the following office:

Director of Title IX Compliance

340 Victoria Road, Asheville, NC 28801, (828) 398-7932

For all other inquiries or allegations concerning possible discrimination or harassment, please refer to the Non-Discrimination and Harassment Policy and Procedure #111 on page 88 of this handbook or contact the following office:

Vice President for Student Services

340 Victoria Road, Asheville, NC 28801, (828) 398-7146

Getting Started

A-B Tech Information

Center - (828) 398-7900

Accident Insurance - 398-7109

Admissions - 398-7900

- New Student Orientation
- Residency for Tuition Purposes
- Selective Allied Health Programs

Child Care Assistance - 398-7143

Financial Aid - 398-7596

- Grants and Scholarships
- Work-Study Jobs
- Short/Long Term Loans

Testing Center - 398-7219

- Placement Testing
- Testing for Accommodations
- Test of Essential Academic Skills (TEAS)

Records and Registration- 398-7900

- Official Withdrawals
- Transcript Requests
- Registration Information
- Name Changes
- Program Completion
- Transcript Evaluations

Student Advisors - 398-7900

- English and Math Placement
- Add or Change Major
- International Student Advising
- Pre-Limited/Pre-Selective Advising

Support Services - 398-7900

- Personal Counseling
- Career Counseling
- Accommodations for Disabilities
- Veterans' Services
- Student Resources

Bookstore - 398-7227

- Textbooks and Supplies
- Convenience Store
- A-B Tech Logo Merchandise

Business Office - 398-7152

- Charges and Payments
- Payment Plans
- Sponsored Student Transactions

Program Advising Center - 398-7900

- Academic Advising for Arts and Sciences, Business & Hospitality, Criminal Justice, Engineering, Transportation and Applied Sciences, Human Services, and Public Safety Administration
- Academic Advising for A.A. and A.S. Degrees
- Transfer program questions
- Four-year College/University Visitation/Advising schedule

Police Department - 828-398-7125

- Crimes in Progress
- Completed Crimes: Assaults, Larcenies, Vandalism, etc.
- Traffic Accidents
- Lost and Found
- Stolen Items
- Dead Batteries
- Keys Locked in Car
- Medical Problems and Injuries

For emergencies call - 398-7125 or 9-911

- Asheville Campus
Cell Phone- 828-279-3166
- Enka Site Police
Cell Phone - 828-301-7150

Student Life & Development

398-7594, 398-7205, 398-7203

- Student Activities and Events
- Student Organizations
- Student Government Association
- Student Leadership Programs

Reporting Sexual Misconduct - 398-7932

Reporting Discrimination or Harassment - 398-7143

Hours of Operations

**Hours are subject to change*

Tutoring Center:

(Accounting, Math and
Science Tutoring Labs)

Ferguson 114, 116, 118

Mon-Thu: 9 a.m.-6 p.m.

Fri: 9 a.m.-1 p.m.

Accounting: Mon -Fri 9 a.m. - 1 p.m.

Zoom tutoring

abtech.edu/tc

Open Computer Labs:

Locke 119

Mon-Thu: 7:30 a.m.- 7:45 p.m.

Fri: 7:30 a.m. - 4:45 p.m.

Haynes 003

Mon-Thu: 8 a.m.-7 p.m.

Fri: 8 a.m.-4 p.m.

Subject to Change; check

abtech.edu/helpdesk

Testing Center (Simpson):

Mon - Fri: 8:30 a.m. - 5 p.m.

On-Campus Writing Center (Locke):

Locke Library 125

Mon-Fri: 8 a.m.-5 p.m.

(Summer Term)

Mon-Thu: 8 a.m. - 5 p.m.

Online Writing Center:

24/7 (see page 21 for details)

Basketball & Weight Room (Coman):

Posted in gym and online

each semester

Bookstore (Bailey):

Mon-Thu: 9 a.m.-6 p.m.

Fri: 9 a.m.-5 p.m.

Business Office Hours (Roberson):

Mon-Fri: 9 a.m.-5 p.m.

Financial Aid (Bailey):

Mon-Thu: 9 a.m.-6 p.m.

Fri: 9 a.m.-5 p.m.

Don C. Locke Library:

Mon-Thu: 7:30 a.m.-8 p.m.

Fri: 7:30 a.m.-5 p.m.

Student Services (Bailey):

Mon-Thu: 9 a.m.- 6 p.m.

Fri: 9 a.m.-5 p.m.

Tuition and Fees*

Fall, Spring, and Summer Semesters:

North Carolina Residents:

N.C. resident per semester \$1,216.00 (16 or
more credit hours),

N.C. resident per credit hour per semester
\$76.00 (15 or fewer credit hours)

Nonresidents:

Nonresident of N.C. per semester

\$4,288.00 (16 or more credit hours),

Nonresident of N.C. per credit hour per
semester \$268.00 (15 or fewer credit hours)

Fees:

Accident Insurance: \$2

Activity Fee, Fall and Spring Semesters:

The student activity fee of \$35 will be
charged to online students and those
enrolled on the A-B Tech main campus
during the fall and spring semesters. Early
College students are excluded from fee.

Individual course fees:

Selected courses will have
additional fees assessed.

Computer Use and Technology

Fee: \$48.00 per semester

**CAPS (Campus Access, Parking and
Security)** Fee: \$20.00 per semester

Matriculation Fee: \$6 per semester

**All tuition and fees are subject to change
without notice. Some fees may not be
charged for 100% online or off-campus
students. Fees are not refundable for
classes dropped after the term begins.*

Quick Reference to College Services

Career and Personal Counseling – Need assistance choosing your college major/career path, preparing for interviews, or resume writing. Need assistance with academic difficulty, distress or other personal counseling needs? Visit the Student Support Services Department in the K. Ray Bailey Student Services Center. To schedule a Career appointment please go to abtech.edu/careers. To schedule Personal Counseling contact supportservices@abtech.edu, careerservices@abtech.edu or call 828-398-7536.

Child Care Assistance – Limited childcare assistance is available through the Office of the Vice President for Student Services. For more information, contact Kim England at 398-7143 or kimberlyhengland@abtech.edu.

Health Clinic - The clinic provides examinations by a medical doctor/physician assistant. Student fees are \$20 per visit. Services include, but are not limited to, flu vaccine administration and testing, TB testing, physicals (for an additional cost), COVID testing, treatment for aches, blood pressure evaluations, prescriptions, minor emergencies, medical questions, common cold, flu and virus care and a food pantry. Student vouchers are available upon request. For more information and clinic hours call 828-398-7570 or email healthclinic@abtech.edu. The clinic is located in the Allied Health & Workforce Development building in room 115.17.

Dental Services – A-B Tech Allied Dental Clinic offers great savings on dental treatment. The services provided are routine dental cleaning, periodontal (deep) cleaning, fluoride treatments and digital radiographs. The clinic is by appointment only and accepts cash, check and credit cards. For additional information, you may call 828-398-7255 or email us at dental@abtech.edu.

Mountain Tech Spa – Need a haircut? Facial? Manicure, pedicure, or other spa services to relieve some school stress? The Mountain Tech Spa, an on-campus facility, offers low-cost services. For more information or to schedule an appointment, please email spa@abtech.edu or call 398-7670.

Student ID Cards

Students are encouraged to order a student ID card online for later pick up. Information about ordering an ID card can be found online at abtech.edu/studentidcards. Students can obtain a student ID card at the Information Desk in the K. Ray Bailey Student Services Center during normal business hours.

To be eligible for a student ID, you will need to be registered in classes, present a valid driver's license or other government-issued photo ID and have a student ID number. The first ID card is free, but replacement cards are \$10. Replacement fees can be paid in the Roberson Building or online at abtech.edu/student-services/student-id-cards.

Bookstore

Students may purchase textbooks, classroom supplies, art supplies, College apparel and convenience store snacks and drinks from the College Bookstore in the K. Ray Bailey Student Services Center. Used books are available on a first-come, first-served basis. Payment may be made by financial aid, cash, check, Visa, MasterCard or American Express. Financial Aid is only available for a limited time at the beginning of each semester. Contactless pickup is available for online orders through our pickup lockers located outside the Bailey building entrance closest to the bookstore. Curbside pickup is available for online orders. For more information, please visit bookstore.abtech.edu

Hours of Operation:

Monday-Thursday: 9 a.m.-6 p.m.; Friday: 9 a.m.-5 p.m.

Return Policy: All returns or exchanges must be accompanied by a sales receipt. There are no exceptions. If purchased new, textbooks must still be in new and resalable condition (any bundled access codes must not have been used). Defective books will be exchanged if returned within 7 days from the beginning of classes. Purchases paid for by check will be refunded by cash 15 days after the date of purchase. Credit card purchases will be credited-back to the account and cash purchases will be refunded by cash. Financial Aid returns must be credited back to the student account.

Student Insurance

A group policy, providing supplemental accident insurance, is maintained by the College and students are required to subscribe to such coverage. The cost of accident insurance to the student is approximately \$2 per semester.

Job Postings on Career Coach

Employers are looking for A-B Tech students and graduates. Career Coach hosts preferred local employers' job postings. Jobs are posted for A-B Tech students, graduates, and the general public. Visit abtech.lightcastcc.com and click on Work Opportunities to view jobs posted for our area.

Career Clothes Corner

Student Services - Bailey Building Room 053

Monday-Friday 9:00 a.m. - 5:00 p.m.

Do you need professional clothes for an interview or a job but don't have any money for new clothes? Come to the Career Clothes Corner in Student Services and "shop" for **FREE**. All items provided are ready to wear. We have a variety of sizes, styles, and items including shoes and accessories.

Accommodations for Students with Disabilities

A-B Tech is invested in full compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. Support Services at the College ensures that the program and facilities of the College are accessible to all students. The College focuses on the student as an individual and works toward equal opportunity, full integration into the campus environment, physical accessibility and the provision of reasonable accommodations, auxiliary aids and services to students.

Students with disabilities who require the services of interpreters, or readers or need other reasonable accommodations should request these services from Support Services, since federal law prohibits the College from making pre-admission inquiries about disabilities. In order to accommodate each disabled student's needs and to provide the necessary support services, a request for accommodations and professional documentation of a disability(ies) must be provided through Support Services. All forms are located online at abtech.edu/supportservices. Information provided by students is voluntary and appropriate confidentiality is maintained. Services are designed and developed on an individual basis, and students may elect to use any or all of the services appropriate to their needs at no charge.

An appointment with the Support Services staff is recommended in order to discuss any special concerns. Students who are not satisfied with the decisions of this office may utilize the College's Student Appeals Policy. For detailed information, refer to: abtech.edu/supportservices, call 828-398-7581, or email supportservices@abtech.edu. This office is located in the K. Ray Bailey Student Services Center.

Americans with Disabilities Act Compliance

Individuals wishing to file a complaint of alleged discrimination on the basis of disability should contact the Office of the Vice President for Student Services at 398-7143. For more information regarding disabilities, view the College website at abtech.edu/supportservices.

Student Resources

A Student Resource guide can be found in K. Ray Bailey Student Service Center and online at abtech.edu/student-resources-guide.

Other resource search engines such as 2-1-1, [findhelp \(nccommunitycolleges.findhelp.com\)](http://findhelp.nccommunitycolleges.findhelp.com), and [NCCARE360 \(nccare360.org\)](http://NCCARE360.org) can help students locate a variety of resources such as food, health care, etc.

Please email supportservices@abtech.edu for more information.

Veterans' Service Office

The Veterans' Services Coordinator helps veterans process their requests for benefits. The Veterans' Office is located in the K. Ray Bailey Student Services Center. Individuals applying for Veteran's benefits must meet all entrance requirements and are required to meet the College's Standards of Academic Progress as they progress through their programs. Failure to meet these standards will result in loss of Veteran's educational benefits. The Veterans' Coordinator can be reached at veteranservices@abtech.edu and 828-398-7900. For more information, please visit abtech.edu/veterans.

Vet Café

Located in Ferguson 108 and open Monday through Friday 9 a.m. to 5 p.m., the Vet Cafe is a safe, comfortable place on campus for veterans to network, study, relax, and get connected with resources. Computers and printer are available. For more information, visit abtech.edu/student-resources/veterans-services/veterans-cafe.

VITAL Program for Veterans

The Veterans Integration to Academic Leadership (VITAL) program strives to enhance academic retention and success through:

- On-campus clinical care and coordination
- Improving understanding of Veterans' unique strengths and challenges through education and training delivered to the campus community
- Collaborating with the local VA medical center, the Veterans Benefits Administration, campus faculty and staff members, and community resources
- For more information, contact the Veteran's Service Coordinator at veteranservices@abtech.edu.

Addiction, Recovery, and Coping (ARC)

Students who are in recovery or desire to be in recovery from a substance use disorder can access services through Support Services. In addition to the annual ARC event in the spring, a Collegiate Recovery Program is also available year-round. Support, resources, and educational meetings are available during regular business hours. VAYA Health can also be utilized to locate appropriate support in the community at 1-800-849-6127 (24/7 toll free). More information and resources can be found at abtech.edu/arc or contact Support Services at 828-398-7536 or supportservices@abtech.edu.

The RESET

To better support our students, Support Services offers The RESET in ELM Room 204. This is a place for students struggling with mental health, addiction, and recovery to come and press the pause button to reset and cope with life. The room is open Monday through Friday from 9 a.m. to 5 p.m. If you have any questions, please contact supportservices@abtech.edu or (828) 398-7536.

Safe Zone - LGBTQIA+

A-B Tech is a participant in the Safe Zone program, which seeks to create a climate of safety for all members of the College community. When you see the Safe Zone symbol, you will find an individual who is empathetic and informed about lesbian, gay, bisexual, transgender, queer and questioning, intersex, and asexual (LGBTQIA+) issues and who is willing and able to provide support and information.

A-B Tech Police Department

The Department's mission is to serve the College in a professional and courteous manner and to enforce State and local laws and College codes of conduct fairly and impartially. The primary function is to provide an environment that allows students, staff, faculty and visitors to interact in safe and secure surroundings. The Department's role is to actively support the educational activities of the College through crime prevention, law enforcement, safety, security, traffic and parking services. The Police Department will strive to provide these services in a manner that will meet the highest level of approval and will constantly endeavor to anticipate the needs of the College community.

The A-B Tech Police Department employs both sworn police officers and non-sworn security officers. Police officers are state certified and have full authority to enforce state and local laws and to make arrests on all A-B Tech campuses and properties. Both police and security officers are authorized to issue A-B Tech campus citations and make disciplinary referrals for violations of College parking and traffic regulations and Code of Student Conduct.

Telephone Numbers for Police Services

- Main College: 828-398-7900 (non-emergency number)
- Police: 828-398-7125
- Asheville Campus A-B Tech Police Cell Phone: 828-279-3166
- A-B Tech Enka Police Cell Phone: 828-301-7150
- Emergency: 828-398-7125 or 9-911

Safety Tips

Help prevent crimes from occurring on campus, at work, or just about anywhere by following these safety tips:

Be Prepared

- Always be alert and aware of the people around you.
- Educate yourself concerning prevention tactics.
- Be aware of locations and situations that would make you vulnerable to crime, such as alleys and dark parking lots.

Street and Parking Lot Precautions

- Whenever possible, travel with someone.
- Stay in well-lit areas as much as possible.
- Walk close to the curb. Avoid bushes and alleys where someone could hide.
- If you carry a purse, hold it securely between your arm and body.
- Walk confidently and at a steady pace.

Car Safety

- ALWAYS lock your car doors after entering or leaving your car.
- Park in well-lit areas.
- Don't leave valuables in plain view. Lock valuables in the trunk, if possible, before arriving on campus.
- Have your car keys in your hand before you get to your car.
- Check the back seat before entering your car.
- If you think you are being followed, drive to a security, police, sheriff or fire station.
- Don't stop to aid motorists stopped on the side of the road. Phone and request help for them.
- Never pick up hitchhikers.

Office and Classroom Safety

- Never leave your purse or billfold in plain view or in the pocket of a jacket hanging on a door or chair.
- Don't leave cash or valuables in the office or classroom, even for a short time, such as a break.
- Always lock your office when left unattended, no matter how quickly you plan to return.
- Be aware of escape routes for emergencies.
- Report suspicious people and activities to security personnel.
- When sitting in the cafeteria, lounge or on outside benches, always keep personal belongings with you.
- If you work alone or before/after normal business hours, keep the door locked.
- If you attend night classes or work late, try to walk out with another person or call security for an escort.

If a Crime Occurs - Report It

Everyone should consider it his or her responsibility to report crime. Many criminals target favorite areas and have predictable methods of operation. At least one out of two crimes in the United States goes unreported, usually because people don't want to get involved. If you don't report a crime, this allows the criminal to continue to operate without interference. In many cases, it is the information provided by victims and witnesses that leads to the arrest of a criminal. So, tell as much as you can; no fact is too trivial. Crime statistics for A-B Tech are posted annually on the US Department of Education, Office of Postsecondary Education's

web site at ope.ed.gov/security/. For a copy of the A-B Tech Annual Security Report, please visit abtech.edu/security-reporting. The next annual report will be published October 2023.

Parking

For Fall 2023 and until further notice, student parking decals are limited to students participating in face-to-face, in-person classes. A vehicle registration form is available online at abtech.edu/parking-decals. Students may also obtain a parking decal at the Police Department located in the Mission Health/A-B Tech Conference Center. Students should bring their vehicle information, including make, model, and year of the vehicle to be registered, in addition to the license plate number and state. To facilitate the process, students should also bring their Student ID Number.

Any vehicle parked on campus must have a current parking decal. Student parking decals are valid from August through July and must be renewed by the start of the fall semester each year. For parking regulations, including where to display parking decals, please go to: abtech.edu/campus-safety.

Students needing special parking should apply for a temporary handicapped placard through the North Carolina Division of Motor Vehicles. A-B Tech does not issue special parking permits. Parking spaces for individuals with disabilities are located at each facility. Spaces marked by yellow lines are for faculty and staff use only. Students park in white-lined spaces.

All parking fines must be paid prior to registering for classes or getting transcripts. Note: Handicapped parking violations are charged on NC state citations and must be addressed through the Buncombe County Clerk of Court.

Campus Visitors

While on any A-B Tech campus or site, all visitors and salespersons must abide by the following:

- a. When possible, instructors need to be informed of impending visitors and tours so that they can make appropriate preparations. Every effort will be made not to disrupt any classroom, lab or clinical activity.
- b. Solicitation for commercial purposes that is not a necessary part of the College's operations, activities or functions is restricted to time, place and manner as approved by the Vice President for Business & Finance/CFO or designee. If approved, sales calls must not disrupt the College's normal operating and learning environment. Standard fees for the use of rooms, buildings or grounds may apply. (See Policy 318, Use of Facilities)
- c. Visitors and salespersons are not permitted in shops, laboratories or any other potentially hazardous areas at any time unless they are escorted by a College employee.
- d. Visitors and salespersons must comply with all College rules and regulations while on campus.
- e. Individuals, who are not conducting business or purposely engaged in a sanctioned activity of A-B Tech, may be asked to leave the College premises.

All children on campus who are under the age of sixteen (16) must abide by the following:

- a. Must be a registered student or formally invited to attend a College-sponsored activity. Campus tours and student groups visiting the College are exempt from this procedure as

- long as the group is supervised by designated adults and a College representative.
- b. In some instances, children may accompany a parent or guardian to conduct College Business. These children must be under the direct supervision of the parent or guardian at all times. Note: Children are not allowed to accompany a parent or guardian to classes.

Dress and Personal Appearance

All students are expected to dress in a manner that is modest, clean and appropriate for the program of study. Good personal hygiene and grooming are also expected and may be outlined by the program of study. Shirts and shoes are required at all times.

Tobacco-Free College

It is the policy of the Board of Trustees that Asheville-Buncombe Technical Community College provide students and employees with a safe and healthy environment. No form of tobacco, e-cigarette, or vaporizing device usage is permitted on A-B Tech's campuses, sites or at College-affiliated activities and events.

Sustainability

A-B Tech is committed to increasing sustainability practices on campus, this includes recycling and waste reduction, solar energy production, stormwater reduction, sustainability certificates and classes, education on bears and other campus wildlife, pollinator gardens and more. To learn more about sustainability efforts at A-B Tech, please visit abtech.edu/sustainability or email Sustainability@abtech.edu.

Wildlife on Campus

A-B Tech is home to a diverse array of plants, birds, mammals, reptiles, and amphibians. Please be respectful of our wild neighbors by not approaching or feeding the wildlife. If you spot a bear on campus, please notify the A-B Tech Police Department so they can divert people from the area for everyone's safety. They can be reached at 828-279-3166.

Financial Aid

It is strongly recommended that all students apply for the full range of financial assistance. Approximately 60% of all students receive some form of financial aid assistance. Several types of aid are available to students who demonstrate financial need and who maintain satisfactory academic progress. The satisfactory academic progress standards for financial aid recipients are outlined later in this section.

Students desiring financial aid for an academic year (fall, spring, and summer) are encouraged to apply early (by March 1) to ensure that their application is processed prior to the first day of class in August. Applications should be completed online at studentaid.gov. Only U.S. citizens and eligible noncitizens may apply for financial aid. Persons in the U.S. on F1, F2, J1 or J2 visas are not eligible to receive aid.

Financial aid is awarded to fully accepted curriculum students working toward a certificate, diploma or degree. Please remember that not all certificate and diploma programs are eligible to receive federal and state aid. Financial aid is awarded as scholarships, grants, loans and work-study, or a combination of any of these programs. The College's Financial Aid Office determines the type and amount of aid a student will receive based upon the student's individual circumstances.

All correspondence from the Financial Aid Office is sent to students via their A-B Tech student email account. All students who apply to the College are automatically assigned a student email account. Information regarding how to access student email can be found on the A-B Tech website at abtech.edu/technology-support/student-email. Students should check their student email and Self-Service accounts regularly for information regarding their financial aid status, class information, registration, billing status, etc.

After financial aid is awarded, students will receive an email instructing them to review their offer letter in Self-Service. The offer letter will display the amount and types of financial aid the student will receive. In some cases, students may be asked to accept or decline the aid they have been awarded. Students can access their Self-Service account from the A-B Tech website at abtech.edu. Students who are aware of any issues which may impact their ability to be academically successful are encouraged to contact the Financial Aid Office immediately for assistance.

The Financial Aid Office is located in the K. Ray Bailey Student Services Center. Office hours are: Mon-Thurs: 9:00 a.m. – 6:00 p.m., Fri: 9:00 a.m. – 5:00 p.m.

Satisfactory Academic Progress Standards for Financial Aid:

The Higher Education Act of 1965, as amended by Congress in 1980, mandates institutions of higher education to establish minimum standards of “satisfactory progress” for students receiving financial aid. For the purpose of maintaining a consistent policy for all students receiving financial aid administered by the College’s Financial Aid Office, these standards are applicable to all financial aid programs including federally sponsored Title IV programs.

Satisfactory Progress Defined:

A student is considered to be making satisfactory progress toward his or her curriculum program of study when three requirements are satisfied:

1. Maintain a minimum cumulative grade point average of 2.0.
2. Maintain a minimum cumulative completion rate of 50% if student has completed less than 30 credits.
3. Maintain a minimum cumulative completion rate of 67% if student has completed 30 or more credits.
4. Successfully complete the curriculum program of study within 150% of the published length of the program.

Students not meeting the satisfactory progress standards will have their financial aid eligibility suspended. See the College catalog or the Financial Aid Office web page for more details and the complete policy.

Please Note: The Financial Aid Office is required to report anyone that is suspected of committing fraud to the US Department of Education Office of the Inspector General (OIG).

BankMobile for Financial Aid and Tuition Refunds

A-B Tech has partnered with BankMobile, a financial services company, for the disbursement of student refunds. This partnership allows the College to expedite financial aid disbursements and student refunds by using direct deposit to distribute refunds. This means money will be available much more quickly than with traditional paper checks. Check out abtech.edu to learn more. For questions, call 398-7900.

Auditing Courses

Any individual may audit a College curriculum (for credit) class based on the following:

- The individual pays the normal tuition and fees. However, any person who is at least 65 years old may audit courses without the payment of tuition provided the individual meets the other criteria listed herein. Individuals 65 years or older are still required to pay any local fees associated with audited courses.
- Auditing students do not take tests or examinations and do not receive grades, credit or financial aid. Audits appear on a student's transcript as a "Y" grade, which does not impact the student's GPA.
- Students auditing a course must meet the same course prerequisite and attendance standards as all other students in the course. Auditing a course will not meet the prerequisite of any sequential or higher-level course and cannot be used toward any certificate, diploma, or degree requirements. Physical Education classes may not be audited.
- Auditing is subject to open seats in the course. A student who audits a course shall not displace other students seeking to enroll in the course.
- Students who audit a course and withdraw will be issued a grade of "W". Audited courses that are dropped prior to the 10% point of the course will not receive a grade nor appear on the student's transcript.
- Students choosing to audit a course must submit a Request for an Audit Grade form to the Records and Registration Office within the first 15 weekdays of the term for a 16-week class or an equivalent percentage for courses taught on a minimester schedule. The instructor must sign the form to approve the change to audit status. Students seeking to change from audit to credit status must contact the Records and Registration Office during the first five weekdays of the term for a 16-week class or an equivalent percentage for courses taught on a minimester schedule. Approval for changes from audit to credit status will be determined by the Registrar on a case-by-case basis.
- Students 65 years or older who are seeking to have the tuition waived for an audited course must request the tuition waiver to the Records and Registration Office at the time when the Request for an Audit Grade form is submitted.
- Current high school students, enrolled through the Career and College Promise program, may not audit classes that are tuition waived.

Schedule Adjustments

Dropping, withdrawing, or adding classes can change your enrollment status. Please check with the Financial Aid Office if you make schedule adjustments to see how your financial aid could be impacted.

Adding a Class

A student may add a class to their schedule in Self-Service or by visiting any Info Desk (K. Ray Bailey Student Services Center or A-B Tech Madison Office). For classes 14 weeks or longer, students may add the class up to 48 hours after the start of the first class meeting. For fully online classes that are 14 weeks or longer, students may add the class up to 48 hours after the class's start date. For classes shorter than 14 weeks, students may add the class until the class meets for the first time. For fully online classes that are shorter than 14 weeks, students may add the class through the end of the start date for the class.

Dropping a Class

In order to officially drop from a course without academic penalty, the student must follow official College drop procedures by the drop deadline for the class.

The student may drop classes through the first 10% point of each class. Specific dates can be provided by the Student Records and Registration Office. A class may be dropped in one of the following ways:

1. Students may drop a course through Self-Service. Distance students may receive assistance from the Distance Advisor.
2. By visiting any Info Desk (K. Ray Bailey Student Services Center or A-B Tech Madison Office).
3. By having the program advisor or Academic Advisor process the drop.

Students are responsible for ensuring drops have been processed. In the case of drops, the course(s) will not be included on the transcript.

Withdrawing from a Class

After the 10% point of the term, a student wishing to withdraw from a class must complete an official Class Withdrawal Form. All withdrawal forms must be received by the K. Ray Bailey Student Services Center or Madison Site Office during the first 75% of the term. Students may email withdrawal forms to registrar@abtech.edu. In the case of a class withdrawal, the student will receive a grade of "W," which will not influence the quality point ratio, but will appear on the transcript and may impact financial aid eligibility.

Exceptions such as serious illness or job transfer requiring withdrawal from all classes after the 75% point of the term will be considered on an individual basis by the Vice President for Student Services or his or her designee. A student who has withdrawn from a class may no longer attend the class.

Class Attendance

Regular and punctual class attendance is important in order to achieve success in the course and develop desirable personal traits necessary for success in employment. Instructors are responsible for establishing any attendance/participation requirements and for informing students of those requirements in the course syllabus at the beginning of the academic term. Students are responsible for fulfilling the requirements of the course that are outlined in the course syllabus.

Students are allowed two days of excused absences each academic year for religious observances as required by law. Students must notify instructors in writing of expected religious absences.

Course Entry Attendance Requirements

It is mandatory that the student attend each course at least once during the first 10% of the course, or in the case of online courses, a graded activity must be submitted during the first 10% of the course. Each online course syllabus must identify the activity to be completed prior to the 10% point of the course, and the date by which the activity must be completed. For hybrid courses, the student must attend the classroom portion of the course or complete an online graded activity prior to the 10% point. **Failure to attend or complete the activity**

prior to the 10% point will result in the student being dropped from the course. The student will not be allowed to continue in the course or receive a refund.

Programmatic Attendance Requirements

Some programs may have outside regulatory bodies that require a minimum of course attendance/participation hours. These requirements are clearly defined in the respective course syllabus or program orientation information.

Federal regulations require that attendance be reported for students receiving certain types of veteran's benefits and for certain classifications of international students. Instructors will be regularly asked to verify attendance for these specific student groups.

Absences Due to Military Duty

Students must provide prior official notification to instructors of military leave of absence(s). Responsibility for initiating such notice rests with the student. A-B Tech will give excused absences to students who are in the United States Armed Forces and who have received temporary or permanent reassignment as a result of military operations, as well as to students who are National Guard service members placed onto State active-duty status during an academic semester for which the student is enrolled. This includes:

- Providing the student with the option, when feasible, to continue classes and coursework during the academic term through online participation for the period of time the student is placed on active duty; feasibility will be determined by the instructor and/or academic department.
- Providing the student with the option of receiving a temporary Incomplete ("I") grade for any course that the student was unable to complete as a result of being placed on State active duty status; however, the student must complete the course requirements within the first six weeks of the following semester or by an alternate date approved by the Vice President of Instructional Services.
- Permitting the student to drop, with no penalty, any course that the student was unable to complete as a result of being placed on State active-duty status. This includes receiving a 100% refund for any tuition and fees for which the student directly paid.

Absences Due to Religious Observance

In compliance with state and federal laws, A-B Tech students are eligible for reasonable accommodations, including two excused absences each academic year, for religious practices or beliefs that are required by the student's faith. The student must submit the Request for Accommodation for Religious Observance form to the instructor no later than the census date (10% point) for the class. Excused absences from classes for religious observances do not relieve students from responsibility for any part of the coursework required during the period of absence.

Closings, Delays and Dismissals for Inclement Weather or Emergency Situations

The College will close when weather conditions are such that travel is hazardous or an emergency or other situation occurs that would severely disrupt College operations or pose a threat to employees, students, and/or visitors.

1. The President shall determine the classifications of days as hazardous, marginal or late opening.

2. Announcements concerning the A-B Tech operating schedule will be made as soon as possible and announced via multiple methods, including the following:
 - Text alerts (for which all students and employees may register through Self-Service under Update Contact Information),
 - Employee and student email, the College website (abtech.edu),
 - The College's main telephone number (828-398-7900),
 - The College's Facebook and Twitter accounts, and
 - Through local radio and TV stations announcements.

If it appears that the inclement weather conditions will be cleared before the day is over or the emergency/other situation has been addressed, a late opening will be announced as soon as possible. Students should attend classes according to the announcement.

3. For classes at A-B Tech Madison and A-B Tech Woodfin, the Director of each campus will make a weather-related announcement as soon as possible regarding closing via direct communication, the local campus telephone message or the campus Facebook page. If it appears that the inclement weather conditions will be cleared before the day is over or the emergency situation has been addressed, a late opening will be announced as soon as possible. Students should attend classes as scheduled.
4. If conditions become worse after an initial decision for delayed opening is made, an additional announcement closing the College for the day and/or evening will be made as soon as possible.
5. Closing or delaying the College for the day does not automatically close it for the evening. Decisions will be made concerning evening programs and services in the afternoon and announced by 2 p.m. whenever possible. Faculty, staff, and students should continue to check for these announcements.
6. When weather conditions or emergency situations dictate early dismissal of day or evening classes, the announcement will be made by all means possible.
7. Curriculum and Continuing Education class work and sessions may be made up by rescheduling the class, extra assignments, individual conferences, extended class sessions, on-line assignments, or other alternatives as determined by the applicable senior administrator.
8. Important reminder: In the event of inclement weather or other emergency situations, commuters (particularly those from outlying or remote areas) should exercise personal judgment concerning road or other conditions, regardless of College announcements. The College values the safety of our students, faculty and staff and does not expect anyone to take unnecessary risk while attempting to report to work or class.

Student Life and Development

A-B Tech's Department of Student Life and Development works to create a dynamic, inclusive and collaborative college environment. The department provides opportunities for personal and professional enrichment, leadership development, civic engagement, as well as supports co-curricular education. Student Life Development offers events and programming that provide enriching experiences for students. The Student Life offices are located in the Coman Student Center and can be reached at 398-7594 or 398-7203. For more information, visit abtech.edu/student-life.

Student Government Association

Get involved in the Student Government Association (SGA). Meetings are open to all students. The SGA is committed to informing, guiding, serving and advocating for students, while offering opportunities for leadership, involvement, and personal growth. Operating under the supervision of the Student Life and Development department, the SGA serves as the voice of students to the College administration. Meetings are held biweekly on Wednesdays at 4:30 p.m. Dates can be found in the calendar portion of this handbook. Stay up to date with events in Trailblazer Talk. The SGA Office is located in the Coman Student Center and can be reached at sga@abtech.edu or 398-7205. For more information, visit abtech.edu/sga.

The Student's Role in Institutional Decision Making

A-B Tech encourages student participation in the institution's decision-making process. Toward this end, student representatives are included as members on various standing committees across the college. Additionally, the Student Government Association President serves on the A-B Tech Board of Trustees.

Student Activity Fee Usage

The Student Life and Development department and Student Government Association enrich the academic and social growth of the student body with a wide range of personal and professional development resources designed specifically for college students. All student activities are financed through the activity fee paid by curriculum students. Here are a few of the resources, services, and activities provided:

Campus Events and Activities, Diversity and Inclusion Awareness Activities, Earth Day Celebration, Academic Achievement Ceremonies, Student Clubs Co-Curricular Outings, Health & Wellness Fair, Student membership to the Smith-McDowell House (on the A-B Tech campus), Student Handbook/Calendar, Student Government Association Services, Discounted Asheville Transit Passes, Student Health Clinic Medical Supplies and Vouchers, Student Dental Clinic Vouchers.

Student Intramurals

A-B Tech offers a wide variety of intramural activities that are open for student and employee participation. Check the calendar portion of this handbook for a listing of intramural activities. Stop by the gymnasium in the Coman Student Center to sign up. For more details, contact Rhonda Davidson at rhondaldavidson@abtech.edu.

Forming Clubs and Societies

A-B Tech hosts 15-18 chartered clubs and societies each academic year. These groups sponsor many events for the entire campus, as well as those planned for their own members. Students wishing to form a new society on campus must seek official recognition through the Student Government Association. A chartering form must be submitted along with a copy of the proposed organization's constitution and bylaws. Upon approval by the SGA Senate, the constitution and bylaws shall be forwarded to the Student Life and Development office for final approval. For a Club and Society handbook, contact the Student Government Association at sga@abtech.edu or 398-7205. The SGA Office is located in the Coman Student Center. For more information, visit abtech.edu/sga.

Student Clubs and Societies

A-B Tech sanctioned clubs, societies, and leadership programs are designed to enhance the college experience for curriculum students. Below is a list of student organizations along with advisor contact information. For more detailed information, please contact the Student Government Association at sga@abtech.edu.

- *Associate Degree Nursing*: Deanna Littrell - deannawlittrell@abtech.edu
The Associate Degree Nursing Club is a club for ADN students. The purpose of this club is to assume responsibility for contributing to nursing education and influence the educational process. The club provides programs that are representative of fundamental and current professional interests and concerns. This club aids in the development of the whole person, his or her professional role, and his or her responsibility for the health care of people of all walks of life.
- *Queer the Way*: Porscha Orndorf - porscharorndorf@abtech.edu or Dean Paulk – deanspaulk@abtech.edu
Queer the Way was formed to develop community among A-B Tech students to provide a positive atmosphere and influence for LGBTQIA+ students and their allies. The club encourages networking, education and awareness to promote healthy relationships and general wellbeing.
- *Dental Assisting Club*: Tisha Anderson – tanderson@abtech.edu
The Dental Assisting Club cultivates, promotes and sustains the art and science of the dental assisting field. Open to current, full-time Dental Assisting students, the club represents and safeguards the common interest of its members and contributes to the improvement of public health.
- *Hospitality Club*: Walter Rapetski - walterarapetski@abtech.edu
The objective of the Hospitality Club is to stimulate a greater interest and development in the hospitality industry within the members of the organization and students in the Hotel Restaurant Management curriculum.
- *Medical Assisting Club*: Candace Crump - candacescrump@abtech.edu
The Medical Assisting Student Association (MASA) promotes the exchange of ideas, ex-perience and fellowship among Medical Assisting students and educators at A-B Tech. Members are encouraged in scholarship, leadership, and service. Through club member- ship, students are provided the opportunity to join the American Association of Medical Assistants.
- *Loram Psych Society*: Steven Luke – stevenwluke@abtech.edu
The Loram Psych Society provides a supportive and inclusive community for students interested in psychology and mental health. The Society focuses on fostering personal and professional growth through workshops, outings, interviews, crafts, and activities. Connect with fellow students, learn from leaders in the field, and engage in outreach and service to the college community.
- *Multicultural Student Leadership Association*: Joshua Harris – joshuaharris@abtech.edu or Erika Lett –erikallett@abtech.edu
The Multicultural Student Leadership Association supports the educational and professional aspirations of minority students and their allies enrolled at A-B Tech. The goals of the program are to achieve higher graduation and/or transfer rates through academic assistance, mentoring, and personal and professional development opportunities.

- National Society of Leadership and Success: Michele Hathcock- NSLS@abtech.edu*
 This leadership development program is open to curriculum students who have completed at least 12 credit hours in good standing with a 3.0 GPA. The National Society of Leadership and Success Sigma Alpha Pi chapter is a leadership program that has hundreds of branches throughout the nation at community colleges and universities. Membership invitations are issued twice a year.
- Phi Beta Lambda: Marlene Frisbee - dorismfrisbee@abtech.edu*
 Phi Beta Lambda (PBL) is open to all college students in any curriculum. The purpose of PBL is to provide opportunities for college students to develop business-related career competencies. Several of the goals are to develop leadership, strengthen student confidence, learn about business enterprise, develop character, as well as facilitate the transition from school to work. Students have the opportunity to travel, network with businesses and other PBL students in both the state and country, further their education by competing in various business areas, learn from various workshops and seminars on a variety of business subjects, as well as taking on a leadership role at the local, state, or national levels if interested.
- Radiology Club: Angie Goodwin - angeladgoodwin@abtech.edu*
 The purpose of this club is to provide incoming radiography program students with a base to develop a wider understanding of diagnostics radiography and coordinating modalities. This club encourages the discussion of thoughts, experiences and ideas for a radiography student in clinic and academic curriculum.
- Sonography Society: Chastity Case - chastitylcase@abtech.edu*
 The purpose of the A-B Tech Sonography Society at the college shall be the promotion of scholarship, the development of leadership and service and the cultivation of fellowship among qualified Medical Sonography students.
- Student American Dental Hygienists Association: Caroline Amerson - carolineramerson@abtech.edu*
 The objectives of this organization are to cultivate, promote and sustain the art and science of dental hygiene. The club represents and safeguards the common interest of the members of the dental hygiene profession.
- Student Occupational Therapy Association (SOTA): Heather Hall – heatherphall@abtech.edu*
 SOTA is an organization for OTA students. Through engagement of educational and social activities, OTA students have advocacy, service, and learning opportunities that assists in the development of a strong foundation with the occupational therapy profession. This association fosters partnership, mentorship, and professionalism within the A-B Tech Occupational Therapy Assistant curriculum.
- Student Paramedic Association: Anthony Green - anthonytgreen@abtech.edu*
 The mission of the Association of Student Paramedics is to provide a unified voice in representing the members to institutes of learning, government agencies and other organizations. The Association of Student Paramedics provides a resource for the exchange of ideas and the advancement of the paramedic profession.
- Surgical Technology Club: Robin Keith - robinbkeith@abtech.edu*
 The purpose of the A-B Tech Surgical Technology Club is to promote the exchange of ideas and experiences of surgical technology as a profession. A variety of fundraising activities occur throughout the year in the curriculum to provide funds for professional organization membership and pinning ceremony.

- **Veterinary Technology Club:** Lindsay Bennett - lindsayebennett@abtech.edu
The club provides learning opportunities for Veterinary Technician students through field trips, guest speakers and community activities. It increases the profile of the A-B Tech Veterinary Medical Technology program and the community of veterinary medicine by participation and organizing career days, seminars and conferences. It raises awareness about issues pertaining to the health and well-being of companion animals and livestock by participating in campus and Student Government activities.

For a complete listing of current clubs and societies, please visit abtech.edu/student-organizations.

Entrepreneurial Resources for Students

The A-B Tech Small Business Center (SBC) provides a variety of free services to both start-up and existing businesses and is a great resource for students. Located at A-B Tech Enka, the mission of the SBC is to offer high quality programming which is readily accessible; this is accomplished by providing a variety of free seminars on small business topics as well as free confidential counseling. SBC staff are also available to speak to classes, clubs and meet students at the Asheville campus. For more information, please contact Jill Sparks at jillmspark@abtech.edu or 828-398-7949.

Food Options on Campus

Various food options exist at A-B Tech. For the Victoria Road campus, food trucks and the College Bookstore have hot meal options available while vending machines provide a quick snack between classes. Picnic tables exist across campus for meals or study. Vending machines exist at other campuses as well. Visit abtech.edu/food for more information about all dining options.

Trailblazer Café

Bridge & Tunnel Coffee Company provides a full coffee, espresso, tea, nitro cold brew and smoothie bar, pastries, and healthy breakfast, and lunch in the Trailblazer Café.



Fine Dining on Campus

The Culinary Arts, Baking and Pastry Arts, and Hospitality Management students offer public dining for lunch and dinner on most Thursdays in the fall and spring semesters. If you would like to receive the schedule and menus, please email reservations@abtech.edu. More information can be found at abtech.edu/dining.

Don C. Locke Library

Don C. Locke Library provides books and electronic resources to help students meet their information needs. The library houses a large collection of DVDs, audiobooks and a North Carolina collection, as well as Films on Demand and Docuseek streaming video. Open hours are Monday-Thursday, 7:30 a.m. – 8:00 p.m. and Friday, 7:30 a.m. – 5:00 p.m. Hours may vary from semester to semester. The library is wireless with research computers on the main level and an open computer lab and Writing Center on the lower level. Laptops and scientific/graphing calculators can be checked out for in-library and home use.

Academic Resources and Advising

The College has a sincere interest in helping all students attain their goals. Students who find they need or want additional help outside the classroom, or who feel they would benefit by

and enjoy more active involvement with faculty and students seeking to build a welcoming, inclusive, integrative and sustaining academic community at A-B Tech, should explore the following sources of support:

Instructors: Students are encouraged to stop by during office hours to seek assistance regarding course material.

Tutoring Center: The Tutoring Center (TC) provides tutoring and support to students who need assistance in math, science, or math related subjects as well as Spanish. There is no charge for this service. Assistants, aides and peer tutors provide tutoring and skills exercises in a friendly, supportive environment. Our labs cannot be used as a study hall for working on homework assignments, and students cannot be in the Tutoring Center when they are scheduled to be in class. Students will be asked to participate actively with their tutor when they visit the TC. No appointment is necessary, and students can drop in any time for help.

There are 2 ways to connect to a tutor, Face-to-Face or in zoom. For Face-to-Face, we are located in the Ferguson building, rooms 114, 116, and 118. Our zoom option can be found by visiting abtech.edu/TC and choosing the "Link to a Tutor Now" button. If you have questions about how to take advantage of the TC's services, please stop by, visit abtech.edu/tc or call us at 828-398-7228.

Testing Center: The Testing Center has been established to facilitate placement testing, online testing, re-testing, make-up testing, testing with accommodations, and testing for Selective Allied Health programs. For additional information, please contact the Testing Center staff at 398-7219.

Writing Center: The Writing Center, located in Locke 125 (lower level of the library), welcomes students from all A-B Tech programs to receive assistance at any stage of the writing process, including interpretation of assignment guidelines, brainstorming, drafting, and revision. Tutors can assist students with written work for any A-B Tech course, as well as professional writing, such as resumes, cover letters, and scholarship applications, and creative writing. Students can utilize Writing Center services on campus, online, and remotely via video chat.

Staffed by professional tutors, the Writing Center is open for scheduled on-campus and remote appointments during the fall and spring semesters from 8:00 a.m. to 5:00 p.m. Monday-Friday, with select evening hours each semester. During the summer term, the Writing Center is open from 8:00 a.m. to 5:00 p.m. Monday-Thursday. Appointments can be scheduled online at abtech.mywconline.com, via phone at (828) 398-7218, or by visiting Locke 125 during business hours. Walk-ins are welcome but cannot always be accommodated due to demand. Students desiring more consistent support may also set up standing appointments to visit the Writing Center each week. Online sessions, in which students submit their drafts to receive written feedback from a tutor, may be scheduled 24/7 during the academic year with the exception of college holidays and closings.

The Writing Center also offers RISE sessions to assist students referred by their instructors for help with writing fundamentals, such as grammar, punctuation, and paragraph design, and with graded papers that warrant revision. Academic Coaching appointments are also available to students wishing to strengthen their study habits, critical reading skills, and time management. Tutors are available in-person and via video chat to support students in developing

a personalized learning plan to help them identify effective study and reading strategies, as well as techniques to help them stay motivated, organized, and on task. Appointments may be scheduled online at abtech.mywconline.com, via phone at (828) 398-7218, or by visiting Locke 125 during business hours.

Student Advising: Unclassified students, international students, or students interested in a Selective or Limited program will work with a Student Advisor located in the K. Ray Bailey Student Services Center. Students may meet with an Advisor in person on a walk-in basis or may schedule a virtual advising appointment: abtech.edu/current-students/academic-advising. Advising hours are Monday through Thursday from 9:00am until 6:00pm and on Friday from 9:00am until 5:00pm. We always welcome walk-in advising sessions and encourage appointments during specific advising periods.

Program Advisor: All students in an active academic program (degree, diploma, and certificate) are assigned a program advisor, usually the major area department chairperson for Associate in Applied Science programs. Students who are experiencing barriers to academic success should see their program advisor for assistance.

Program Advising Center: Academic advisors in the Program Advising Center support students in a variety of ways. They assist college transfer students with selecting a pathway that best aligns with their intended 4-year degree as well as the process of transferring to a bachelor's degree-granting institution after completion of an associate degree. They also assist students pursuing Applied Science programs with determining their first semester set of classes. The Program Advising Center can also assist students with a number of guaranteed admissions programs at area universities. For more information contact the Center at programadvising@abtech.edu.

Counseling Services

A-B Tech provides free, confidential counseling and related services for enrolled students in the K. Ray Bailey Student Services Center. Students are encouraged to use counseling services at any time if they have personal, academic, or career concerns. The professional counseling staff, after initial assessment, will refer students who need specialized or long-term services to appropriate resources within the community. Students may email supportservices@abtech.edu or call 398-7581 to schedule an appointment.

Student Services for Distance Learners

Prior to registering for a fully online curriculum course, students should visit the Distance Learning at A-B Tech webpage found at abtech.edu/online-distance-learning/welcome-distance-learning-a-b-tech. Here students will find helpful links and resources for successful online learning including an online readiness self-assessment. Students are also encouraged to complete an optional Moodle Online Orientation found at <https://www.abtech.edu/online-distance-learning/student-online-success>.

Following is the list of Student Services available to distance students. Most of these resources are available from the College website at abtech.edu:

1. Application: Application to the College may be made on the College website.
2. Student Orientation: The New Student Orientation is online.
3. Student Handbook: The Student Handbook is also available on the College website.

4. **Transcript Evaluation:** Transcripts from colleges previously attended may be mailed or sent electronically to A-B Tech by the originating college and can be evaluated for transfer credit, if transfer credit is desired. Students will receive a summary of transfer credits in Self-Service.
5. **Application for Program Completion:** Applications for Program Completion may be mailed or emailed to the Office of Records and Registration for evaluation. The application is available on the College website. Applicants will receive an email response to their A-B Tech email account.
6. **Catalog:** The catalog is available on the College website.
7. **A-B Tech Transcripts:** Transcript requests may be made online at abtech.edu/transcripts.
8. **Adding/Dropping/Withdrawing from Classes:** Distance learners may add or drop classes online via Self-Service. Distance learners may receive assistance with withdrawing from classes by emailing the Registrar's office at registrar@abtech.edu.
9. **Schedule of Classes:** Curriculum schedules are available in Self-Service.
10. **Financial Aid:** Applications for federal financial aid (FAFSA) are available at www.studentaid.gov and scholarship applications are available on the College website. Financial Aid information is available by emailing financialaidoffice@abtech.edu or calling 828-398-7900.
11. **Academic Advising:** Academic advice is available as follows: Unclassified students who are not in any program, visiting student, International students and pre-selective and limited program students may receive academic advising by a Student Advisor in the K. Ray Bailey Building either virtually or by phone or by emailing advising@abtech.edu. Students classified into programs may receive academic advising by emailing their assigned program advisor at the College.
12. **Veterans' Services:** Veterans' services and advice are available by emailing the Veterans' Coordinator at veteranservices@abtech.edu.
13. **Disability Services:** Students with disabilities as defined by the Americans with Disabilities Act may seek services by completing the request forms at www.abtech.edu/supportservices.
14. **Career Services:** For those who need assistance in choosing a major/program, re-searching specifics of various occupations, writing resumes, and/or interviewing skills, counselors are available by appointment. Students may schedule an appointment by using links on abtech.edu/careers.
15. **Placement Assessment:** Placement assessment may be accomplished at any college which offers the NROC EdReady test. Scores can then be faxed by or emailed the originating college. Additionally, college-level SAT, ACT or Accuplacer scores may be used instead of taking the NC-DAP. The College will also accept Compass or ASSET scores. One of these tests is available at every community college in North Carolina as well as at other colleges throughout the country. For information, contact the Testing Center at testingcenter@abtech.edu. Students may schedule a placement test at abtech.edu/placement.
16. **Payment of Tuition and Fees:** Tuition and fees may be paid online from the College website or by using Self-Service.
17. **Purchase of Books:** Books may be purchased online from the College Bookstore.
18. **Online Technical Assistance:** The College provides a Help Desk for students who experience technical issues with Moodle, WebAdvisor Self-Service and other college online services. Students may contact the HelpDesk at helpdesk@abtech.edu.

19. Library Services: Students may access the resources of the Locke Library by visiting www.abtech.edu/library.
20. Academic Assistance: Tutoring for distance learners in certain disciplines is available. For help with writing, students can contact the Writing Center at abtech.edu/Writing-Center. For help with math or math related courses, the tutoring center can be found at abtech.edu/TC.
21. College Events: An updated list of college-sponsored activities and events is available on the College's website calendar.
22. Information about computer set-up: The College provides information on the proper technical setup that will be needed for a student to fully engage in the online learning process. This information is located at abtech.edu/content/distance-learning/set-ting-your-computer.
23. Moodle Orientation: A self-paced Moodle Online Orientation is available to students . This course provides students with the opportunity to test drive the features of Moodle and solicit feedback from an online instructor prior to the start of their curriculum class(es). Completion of the Moodle Online Orientation is required prior to enrollment in fully online curriculum classes.
24. Proctored Exams and Identity Verification Costs:
A-B Tech does not currently charge online students a separate fee for identity verification. Students enrolled in distance education/online courses at A-B Tech may be required to take proctored exams (exams administered by an approved testing facility). Each distance education/online course will indicate requirements for proctored exams prior to registration. A-B Tech students may take all proctored exams in the Proctoring Center at no charge. Students may also use any A-B Tech approved proctoring location; however, it is the student's responsibility to locate and seek approval of the site. In addition, students using a site other than the A-B Tech Proctoring Center may be subject to fees charged by the respective location. Information on A-B Tech's Testing Procedures, including required forms, may be found at <https://abtech.edu/current-students/testing-center/campus-testing-procedures>

Academic Procedures

Classification of Students

Full-time student: A student enrolled for 12 or more credit hours during fall and spring semester, and 9 or more credit hours during the summer session.

Part-time student: A student enrolled for fewer than 12 hours during fall or spring semesters or fewer than 9 credit hours during summer session. **(Please note that financial aid recipients registered during the summer will need 12 credit hours for full Pell awards.)**

Declaring, Changing, or Adding Second Majors

In order to declare a program of study, change programs, or add a second program of study, students are encouraged to use "Change My Academic Program" in WebAdvisor or meet with a Student Advisor in the K. Ray Bailey Student Services Center. The catalog in effect for the term in which the student will begin the program of study will be the catalog recorded for the selected program. If a student is unable to use the "Change My Academic Program" feature, the student should contact an advisor in the K. Ray Bailey Student Services Center or send an email to advising@abtech.edu for more information.

Prerequisites and Corequisites

Before enrolling in a course with prerequisite requirements, students must satisfactorily complete the prerequisite course(s). Corequisite courses must be taken prior to or during the same term. Exceptions may be approved by the appropriate department chairperson, dean, and/or vice president and will be documented in the student's academic file.

Course Substitutions

Curriculum course substitutions must be approved by the Dean responsible for the course being substituted. Some course substitutions also require Vice President of Instructional Services approval. Approved course substitutions are forwarded to registrar@abtech.edu.

Introduction to College Courses for Diploma or Degree-Seeking Students

Degree-seeking students who enroll in a college program requiring ACA 115, ACA 122, EGR 110 or any equivalent course, must enroll in and successfully complete the course with a grade of "C" or better in their first semester of enrollment. Students who do not meet this requirement will be prevented from registering for future semesters without enrolling in the course.

Any student who places into more than one developmental course must enroll concurrently in ACA 115, ACA 122 or EGR 110 as appropriate for his or her curriculum.

Students will be permitted to substitute another course for ACA 115 or EGR 110 and will not be subject to the above requirement and subsequent restrictions if they either transfer in a similar course, transfer in 24 or more transfer credit hours of college-level work, or have a conferred associate degree, or higher degree.

Work-Based Learning

In selected programs, A-B Tech provides students with an opportunity to integrate classroom learning with supervised work experience in an employment situation directly related to the educational program of the student. The work experience component is an integral part of the total educational process. The primary objective of work-based learning is to prepare the student for employment.

To be eligible to participate in a work-based learning, a student must be 18 years of age, be enrolled in a curriculum program that provides a work-based learning option, have a minimum 2.0 cumulative program GPA, have completed required course prerequisites, and have completed a minimum of 9 semester credit hours within the appropriate program of study. Approval by the department chairperson is required for a student to participate in a work-based learning activity. Any exceptions to these requirements must be approved by the appropriate academic dean.

Independent Study

Selected courses may be available for independent study, with approval of the appropriate dean. A student requesting to take a course by independent study must complete the Request for Independent Study form and have it approved by the department chair and division dean prior to registration. The request to enroll in a course by independent study may be approved when the following conditions are met:

- The course is not offered during the current semester or is in schedule conflict with another required course and is needed for the student to qualify for graduation or transfer.

- The student has a cumulative grade point average of 2.0 or higher.
- The student has completed 15 semester hours of study in his or her academic program at Asheville-Buncombe Technical Community College.
- A full-time faculty member, with the approval of the department chair, agrees to serve as the instructor for the semester of independent study.
- Any exceptions must be justified by special circumstances and approved by the Vice President for Instructional Services.

Maximum Course Load

Because of the amount of effort that is expected to be put forth in college-level courses, students are limited to a maximum of 20 hours of course work each semester. Exceptions to this rule may be granted by the Vice President for Instructional Services.

Academic Honors and Achievements

Dean's List

For the Dean's List, students must be enrolled in an academic program (degree, diploma or certificate), carrying a minimum of eight credit hours of curriculum courses numbered 100 or above. Students must have a minimum 3.75 quality point average to qualify for the Dean's List for the semester under consideration. Students who earn grades of F or I are not eligible for the Dean's List for that semester. Students receiving credit for a course by examination are not affected. Only courses numbered 100 and above will be considered. The Dean's List will be compiled by the Registrar.

President's List

For the President's List, students must be enrolled in an academic program (degree, diploma or certificate), carrying a minimum of twelve credit hours of curriculum courses numbered 100 or above. Students must have a 4.0 quality point average to qualify for the President's List during the semester under consideration. Only courses numbered 100 and above will be considered. Students who earn grades F or I are not eligible for the President's List for that semester. Students receiving credit for a course by examination are not affected. The President's List will be compiled by the Registrar.

The Vice President for Student Services will notify Dean's and President's List recipients of their academic achievement. Recipients will be invited to participate in the Academic Achievement Ceremonies held during the spring and summer each year.

Phi Theta Kappa Academic Honors

The College recognizes students who have achieved a GPA of 3.5 after 12 credits of completed work (100 level courses and above) by providing students with an opportunity to join the national Phi Theta Kappa Academic Honor Society. Membership is an individual decision that provides students with access to national resources and services including scholarship opportunities. Members may wear regalia items at the A-B Tech Commencement ceremony. Invitations are issued annually to eligible students.

Transfer Credit (Transcript Evaluation)

Asheville-Buncombe Technical Community College will accept credit transfer from institutions recognized by a regional accrediting agency. A-B Tech will also consider transfer credit

from non-regionally accredited institutions of higher education for only career and technical courses if the institution is accredited by an organization recognized by the Council for Higher Education Accreditation. Transfer applicants should complete the standard College application. No credit will be granted for work below a "C." Information Technology courses must be less than 5 years old for transfer credit to be awarded.

Transfer credit will be awarded for course work without assigning grades or quality points. Proficiency credits from other institutions will not be accepted. No more than 75% of the credit hours required in a program may be earned by transfer credit. If any course is taken for credit after transfer credit has been awarded, and a grade of A, B, C, D or F is earned, it will replace the transfer credit in cumulative GPA calculation. A student who must repeat a course may take it at another institution and transfer it to A-B Tech according to the guidelines above. Transfer credit may be awarded for appropriate military courses. Transfer credit may be awarded for courses completed at a foreign university; students should contact the International Student Advisor for more information. Credits will be evaluated in the context of the current catalog.

Students transferring into the Associate in Arts (A.A.), Associate in Science (A.S.), Associate in Fine Arts (A.F.A.), or Associate in Engineering (A.E.) programs who have transfer credit from colleges other than the North Carolina Community College System (NCCCS) or the institutions in the University of North Carolina System should speak with their advisor regarding eligibility for the Articulation Agreement between the universities and NCCCS.

Academic Fresh Start

Any returning student who has not attended A-B Tech for three years and upon re-enrolling maintains a 2.0 GPA for a minimum of 12 semester hours may petition to have grades on all prior course work more than three years old with a grade less than a "C" excluded in calculating the cumulative GPA. Grades below "C" disregarded in calculating the GPA will not count toward graduation but will remain on the transcript. The student should complete an application for Academic Fresh Start, obtained in the Records and Registration Office, after the end of the semester in which he/she has completed the 12 semester hours required. A student who plans to transfer to another college should contact that institution to determine the impact of Academic Fresh Start on transfer. Please note that an Academic Fresh Start does not impact calculation of Satisfactory Academic Progress for financial aid purposes.

Transcripts

Transcripts are maintained by the Registrar's Office and ordered through a third-party transcript ordering system, with the exception of on-demand transcripts which are distributed directly by the Registrar's Office. Students must provide written or electronic consent before a transcript may be released. Information about requesting transcripts is available on the College website at abtech.edu/transcripts.

Transcript fees vary depending on delivery type:

\$5.00 Electronic Transcript (delivered by third party vendor)

\$7.50 Standard hard copy transcript (delivered by third party vendor)

\$30.00 Overnight Delivery (delivered by third party vendor)

\$10.00 On-demand transcript (A-B Tech walk-ins)

Rates vary depending on location for International delivery (delivered by third party vendor).

Credit by Examination

Students who can provide tangible evidence of preparation to challenge a course, such as a transcript of similar college-level credits, record of military study, certification or license, standardized test scores, or written statements from employers regarding training or directly related work experience indicating they may be proficient in a subject, may request credit by examination. A written request must be made to the proper department chairperson on a form obtained from the Student Records and Registration Office or from the website. This test must be administered immediately after the 10 percent point in the semester.

Examinations are comprehensive and must be approved by the supervisor of the instructor administering the exam. The examination may be oral, performance, written or a combination of these methods. To receive credit by examination, the score must be above average ("A" or "B"). A grade of "A" or "B" will be posted on the transcript of the student who successfully completes the examination. The decision of the examining instructor is final.

No student may request a second test for Credit by Examination in the same course or request Credit by Examination in a course after receiving any recorded grade for that course.

Exceptions must have approval of the Vice President for Instructional Services.

Because of specific requirements, credit for certain courses may not be received through Credit by Examination. Students who request Credit by Examination must:

1. Enroll as a credit student in the course to be challenged and pay tuition. There is no extra charge for full-time students who are taking at least 16 credit hours.
2. Present evidence of proficiency, complete the written request form and have the request approved prior to the 10 percent point of the semester.
3. Remain enrolled and attend class until the examination is administered.

During this period, students who have written approval for the exam may attend class without purchasing textbooks and materials. If books are purchased and returned for refund, they must be in new condition.

Students who are very confident of passing the exam may request a course overload.

Students who perform on the exam at a level sufficient to get credit may leave the course and will be awarded a grade of "A" or "B" for the course. Receiving credit does not entitle the student to a tuition refund.

Students who do not receive credit by examination must remain in the class and complete all course requirements to earn credit at the end of the semester.

Students who receive financial assistance of any type are required to inform the director of their assistance program that they are seeking credit by exam. Assistance may be reduced and reimbursement will be required if the course load is reduced by receiving credit by examination.

Any exceptions to these procedures must have prior written approval by the appropriate department chairperson, division dean and the Vice President for Instructional Services.

Curriculum Course Repetition

Students who need a course to graduate may take the course as many times as necessary to pass it, providing space is available. Any course that has been passed or audited may not be taken for credit or audited more than twice per academic year subject to space being available after registration. The twice-per-year regulation also applies to single or elective courses that are not required for graduation. No single physical education course may be attempted more than twice.

If a student has a failing grade in a required course, the course must be passed prior to graduation. If a student fails a prerequisite course, it must be repeated successfully before beginning the next course. This could result in the student being enrolled for a longer period than is normally required to complete requirements for graduation.

As courses are repeated, the higher grade becomes the official grade. Only a grade of “D” or above can replace an existing grade.

Final Exams

Each instructor will schedule a comprehensive final course evaluation at some point during the last five days of the semester or the last two days of the class. The evaluation may consist of one or multiple components or methods. The course syllabus will indicate the date(s) and method(s) of evaluation. If the final evaluation is given prior to the last day of class, the syllabus will reflect the class activities to take place after the final evaluation.

Students are required to take their final examinations at the time(s) and place(s) scheduled. Conflicts may be resolved by arrangement with the faculty member. Three examinations scheduled for the same day is considered a conflict.

Program Completion and Commencement

Degrees and Diplomas: The College holds a Commencement ceremony in May of each year for degree and diploma students. All students who have completed a degree or diploma the prior Fall, or are on track to complete in the Spring or Summer, are invited to participate if they have submitted an “Application for Program Completion.” The application deadlines for the 2023-2024 academic year are October 6 for fall completers and February 2 for spring and summer completers.

Certificates: The College holds an Academic Achievement Ceremony two times a year to recognize certificate students who finished in the previous term.

To complete a program, students must meet the following minimum requirements:

Declare an academic major and complete the requirements of a College-approved program of study according to the student’s official catalog. The official catalog is determined by the program chair in consultation with the student and should be the catalog that is in effect at the time that the student declares a major. The official catalog may not be a catalog prior to the student’s first date of enrollment and must be a College catalog dated no more than five academic years prior to the date of graduation (i.e. a student completing in Spring or Summer 2024 cannot use a catalog earlier than 2019-2020). Students should be aware that prerequisites for courses change frequently and that they will be required to meet the prerequisites in place at the time a course is taken. Each course in the program of study must be completed by one of the following methods:

Take the course at A-B Tech. Receive transfer credit. To be eligible for completion, at least 25% of the required program hours must be completed at A-B Tech. The following programs require that selected upper-level courses be completed in residency at A-B Tech: Associate Degree Nursing, Basic Law Enforcement Training, Dental Assisting, Dental Hygiene, Emergency Medical Science, Medical Assisting, Medical Laboratory Technology, Medical Sonography, Pharmacy Technology, Phlebotomy, Practical Nursing, Radiography, Surgical Technology, Veterinary Medical Technology, Cosmetology and Therapeutic Massage. A student who desires to transfer credit into one of these programs should consult with the department chairperson. Exceptions may be approved by the Vice President for Instructional Services.

Requirements for Graduation

Earn a grade of at least "C" in each course identified in the catalog as a major course and a minimum average of 2.0 ("C") quality points for the current program. Students completing their program of study with a program grade point average of 4.0 will be graduated with highest honors. Those who have a minimum program GPA of 3.75 will be graduated with high honors, and those with a minimum program GPA of 3.50 will be graduated with honors. Honors will only be awarded after the student's program requirements have been completed; students completing their program requirements in the summer semester will not receive honors recognition during the commencement ceremony in May. The student must assume primary responsibility for assuring that all requirements for graduation are met.

Apply for program completion in the K. Ray Bailey Student Services Center or by emailing your completed graduation application to registrar@abtech.edu the semester before completing degree requirements. An Application for Completion is required even if you do not plan to attend the Commencement ceremony. Otherwise, your degree, diploma, or certificate cannot be posted to your academic record.

Be in good standing; fulfill all financial obligations to the College; receive library clearance. Fulfill programmatic-related graduation requirements as defined by special accreditation compliance standards.

Grading System

Final grades will be issued to all students at the end of the term based on the criteria outlined in the course syllabus. A student who wants to contest a grade must do so within six weeks of the awarding of the grade. A grade cannot be changed after this period without approval by the department chair and the division dean.

Students will be graded by the following system:

- | | |
|---------------|---|
| A | Excellent academic performance, consistent mastery of facts and concepts, and a thorough understanding of course content. |
| B | Good academic performance, high-level mastery of course content. |
| C | Average academic performance. |
| D | Marginal academic performance, poor mastery of course content. |
| F | Very poor performance, no demonstration of even minimal mastery of course content. |
| I Incomplete | Assigned when a student is unable to complete work or take a final examination because of illness or other reasons over which the student has no control. An incomplete grade must be completed within the first six weeks of the next semester. Otherwise, the grade becomes an "F." |
| P Proficiency | Does not affect quality point ratio. |
| R Retake | Proficiency not demonstrated. Class must be retaken. Does not affect quality point ratio. |

W Official Withdrawal (no GPA penalty)

Assigned when the student OFFICIALLY WITHDRAWS. This will not influence the quality point ratio. Official withdrawals are not allowed after the 75% point of a semester or term, as identified in the official college calendar, except for exceptional and documented emergencies. In such circumstances, the student must withdraw from all courses. Approval for an emergency withdrawal must come from the Registrar or his or her designee.

IE Incomplete Emergency

Assigned during a term when the College has been impacted by a natural disaster, pandemic or other circumstance that is deemed as a College-wide emergency. An incomplete emergency grade must be completed within one calendar year from the date assigned or by an alternate date approved by the Vice President of Instructional Services. Otherwise, the grade becomes a "WE."

WE Withdrawal Emergency

Assigned during a term when the College has been impacted by a natural disaster, pandemic or other circumstance that is deemed as a College-wide emergency. "WE" is assigned when a student OFFICIALLY WITHDRAWS. It is processed and impacts the student record in the same way that a "W" grade does.

Transcript Codes

Other codes that may appear on the college transcript include:

- AP Advanced Placement course credit.
- AR North Carolina High School to Community College Articulation Agreement course credit.
- CR CLEP (College Level Examination Program) course credit, or other academic credit applied from non-course activity.
- NS No Show. Student enrolled but didn't attend the course during the first 10% of the term. This will not influence the quality point ratio.
- T/TR Transfer credit from other colleges, universities, and military credit.
- Y Audit.

To Compute the Quality Point Average

At the end of each semester quality points are assigned in accordance with the following formula. (The minimum program grade-point ratio for graduation is 2.00 or an average of grade "C.")

- A 4 quality points per credit hour
- B 3 quality points per credit hour
- C 2 quality points per credit hour
- D 1 quality point per credit hour
- F no quality points

The grade-point average (GPA) is determined by dividing the total number of quality points by the number of hours attempted (excluding grades of "I", "IE", "P", "R", "W", "WE"). A grade-point average of 2.00 indicates that a student has an average of "C."

Student Rights and Responsibilities

For a helpful collection of A-B Tech policies and procedures, please turn to page 88 after the calendar section for more information regarding student rights and responsibilities. Please visit abtech.edu for the most up-to-date version of College policies and procedures.

College Calendar 2023-2024 — At a Glance

Fall Semester – 2023

Registration Begins for Current/Returning Students	April 10
Registration Begins for New Students	April 17
First Payment Deadline	August 11
Second Payment Deadline	August 18
Classes Begin	August 21
8-Week Term I	August 21 – October 16
Labor Day Student Break	September 2 - September 4
Labor Day (College Closed)	September 4
Professional Development Day (No Classes for Students)	October 17
8-Week Term II	October 18 – December 16
Thanksgiving Student Break (No Classes for Students)	November 22 - November 25
Thanksgiving Holiday (College Closed)	November 23 - November 24
Last Day of Class	December 16
Winter College Break (No Classes for Students)	December 18- January 6
Winter College Holidays (College closed)	Dec. 22 - Jan. 1
<i>Fall 16-week term contains 15 Saturdays</i>	

Spring Semester –2024

Registration Begins for Current/Returning Students	November 6
Registration Begins for New Students	November 13
First Payment Deadline	December 8
Second Payment Deadline	January 5
Classes Begin	January 8
8-Week Term I	January 8 – March 4
Martin Luther King Jr. Student Break	January 13 - January 15
Martin Luther King Jr. Day College Holiday (College Closed)	January 15
Professional Development Day (no classes for students)	March 5
8-Week Term II	March 6 – May 7
Student Spring Break (No Classes for Students)	April 1 – April 6
Last Day of Class	May 7
Spring Commencement	May 11

Summer Semester – 2024

Registration Begins for Current/Returning Students	April 8
Registration Begins for New Students	April 15
Payment Deadline	May 17
10-Week Term	May 23 – Aug. 5
Memorial Day (College Open, no classes for students)	May 27
8-Week Term	June 6 – Aug. 2
Independence Day College Holiday (Student Break)	July 4 - July 5
Independence Day College Holiday (College Closed)	July 4
8-Week Term Last Day of Classes	August 2
10-Week Term Last Day of Classes	August 5

** Up to three days may be made up at the end of the semester for inclement weather.*

The following calendar of College events, deadlines, observances, and holidays, while not exhaustive, is provided purely as a planning tool to assist students with course management and personal scheduling. Dates are subject to change.



Monday

21

Fall Semester Begins
16 Week Term Begins
8 Week Term Begins

Tuesday

22

A-B Tech Health Clinic Open 1:00-5:00 p.m.
in the Ferguson Center for Allied Health and
Workforce Building, Room 115.17

Wednesday

23

Student Government Association Meeting
4:30 p.m. (Open to all Students)
Ferguson Rm. 117

Thursday

24

Friday

25

Saturday

26

Sunday

27

Intramural Capture the Flag Registration through Sept. 1 - Coman Gym

Monday

28

A-B Tech Health Clinic Open 1:00-5:00 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Tuesday

29

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117

Wednesday

30

Thursday

31

Friday

01

Labor Day Student Break

Saturday

02

Labor Day Student Break

Sunday

03

Monday

04

Labor Day (United States) (College Closed)

Tuesday

05

A-B Tech Health Clinic Open 1:00-5:00 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Intramural Capture the Flag Play Begins 12:30 -1:30p.m. Coman Gym

Wednesday

06

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117

Thursday

07

Intramural Capture the Flag - Play 12:30 -1:30p.m. Coman Gym

Friday

08

Saturday

09

Sunday

10

Volleyball Intramurals Registration through
Sept. 15 - Coman Gym

Monday

11

Fall Festival Activity Day - No Classes
11 a.m. - 1 p.m. Coman Student Center

A-B Tech Health Clinic Open 1:00-5:00 p.m.
in the Ferguson Center for Allied Health and
Workforce Building, Room 115.17

Tuesday

12

Wednesday

13

Thursday

14

Intramural Volleyball Skills Evaluation
12:30 - 1:30 p.m. Coman Gym

Friday

15

Saturday

16

Citizenship Day and Constitution Day
(United States)

Sunday

17

Monday

18

Tuesday

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Wednesday

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Thursday

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Friday

22

Saturday

23

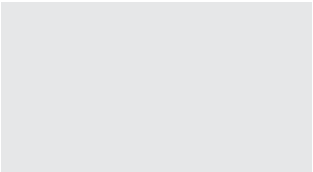
Sunday

24

A-B Tech Health Clinic Open 1:00-5:00 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Intramural Volleyball Matches Begin in Coman Gym - 12:30 p.m. (Ends Oct. 10)

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117



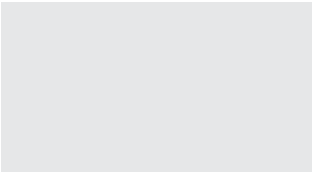
Monday

25

A-B Tech Health Clinic Open 1:00-5:00 p.m.
in the Ferguson Center for Allied Health and
Workforce Building, Room 115.17

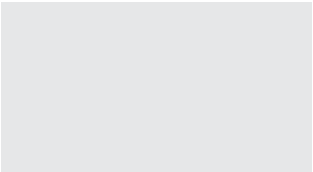
Tuesday

26



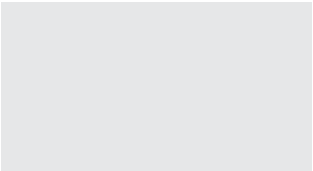
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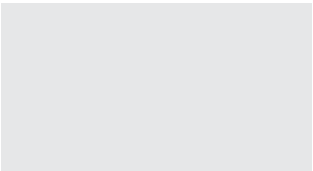
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28



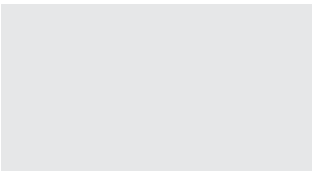
Friday

29



Saturday

30

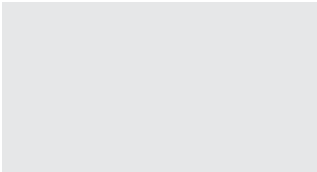


Sunday

01

Monday

02



Tuesday

03

A-B Tech Health Clinic Open 1:00-5:00 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

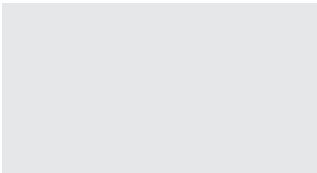
Wednesday

04

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117

Thursday

05



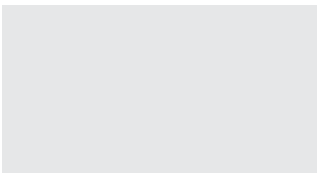
Friday

06

Fall Graduate Program Completion Applications Due to Registrar's Office

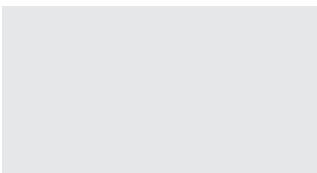
Saturday

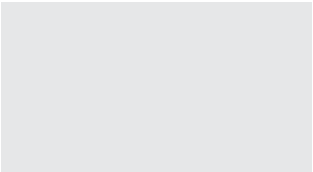
07



Sunday

08





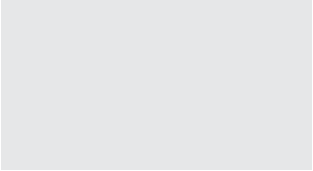
Monday

09

A-B Tech Health Clinic Open 1:00-5:00 p.m.
in the Ferguson Center for Allied Health and
Workforce Building, Room 115.17

Tuesday

10



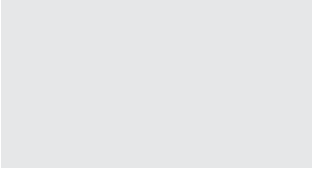
Wednesday

11

Intramural Volleyball Championship in
Coman Gym - 12:30 p.m.

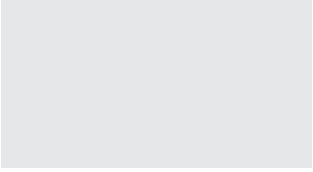
Thursday

12



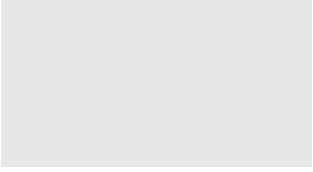
Friday

13



Saturday

14



Sunday

15

Monday

16

8 Week Term I Ends

Intramural Dodgeball Sign-Ups in Coman Gym (Ends Oct. 20)

Tuesday

17

Student Break (No Classes),
Employee Professional Development Day

Wednesday

18

8 Week Term II Begins

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117

Thursday

19

Friday

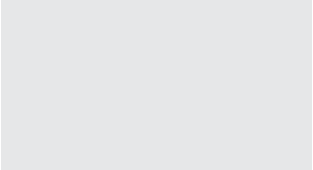
20

Saturday

21

Sunday

22



Monday

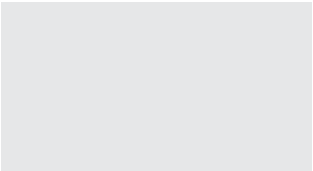
23

NEW HOURS BEGIN! A-B Tech Health Clinic
Open 8:30 a.m. - 12:30 p.m. in the Ferguson
Center for Allied Health and Workforce
Building, Room 115.17

Intramural Dodgeball Play Begins in Coman
Gym - 12:30 p.m.

Tuesday

24



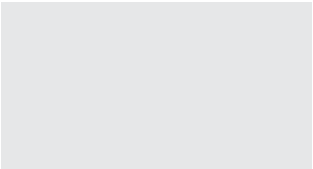
Wednesday

25

Intramural Dodgeball in Coman Gym -
12:30 p.m.

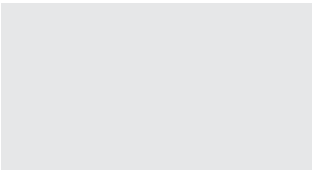
Thursday

26



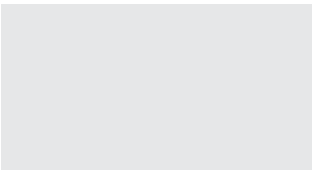
Friday

27



Saturday

28



Sunday

29

Monday

30

Wellness Expo Activity Day -
No Classes
11 a.m. - 1 p.m. A-B Tech Conference
Center

Intramural Indoor Soccer Sign-Ups in Coman
Gym (Ends Nov. 3)

Tuesday

31

A-B Tech Health Clinic Open 8:30 a.m. -
12:30 p.m. in the Ferguson Center for Allied
Health and Workforce Building, Room 115.17

Intramural Indoor Soccer Clinic in Coman
Gym 12:30 - 1:30 p.m.

Wednesday

01

Student Government Association Meeting
4:30 p.m. (Open to all Students)
Ferguson Rm. 117

Thursday

02

Friday

03

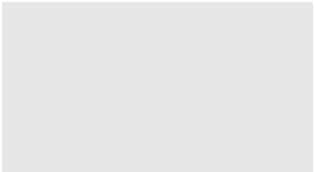
Saturday

04

Sunday

05

Daylight Savings Time Ends (Set clocks back
one hour)



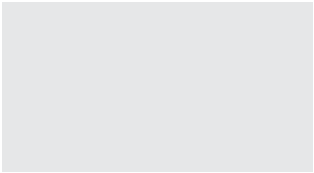
Monday

06

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17
Intramural Indoor Soccer Matches Begin in Coman Gym - 12:30 - 1:30 p.m.
Election Day! - Go Vote!

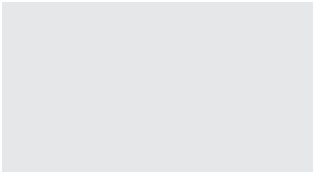
Tuesday

07



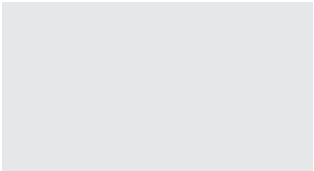
Wednesday

08



Thursday

09



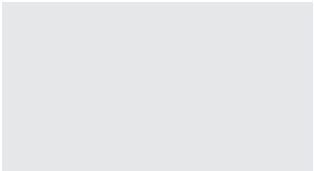
Friday

10

Veterans Day

Saturday

11

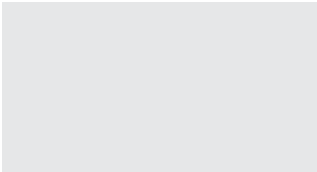


Sunday

12

Monday

13



Tuesday

14

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

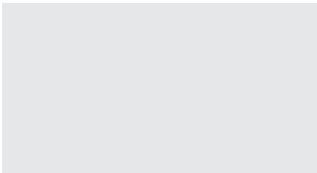
Wednesday

15

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117

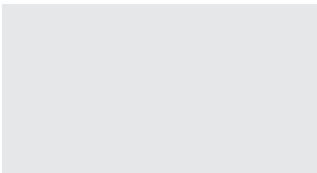
Thursday

16



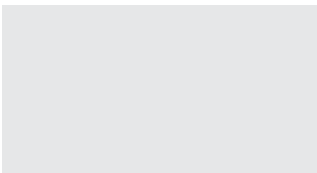
Friday

17



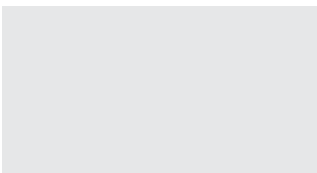
Saturday

18



Sunday

19



Monday

20

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Tuesday

21

Thanksgiving Student Break

Wednesday

22

Thanksgiving Day (United States)
College Closed

Thursday

23

Thanksgiving Student Break (College Closed)

Friday

24

Thanksgiving Student Break

Saturday

25

Sunday

26

Monday

27

Tuesday

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Wednesday

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Thursday

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Friday

01

Saturday

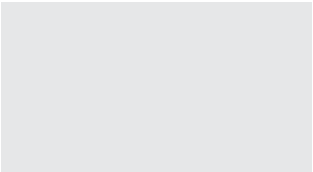
02

Sunday

03

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117



Monday

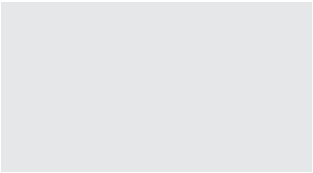
04

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Intramural Indoor Soccer Championship in Coman Gym - 12:30 p.m.

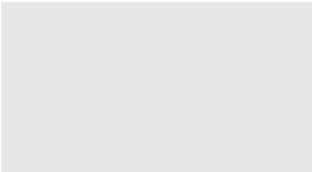
Tuesday

05



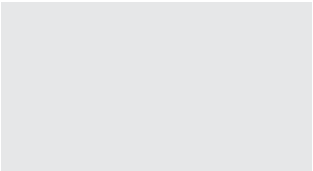
Wednesday

06



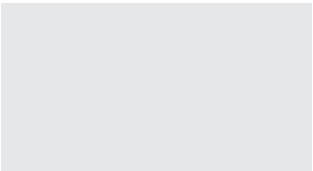
Thursday

07



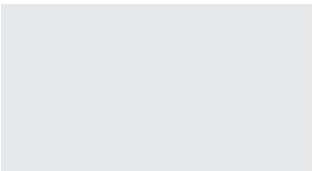
Friday

08



Saturday

09



Sunday

10

Monday

11

Tuesday

12

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Wednesday

13

Thursday

14

Friday

15

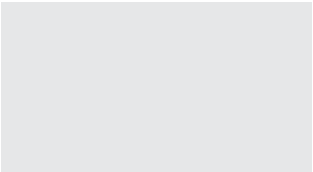
Saturday

Last Day of Classes

16

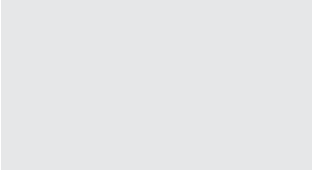
Sunday

17



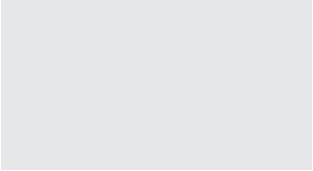
Monday

18



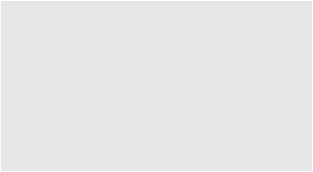
Tuesday

19



Wednesday

20



Thursday

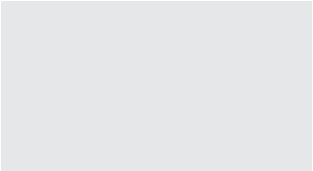
21



Winter Break, College Closed

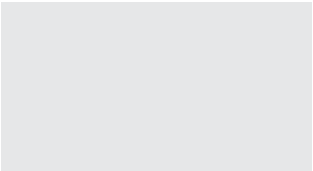
Friday

22



Saturday

23



Sunday

24

Monday

25

Christmas (United States)
Winter Break, College Closed

Tuesday

26

Winter Break, College Closed

Wednesday

27

Winter Break, College Closed

Thursday

28

Winter Break, College Closed

Friday

29

Winter Break, College Closed

Saturday

30

Sunday

31

Winter Break, College Closed
New Year's Day

Monday

01

Tuesday

02

Wednesday

03

Thursday

04

Friday

05

Saturday

06

Sunday

07

Monday

08

Spring Semester Begins
16 Week Term Begins
8 Week Term Begins

Tuesday

09

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Wednesday

10

Thursday

11

Friday

12

Saturday

13

Martin Luther King Jr. Day (Student Break)

Sunday

14

Martin Luther King Jr. Day (Student Break)

Martin Luther King Jr. Day (United States) College Closed

Monday

15

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Intramural Basketball Team Registration in Coman Gym (Ends Jan. 19)

Tuesday

16

Wednesday

17

Thursday

18

Friday

19

Saturday

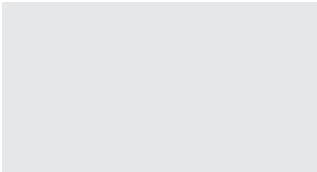
20

Sunday

21

Monday

22



Tuesday

23

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Intramural Basketball Matches Begin in Coman Gym - 12:30 - 1:30 p.m. (End Jan. 30, weather make-up on Feb. 1)

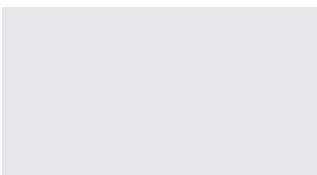
Wednesday

24

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117

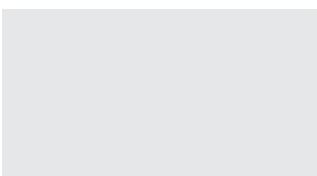
Thursday

25



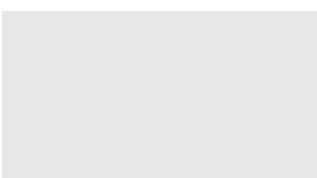
Friday

26



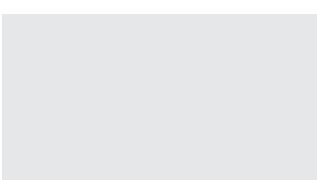
Saturday

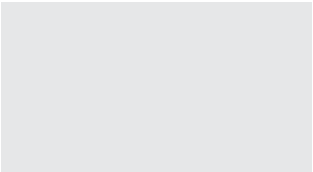
27



Sunday

28





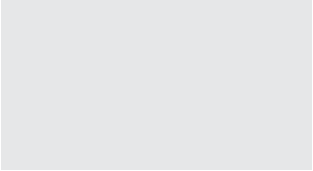
Monday

29

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

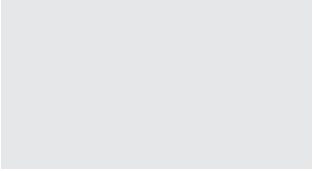
Tuesday

30



Wednesday

31



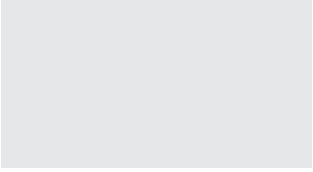
Thursday

01

Spring and Summer Graduate Program Completion Applications Due to Registrar's Office

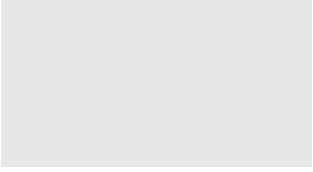
Friday

02



Saturday

03



Sunday

04

Monday

05

Intramural Pickleball Sign-Ups in Coman Gym (Ends Feb. 9)

Tuesday

06

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Wednesday

07

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117

Thursday

08

Intramural Pickleball Clinic in Coman Gym - 12:30 - 1:30 p.m.

Friday

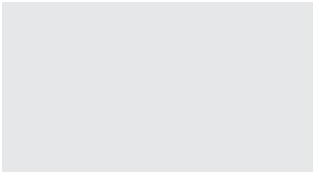
09

Saturday

10

Sunday

11



Monday

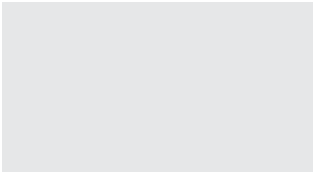
12

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Intramural Pickleball Matches Begin in Coman Gym - 12:30 - 1:30 p.m. (End Mar. 7)

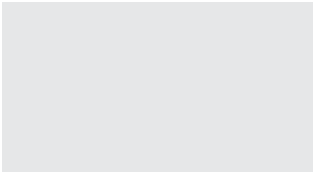
Tuesday

13



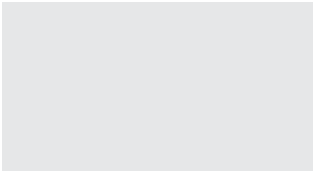
Wednesday

14



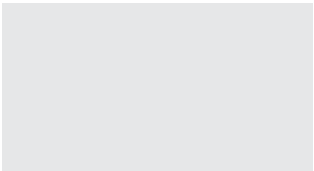
Thursday

15



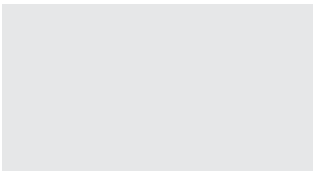
Friday

16



Saturday

17



Sunday

18

Monday

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Tuesday

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Wednesday

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Thursday

22

Friday

23

Saturday

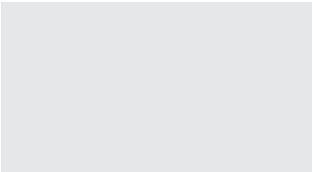
24

Sunday

25

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117



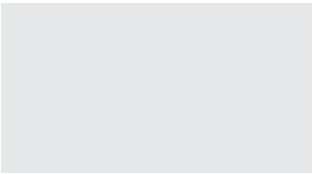
Monday

26

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

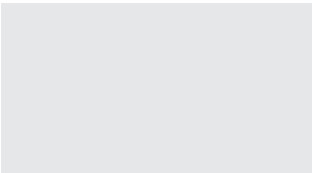
Tuesday

27



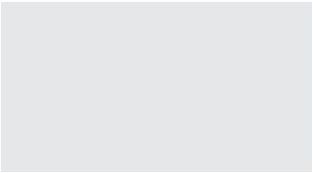
Wednesday

28



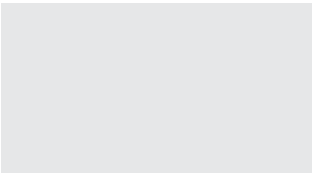
Thursday

29



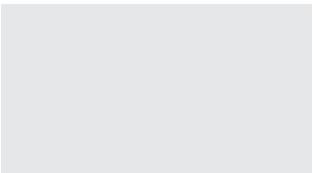
Friday

01



Saturday

02



Sunday

03

Monday

04

8 Week Term I Ends

Tuesday

05

Student Break (No Classes)
Employee Professional Development Day

Wednesday

06

8 Week Term II Begins
Student Government Association Meeting
4:30 p.m. (Open to all Students)
Ferguson Rm. 117

Thursday

07

Friday

08

Saturday

09

Sunday

10

Intramural Spikeball Sign-Ups in Coman Gym (Ends Mar. 15)

Monday

11

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Tuesday

12

Wednesday

13

Intramural Spikeball Clinic in Coman Gym - 12:30 - 1:30 p.m.

Thursday

14

Friday

15

Saturday

16

Sunday

17

Monday

18

Intramural Spikeball Matches Begin in
Coman Gym - 12:30 - 1:30 p.m. (End Apr. 16)

Tuesday

19

A-B Tech Health Clinic Open 8:30 a.m. -
12:30 p.m. in the Ferguson Center for Allied
Health and Workforce Building, Room 115.17

Wednesday

20

Student Government Association Meeting
4:30 p.m. (Open to all Students)
Ferguson Rm. 117

Thursday

21

Friday

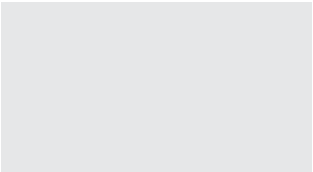
22

Saturday

23

Sunday

24



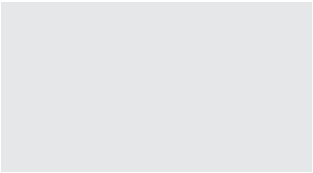
Monday

25

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

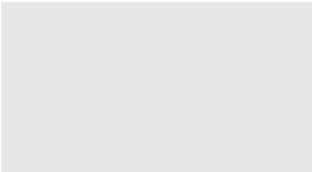
Tuesday

26



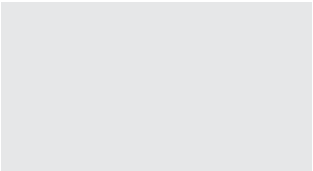
Wednesday

27



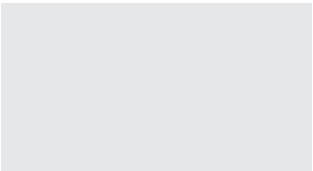
Thursday

28



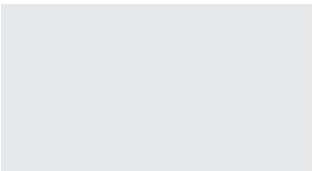
Friday

29



Saturday

30



Sunday

31

Monday

01

Student Spring Break (No Curriculum Classes) College Open

Tuesday

02

Student Spring Break (No Curriculum Classes) College Open

Wednesday

03

Student Spring Break (No Curriculum Classes) College Open

Thursday

04

Student Spring Break (No Curriculum Classes) College Open

Friday

05

Student Spring Break (No Curriculum Classes) College Open

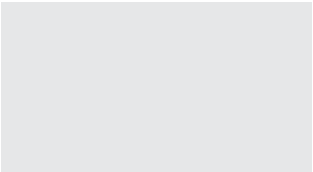
Saturday

06

Student Spring Break (No Curriculum Classes) College Open

Sunday

07



Monday

08

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

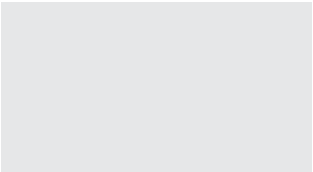
Tuesday

09

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117

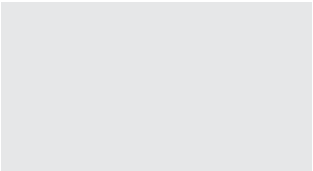
Wednesday

10



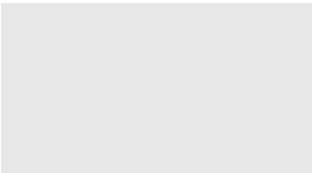
Thursday

11



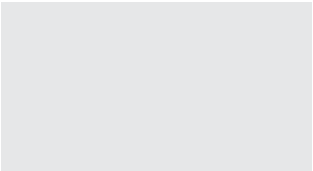
Friday

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Saturday

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Sunday

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Monday

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Intramural Yard Games (Cornhole, Bocce, Ladder Toss, Tic-Tac-Toe) Sign-Ups in Coman Gym (Ends Apr. 19)

Tuesday

16

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Wednesday

17

**Earth Day Activity Day - No Classes
11 a.m. - 1 p.m. Coman Student Center**

Thursday

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Friday

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Saturday

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Sunday

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Monday

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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Intramural Yard Games Play Begin in Coman Gym - 12:30 - 1:30 p.m. (End Apr. 30)

Tuesday

23

Student Government Association Meeting 4:30 p.m. (Open to all Students) Ferguson Rm. 117

Wednesday

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Thursday

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Friday

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Saturday

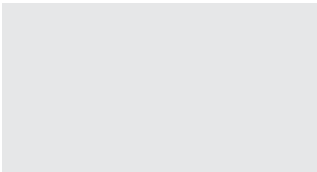
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Sunday

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Monday

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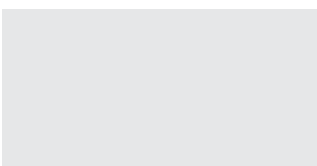
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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

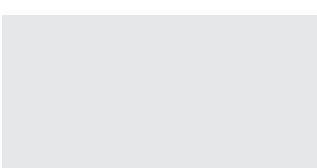
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01



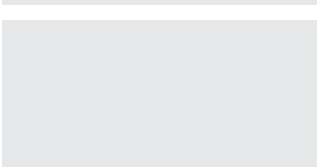
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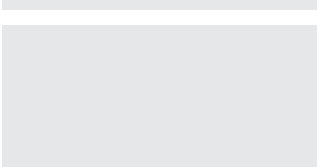
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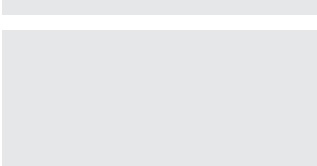
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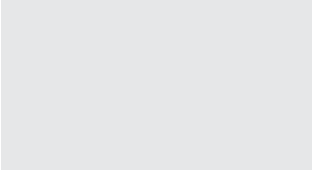
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Sunday

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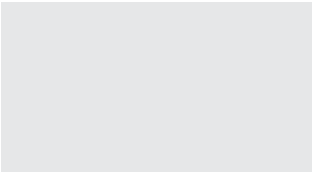
Monday

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Last Day of Classes

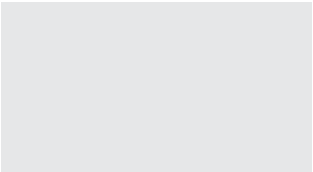
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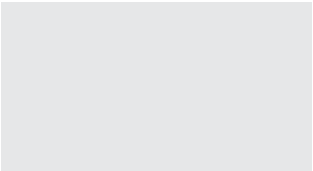
Wednesday

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Thursday

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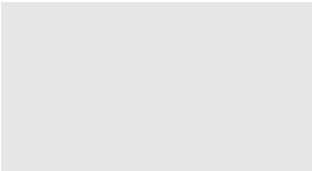
Friday

10

COMMENCEMENT CEREMONY 2 p.m.
at the Harrah's Cherokee Center -
Asheville - Congratulations Graduates!

Saturday

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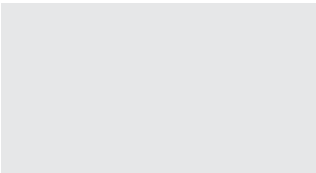


Sunday

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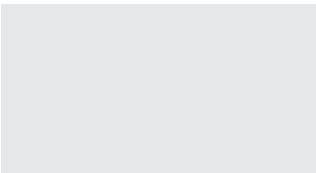
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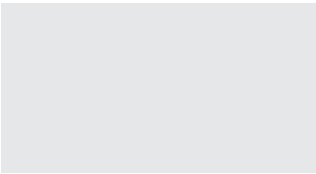
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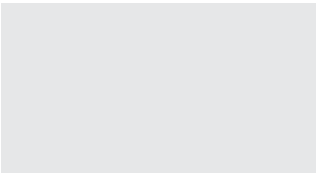
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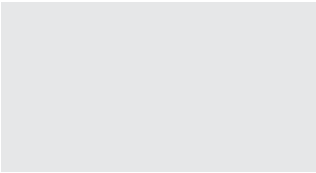
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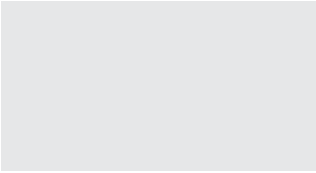
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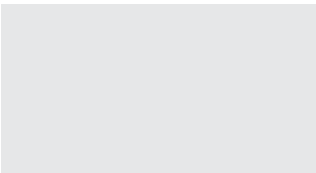
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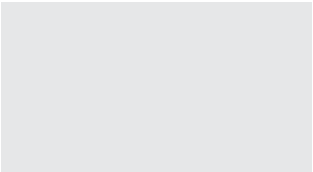
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Sunday

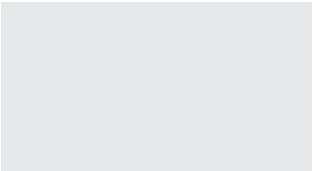
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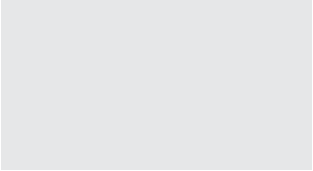
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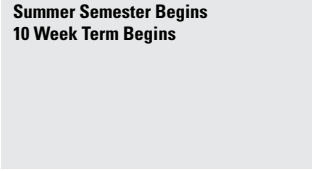
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Wednesday

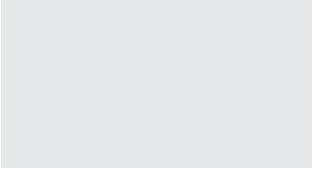
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Summer Semester Begins
10 Week Term Begins

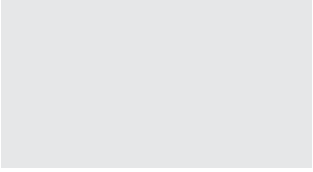
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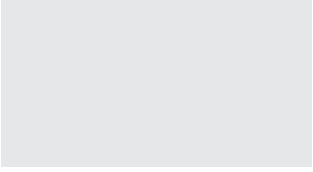
Friday

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Saturday

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Sunday

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Monday

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Memorial Day (United States)
No Classes, College Open

Tuesday

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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Wednesday

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Thursday

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Friday

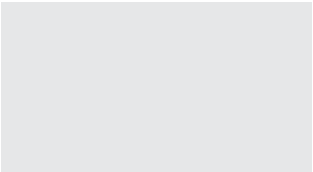
31

Saturday

01

Sunday

02



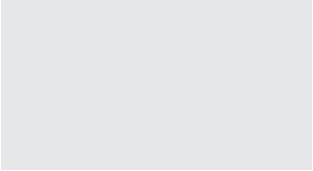
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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Tuesday

04



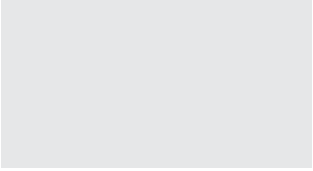
Wednesday

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8 Week Term Begins

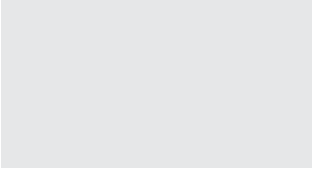
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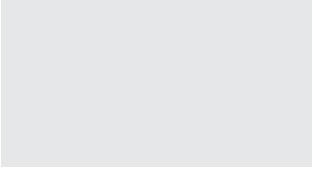
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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Wednesday

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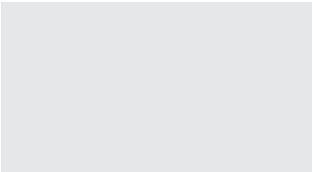
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Saturday

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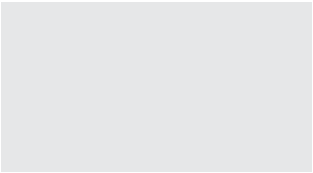
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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

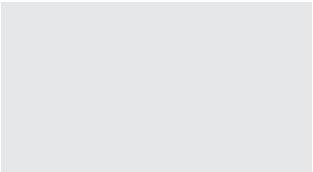
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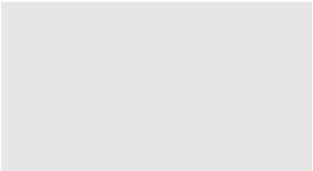
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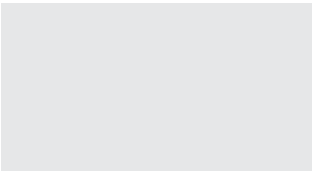
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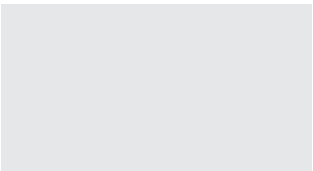
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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Monday

01

A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Tuesday

02

Wednesday

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Independence Day Holiday (United States) College Closed

Thursday

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Independence Day Holiday Student Break

Friday

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Saturday

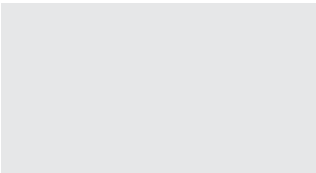
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Sunday

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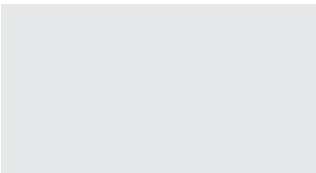
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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

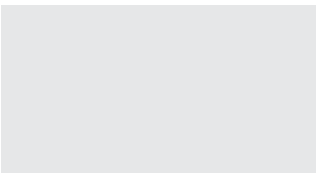
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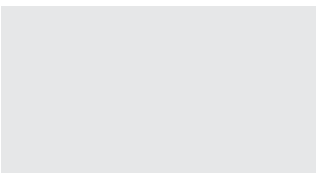
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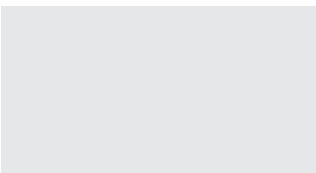
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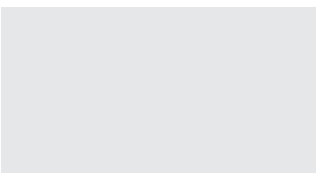
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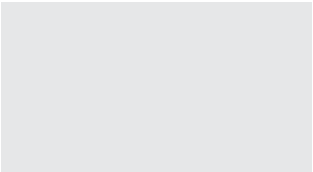
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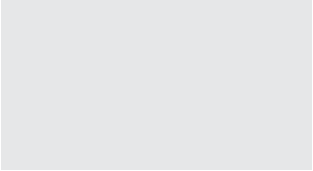
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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

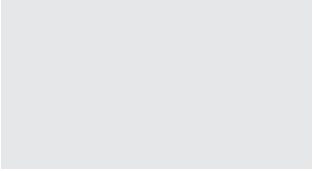
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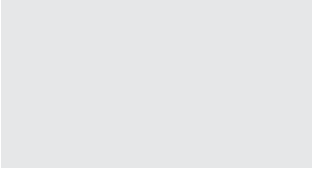
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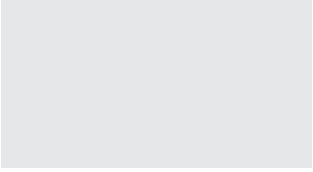
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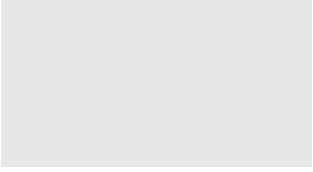
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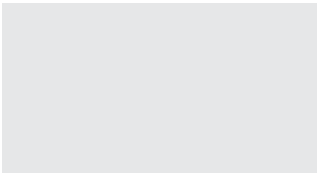


Sunday

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Monday

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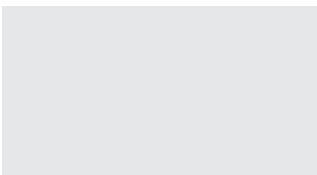
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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

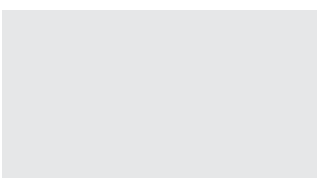
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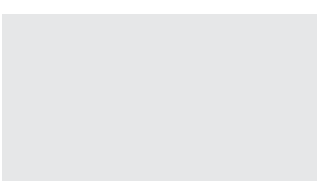
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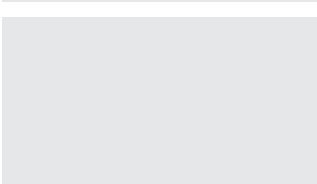
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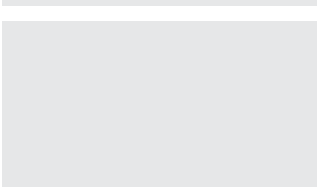
Saturday

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Sunday

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Monday

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A-B Tech Health Clinic Open 8:30 a.m. - 12:30 p.m. in the Ferguson Center for Allied Health and Workforce Building, Room 115.17

Tuesday

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Wednesday

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Thursday

01

8 Week Term Ends

Friday

02

Saturday

03

Sunday

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Monday

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Last Day of Class
10 Week Term Ends

Tuesday

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Wednesday

07

Thursday

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Friday

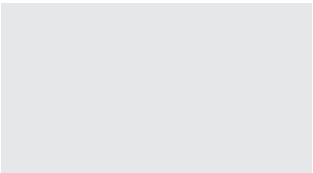
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Saturday

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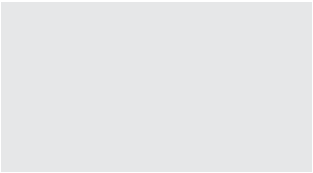
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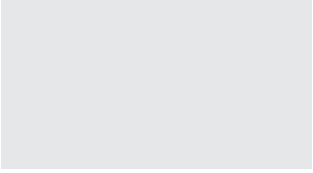
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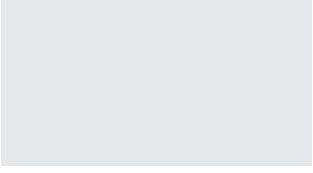
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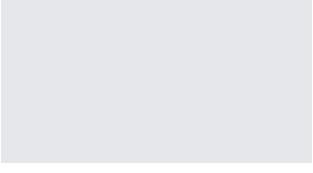
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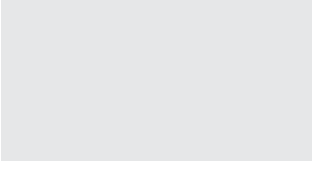
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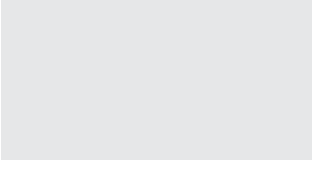
Friday

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Saturday

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Sunday

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Student Rights and Responsibilities Section

A-B Tech is fully committed to providing a learning environment that is safe, nurturing, and free from prohibited discrimination. While advisors, deans, instructors, administrators, and other College officials assist students in becoming acquainted with College regulations, including rights and responsibilities; ultimately, students must assume final responsibility for being acquainted with College policy and procedures. A-B Tech recognizes the rights of students and is dedicated to resolving student complaints in a timely, fair, and reasonable manner as outlined in this section of the catalog. Any student, including those participating in online/distance courses and high school dual enrollment courses offered at any A-B Tech site may file a complaint and request a review. Students unable to attend hearings in person may request electronic options throughout the respective appeal process. For the most up-to-date version of College policies and procedures, please visit abtech.edu.

Non-Discrimination and Harassment Policy

It is the policy of the A-B Tech Board of Trustees that the College is fully committed to providing a learning and work environment that is free from prohibited discrimination. The College does not practice or condone discrimination or harassment based on race, color, national origin, religion, sex, sexual orientation, gender identity or expression, pregnancy, disability, genetic information/medical history, age, political affiliation or veterans' status in the administration of any of its academic programs and employment practices.

Inquiries or complaints concerning possible discrimination or harassment should be referred to the following offices:

Discrimination and harassment for students, please contact:

Office of the Vice President for Student Services
340 Victoria Road, Asheville, NC 28801, (828) 398-7146

Sexual Misconduct for students (including discrimination or harassment related to sex, sexual orientation, gender identity or expression, or pregnancy), please contact:

Director of Title IX Compliance
340 Victoria Road, Asheville, NC 28801, (828) 398-7932

Discrimination and harassment for employee (including Sexual Misconduct), please contact:

Office of the Vice President for Human Resources
340 Victoria Road, Asheville, NC 28801, (828) 398-7178

For more specific information, related to Sexual Misconduct (both student and employee), refer to Sexual Misconduct Policy and Procedures #112.

Non-Discrimination and Harassment Procedure

Non-Discrimination Statement

The A-B Tech Board of Trustees and administration are fully committed to encouraging and sustaining a learning and work environment that is free from prohibited discrimination. The College does not practice or condone discrimination based on race, color, national origin, religion, sex, sexual orientation, gender identity or expression, pregnancy, disability, genetic

information/medical history, age, political affiliation or veterans' status in the administration of any of its academic programs and employment practices.

For allegations of discrimination or harassment related to sex, sexual orientation, gender identity or expression, or pregnancy, please refer to the Sexual Misconduct Policy and Procedure #112.

Statements of Prohibition

Prohibition of Retaliation

The College strictly prohibits punishing students or employees for asserting their rights to be free from discrimination or harassment. Retaliation against any person participating in connection with a complaint of discrimination or harassment is strictly prohibited. Reports of retaliation will be addressed through this procedure and/or other applicable College procedures. Retaliation includes, but is not limited to, any form of intimidation, punitive actions from authority figure or peers, reprisal (acts of vengeance) or harassment. Retaliation is a serious violation and should be reported immediately. The College will take appropriate disciplinary action against any employee or student found to have retaliated against another.

Prohibition of Providing False Information

Any individual who knowingly files a false report or complaint, who knowingly provides false information to College officials, or who intentionally misleads College officials involved in the investigation or resolution of a complaint may be subject to disciplinary action including, but not limited to expulsion or employment termination. The College recognizes that an allegation made in good faith will not be considered false when the evidence does not confirm the allegation(s) of discrimination or harassment.

Individuals Requesting Accommodations

Students

Students with disabilities (as defined in the Americans with Disabilities Act of 1990, "ADA") wishing to make a request for reasonable accommodations, auxiliary communication aids or services, or materials in alternative accessible formats should contact Support Services in the K. Ray Bailey Student Services Center. Support Services can be reached at (828) 398-7581 or email supportservices@abtech.edu. Information provided by students is voluntary and strict confidentiality is maintained. A-B Tech is invested in full compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act.

Employees

A-B Tech understands that most employees with disabilities, medical conditions, or serious illnesses benefit greatly from the normal routines of daily life. When such an employee is able to meet approved standards of job performance as outlined by the College, and the medical information indicates that the disability or condition does not endanger the employee, other employees, students, or the public, he or she must be treated fairly and consistently with and by other employees.

If an employee has a disability, medical condition, or serious disease, he or she should notify the College if it could adversely affect the health or safety of other employees or students, impair the employee's ability to safely and effectively perform their job, or the employee would like the College to consider a reasonable accommodation for a disability.

All medical information will be maintained in a separate benefits/medical file in the Human Resources Department. Access to the benefits/medical records and related discussions will be strictly limited to those with a legitimate need to know this information and/or those with legal authority for access to them.

Consistent with the College's policy, A-B Tech will provide a reasonable accommodation for qualified applicants and employees with disabilities in accordance with the Americans with Disabilities Act (ADA), as amended, unless such accommodation would cause an undue hardship for the College. For the purpose of this policy, disability, reasonable accommodation, and undue hardship will be defined in accordance with the ADA.

A-B Tech will also provide a reasonable accommodation of an employee's religious beliefs/practices provided such expression/practice does not create a hostile work environment for other employees and/or the accommodation does not cause an undue hardship for the College.

Confidentiality

Standards of Confidentiality

The College will respect and make every reasonable effort to preserve the confidentiality of the information and identities shared by the parties involved in an alleged discrimination or harassment matter. College administrators will, however, share information regarding an alleged incident, as appropriate and necessary, in order to address and resolve the allegation. In cases where the Complainant or reporting party requests confidentiality and the circumstances allow the College to honor that request, the College will offer interim support and remedies to the Complainant but will not otherwise pursue formal action against the Respondent. However, in cases indicating pattern, predation, threat, weapons and/or violence, the College will likely be unable to honor a request for confidentiality. The College administrators will evaluate the following when determining if a report can remain confidential:

- the seriousness of the allegation;
- the alleged Complainant's age;
- whether there have been other complaints of discrimination or harassment against the Respondent; and
- the applicability of any laws mandating disclosure to local law enforcement.

Dissemination of information and/or written materials to persons not involved in the resolution process is not permitted. Violations of the privacy of the reporting party or the responding party may lead to disciplinary action by the College which could include expulsion or employment termination.

Confidential Resources

If a Complainant would like to speak confidentially with someone about the details of an incident, the Complainant may contact:

On campus – Student Resources

- Professional counselors in the K. Ray Bailey Student Services, Asheville Campus (and by appointment at all A-B Tech instructional sites). Students may schedule an appointment with a counselor by calling (828) 398-7900. A-B Tech Counselors will maintain confidentiality except in cases of imminent harm to self or others or in cases related to the abuse of a child, elder, or dependent adult. Counselors are available to help free of charge and can be seen on an emergency basis during normal business hours.

Off-campus – Student and Employee Resources

- Mobile Crisis Management Services – 888-573-1006 (Community Counseling)
- Employee Assistance Network (EAN) 828-252-5725 (Support services for A-B Tech employees)

Reporting Options

Reporting to College Officials

1. Vice President for Student Services – Incidents solely between students may be referred directly to the Office of the Vice President.
Vice President, Student Services
Asheville Campus
828-398-7146
terrygbrasier@abtech.edu
Online reporting:
abtech.edu/incidentreport
2. Vice President for Human Resources - Incidents solely between employees may be referred directly to the Office for the
Vice President, Human Resources
Asheville Campus
828-398-7178
shannarchambers@abtech.edu
3. Student/Employee Allegations - For allegations between students and employees, you may contact either the Vice President for Student Services or the Vice President for Human Resources. The Vice President for Student Services or designee will work in partnership with the Vice President for Human Resources or designee to investigate and resolve the allegation.
4. A-B Tech Police - The A-B Tech Police Department is located across from the parking deck in the Mission Health/A-B Tech Conference Center and can be reached by phone at (828) 398-7125. A-B Tech Police Officers are available 24-hours a day, seven days a week. To reach the on-duty officer, call (828) 279-3166.
5. Anonymous Reporting - Individuals may also file anonymous reports by completing the report at abtech.edu/incidentreport. It may be very difficult for the College to take action on anonymous reports where supporting information is limited. Anonymous reports may be used for statistical reporting purposes.

Reporting to Local Law Enforcement

Individuals may report discrimination or harassment directly to local law enforcement agencies by dialing 911. Individuals who make a criminal allegation may also choose to pursue College disciplinary action simultaneously. A criminal investigation into the matter does not release the College from its obligation to conduct its own investigation. However, the College's investigation may be delayed temporarily while the criminal investigators are gathering evidence. In the event of such a delay, the College must take interim measures when necessary to protect the alleged Complainant and/or the College community.

Individuals may choose not to report alleged discrimination or harassment to law enforcement authorities. The College respects and supports individuals’ decisions regarding reporting; nevertheless, the College may notify appropriate law enforcement authorities if required or warranted by the nature of the allegations.

Reporting Timeframe

Individuals filing discrimination or harassment complaints are urged to do so in writing as soon as possible and will be promptly and thoroughly investigated. Individuals should recognize that delays in reporting may impair the ability of College officials to investigate and respond.

Federal Statistical Reporting Obligations –

Hate Crimes

Hate crimes that are reported pertain to crimes that manifest evidence that the Complainant was intentionally selected because of the Complainant’s actual or perceived race, gender, religion, sexual orientation, gender identity, ethnicity, national origin or disability. Hate crimes include criminal homicide, sex offense, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, and destruction/damage/ vandalism of property or any other crime involving personal injury.

According to the Jeanne Clery Act, all personally identifiable information is kept confidential, but statistical information must be shared with campus law enforcement. The information to be shared includes the date, the location of the incident and the crime category. This reporting protects the identity of the Complainant and may be done anonymously. The College’s Annual Security Report helps to provide the community with a clear picture of the extent and nature of campus crime, in order to build community safety and awareness. To see a copy of the report, go to the College website under Consumer Information.

Investigation Process

Investigative Timeline

The College will make every reasonable effort to ensure that the investigation and resolution of a complaint occurs in as timely and efficient a manner as possible. The College’s investigation and resolution of a complaint will generally be completed within 60 calendar days of the receipt of the complaint, absent extenuating circumstances. Any party may request an extension of any deadline by providing a written request for an extension that includes reference to the duration of the proposed extension and the basis for the request.

Interim Measure

If at any point during the initial report, investigation, disciplinary, or appeal process the College administrator deems it necessary for the protection of any member of the College community, they may take actions such as the following for students:

- Temporarily suspend the Respondent for up to ten (10) College business days;
- Change the Respondent’s and/or Complainant’s class schedule;
- Take such steps as are reasonable, appropriate and necessary to restrict the Respondent’s movement on campus.

- For employees, the College administrator may take the following actions:
- Take such steps as are reasonable, appropriate and necessary to restrict the Respondent's movement on campus;
- Request that the President place the Respondent on temporary paid administrative leave or reassign the Respondent to other duties.

Student Investigations

1. Initial Meeting - Complainant

As soon as is practicable, the Vice President for Student Services or designee will contact the Complainant to schedule an initial meeting. During these initial meetings, the Vice President for Student Services or designee will:

- Work with student to stop and remedy the impact of the current situation;
- Implement safety measures as necessary;
- Conduct an initial investigation to retrieve all relevant facts related to the alleged discrimination or harassment. During this initial meeting, the Vice President for Student Services or designee will explain how the investigation will move forward.

The Vice President for Student Services or designee will evaluate the situation and determine if any additional remedies are needed.

2. Initial Meeting - Respondent

As soon as is practicable and after the initial meeting with the Complainant, the Vice President for Student Services or designee will contact the Respondent and schedule a meeting. At this meeting, the Vice President for Student Services or designee will, as applicable:

- Provide the Respondent details of the allegations being brought against him or her;
- Discuss with the Respondent, as applicable, any initial interim measures that were implemented as a result of the alleged discrimination or harassment;
- Work with Respondent to ensure that alleged actions of discrimination or harassment is immediately stopped and prevent future reoccurrence;
- Implement safety measures as necessary;
- Conduct an initial investigation to retrieve all relevant facts related to the alleged discrimination or harassment.

The Vice President for Student Services or designee will evaluate the situation and determine if any additional remedies are needed.

Employee Investigations

1. Initial Meetings - Complainant

As soon as is practicable, the Vice President for Human Resources or designee will contact the Complainant to schedule an initial meeting, and will proceed with an initial investigation to retrieve all relevant facts related to the alleged discrimination or harassment. During this initial meeting, the Vice President for Human Resources or designee will explain how the investigation will move forward.

The Vice President for Human Resources or designee will evaluate the situation and determine if any additional remedies are needed.

2. Initial Meeting - Respondent

As soon as is practicable and after the initial meeting with the Complainant, the Vice President for Human Resources or designee will contact the alleged Respondent to schedule an initial meeting. At this initial meeting the following resources may be discussed as applicable:

- Provide the Respondent, in writing, the alleged allegations being brought against him or her.
- Conduct an initial investigation to retrieve all relevant facts related to the alleged discrimination or harassment. During this initial meeting, the Vice President for Human Resources or designee will explain how the investigation will move forward.
- Discuss with the Respondent, as appropriate, possible interim measures that can be provided to the Respondent pending the results of the investigative and resolution processes.

The Vice President for Human Resources or designee will evaluate the situation and determine if any additional remedies are needed.

Student/Employee Investigation Process

All student/employee investigations will be handled jointly by the Vice President for Student Services and by the Vice President for Human Resources. The investigation process will be determined by the role (student or employee) of the Respondent. If the Respondent is a student, the College will utilize the student investigation process. If the Respondent is an employee, the College will utilize the employee investigation process.

Recommendations and Hearing

Students

After the investigation is complete, the Vice President for Student Services or designee will provide a recommendation letter to the Respondent which may include the following:

- Determination if the Respondent is responsible or not responsible for violating the Non-Discrimination or Harassment Policy.
- Sanction, if appropriate.
- Whether monitoring of academic schedules is needed between the parties to ensure that the individuals involved are not in classes together. The Vice President for Student Services or designee will assist in this process.
- Short-term College counseling services or training.

If the recommendation is accepted by the Respondent, the sanction(s) become effective immediately and the Respondent forgoes the option of a formal hearing.

If the recommendations of the Vice President for Student Services or designee are not accepted, the case will move to a formal hearing. The Vice President for Student Services or a designee will preside over the hearing. If the incident involves a College employee, the Vice President for Human Resources or designee and the Vice President for Student Services shall preside jointly over the hearing (Presiding Officers). The process for the hearing is outlined below:

- Prior to the hearing, the Complainant and the Respondent have the right to review all relevant information, including written statements by the Respondent, the Complainant, or witnesses. Strict rules of evidence do not apply.
- Written notice including the date, time, and location of the hearing will be sent to all parties.
- At the hearing, all pertinent parties have a right to speak and be questioned by the Presiding Officers. Cross-examination between parties is not permitted. The College will provide options for questioning without confrontation. Each phase of the hearing will be heard by both parties in separate rooms by use of a speaker phone.
- The Complainant and the Respondent are allowed to be accompanied by an advocate. The advocate may not present on behalf of either party unless otherwise instructed to do so by the Presiding Officers. If the Complainant or the Respondent chooses to have an advocate who is an attorney, notification must be provided to either Presiding Officer at least three College business days prior to the hearing date. In this case, the College Attorney will also be present.
- Both parties will be notified of the hearing outcome.

Employees

The Human Resources representative will put forward a recommendation of finding and sanctions to both the Complainant and Respondent. If the recommendation is accepted by both parties involved, the recommendation and sanctions will become effective and both parties forgo the option of a formal hearing. A final outcome letter will be submitted to the Complainant and Respondent that may include, but not limited to, the following:

- Determination if the Respondent is responsible, not responsible, or if the decision is deemed inconclusive, or there is a finding of shared responsibility.
- Sanction, if appropriate.
- Monitoring of academic schedules or workplace schedules between the Complainant and the Respondent, if needed.
- Short-term counseling services will be offered to each party.

If the recommendations of the Human Resources representative are not accepted by either the Complainant or the Respondent, the case will move to a formal hearing. The Vice President for Human Resources or designee will preside over the hearing as the Presiding Officer. The HR representative presiding over the hearing will be different from the HR representative who conducted the investigation.

If either party is a student, the Vice President for Student Services or designee and the Vice President for Human Resources or designee shall preside jointly over the hearing. The process for the hearing is outlined below:

- Prior to the hearing, the Complainant and the Respondent have the right to review all evidence, including written statements by the Respondent, the Complainant, or witnesses. Strict rules of evidence do not apply.
- Written notice including the date, time, and location of the hearing will be sent to all parties.

- At the hearing, all pertinent parties have a right to speak and be questioned by the Presiding Officers. Cross-examination between parties is not permitted. The College will provide options for questioning without confrontation; each phase of the hearing will be heard by both parties in separate rooms by use of a speaker phone.
- The Complainant and the Respondent are allowed to be accompanied by an advocate. The advocate may not present on behalf of either party unless otherwise instructed to do so by the Presiding Officers. If the Complainant or the Respondent chooses to have an advocate who is an attorney, notification must be provided to either Presiding Officer at least three College business days prior to the hearing date. In this case, the College Attorney will also be present.
- Both parties have a right to a written notice of the hearing outcome.

Sanctioning

The following sanctions may be imposed for those who have violated the Non-Discrimination and Harassment Policy:

Student Sanctions

- Verbal or Written Warning
- Probation
- Administrative withdrawal from a course without refund
- Required Counseling
- No Contact Directive
- Suspension
- Recommendation for Expulsion with automatic appeal to the President
- Other consequences deemed appropriate

Employee Sanctions

- Verbal or Written Warning
- Performance Improvement Plan
- Required Counseling
- Required Mediation
- Required Training or Education
- Recommendation of Demotion with automatic appeal to the President
- Recommendation to Suspend with or without Pay with automatic appeal to the President
- Recommendation for termination with automatic appeal to the President
- Other consequences deemed appropriate to the specific violation

Appeal Process

The Complainant or Respondent has a right to a final appeal to the President:

- Each party has the right to appeal the outcome of the hearing to the College President.
- Upon receipt of the hearing decision, both parties have five (5) College business days

to submit a notice requesting an appeal. For students, this notice must be submitted in writing to the Office of the Vice President for Student Services. For employees, this notice must be submitted in writing to the Office of the Vice President of Human Resources.

- If an appeal is requested, both parties will be notified.
- The President will conduct a document review which does not include a new hearing but shall consist of evidence presented at the hearing along with a recording of the proceeding.
- The President will affirm, modify, or reject the decision and/or sanctioning. The President's decision will be final and notification of the decision will be sent directly from the President's office to each party.

Records Retention

Records Retention for Students and Employees

1. Students - All documentation will be stored in the Vice President for Student Services' office for a period of seven years at which point the documentation will be moved to an electronic version to be retained permanently.
2. Students - In cases where the Respondent is found responsible for violating the Non-Discrimination and Harassment Policy, this information will be considered as a disciplinary record with the College.
3. Employees – Personnel files are retained for 30 years. If the action taken is informal counseling, this does not become part of the permanent record.
4. Civil Rights files are maintained for a minimum of two (2) years.

Pursuant to Board Policy 111, this procedure must be followed when dealing with non-discrimination and harassment.

Privacy of Student Records

The Family Educational Rights and Privacy Act (FERPA) gives students the following rights with respect to their education records:

1. The right to inspect and review the student's education records within 45 days after the day A-B Tech receives a request for access. Any such requests should be submitted in writing to the Records and Registration Office, either by email to registrar@abtech.edu or by hand-delivering or mailing a letter to: Records and Registration, K. Ray Bailey Student Services Building, 340 Victoria Rd., Asheville, NC 28801. The written request must identify the record(s) the student wishes to inspect. The Registrar will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the Registrar, the Registrar shall advise the student of the correct official to whom the request should be addressed.
2. The right to request the amendment of the student's education records that the student believes is inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. Any such requests should be submitted in writing to Records and Registration, either by email to registrar@abtech.edu or by hand-delivering or mailing a letter to: Records and Registration, K. Ray Bailey Student Services Building, 340 Victoria Rd., Asheville, NC 28801. The written request must identify the part(s) of the record the student wants changed, and specify why it should be changed. If A-B Tech decides

not to amend the record as requested, A-B Tech will notify the student in writing of the decision and the student's right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.

3. The right to provide written consent before A-B Tech discloses personally-identifiable information from the student's education records, except to the extent that FERPA authorizes disclosure without consent.
4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by A-B Tech to comply with the requirements of FERPA.

As a general rule, a student's parents/guardians do not have access to a student's education records. When a student turns 18 years old or enrolls at an institution of postsecondary education (such as A-B Tech), a student's rights under FERPA transfer from the parent to the student. In order for parents to have access to a student's education records, beyond Directory Information and without written permission from the student, a parent must certify that the student is economically dependent as defined in Section 152 of the Internal Revenue Code of 1986. If a parent can prove dependency to the Records and Registration Office by showing a copy of the parent's most recent tax return or other acceptable documentation, then the parent may have full access to the student's education records.

Directory Information

In compliance with FERPA, A-B Tech will not disclose a student's education records without his or her consent except as otherwise stipulated herein.

Directory Information will be released to anyone who requests it, and Limited Directory Information will be released under specific conditions, unless the student requests in writing to the Records and Registration Office that his or her Directory Information be withheld. In such case, no Directory Information or Limited Directory Information will be released.

Directory Information is information contained in a student's education record that would not generally be considered harmful or an invasion of privacy if disclosed. At A-B Tech, Directory Information includes:

- Name
- Major field of study
- Dates of enrollment
- Enrollment status (full-time or part-time)
- Degrees, honors, and awards received

Limited Directory Information is information contained in a student's education record that may only be disclosed under certain circumstances. This includes:

- Date of birth, which may be disclosed only as a means of verifying a student's identity when a College employee has no other means of doing so.
- Mailing address, telephone number, and email address, which may be disclosed only for educational purposes, at the discretion of College administration.

Blocking the Release of Directory Information

A student may request that A-B Tech not release his or her Directory Information unless

the student first provides written consent, except for the circumstances in which FERPA authorizes disclosure without student's consent. To request a block on the release of Directory Information, a student must submit their request in writing, either by submitting the "Request to Block the Release of Directory Information" form to the Records and Registration Office or emailing a written request to registrar@abtech.edu. Emailed requests must be sent from the student's official A-B Tech email account. A student's request to block the release of his or her Directory Information will remain in effect until the student requests that the block be removed.

A block on the release of a student's Directory Information will prevent the student's name and information from appearing in public directories, without the student's written consent, such as the Commencement Booklet, Dean's/President's lists, etc. In addition, a block will prevent A-B Tech from confirming a student's enrollment status, degrees, and other Directory Information with third-parties such as prospective employers, unless the student first provides his or her written consent.

Disclosure Without Student Consent

FERPA permits the disclosure of personally-identifiable information from a student's education records, without consent of the student, only under limited circumstances. These circumstances include the release of education records to:

- A-B Tech officials who have legitimate educational interest in the records. A school official typically includes a person employed by A-B Tech in an administrative, supervisory, academic, research, or support staff position; a person serving on the Board of Trustees; or a student serving on an official committee, such as a disciplinary or appeals committee. A school official also may include a volunteer or contractor outside of A-B Tech who performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of personally-identifiable information from education records, such as an attorney, auditor, or collection agent or a student volunteering to assist another school official in performing their tasks. A school official typically has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibilities for A-B Tech.
- Officials of another college or university in which the student seeks or intends to enroll.
- Officials of secondary schools in which the student is concurrently enrolled.
- Certain federal and state educational authorities for purposes of meeting legal requirements in federally supported educational programs.
- Persons involved in granting financial aid or scholarships for which the student has applied or received.
- Testing and research organizations conducting certain studies for or on behalf of the school.
- Accrediting organizations to carry out their accrediting functions.
- Individuals named in a court order or lawfully issued subpoena, but only after the student has been duly notified. The College will then comply in the absence of any legal order cancelling the subpoena.
- Parents/guardians, law enforcement, and first responders in very narrowly defined emergencies affecting the health and safety of the student or other persons.

- State and local authorities, within a juvenile justice system, pursuant to specific state law.
- Parents/guardians who have certified with the Records and Registration Office that the student is economically dependent as defined in Section 152 of the Internal Revenue Code of 1986.
- The public, when the discloser is the final results of an institutional disciplinary proceeding regarding a crime of violence or “non-forcible sex offense” where the institution has determined that a policy violation occurred.
- The victim of an alleged crime of violence or a non-forcible sex offense when the disclosure is the final results of an institutional disciplinary proceeding regarding that offense, regardless of whether the institution determined that a policy violation occurred.
- Certain individuals, pursuant to the specific conditions outlined in FERPA, in connection with a disciplinary proceeding when the student is an alleged perpetrator of a crime of violence or non-forcible sex offense and, with respect to the allegation made against him or her, the student has committed a violation of A-B Tech policy.
- Parents of students under the age of 21 regarding the student’s violation of any Federal, State, or local law, or of any A-B Tech policy, governing the use or possession of alcohol or a controlled substance.
- Certain individuals when a student has been designated a sex offender or otherwise required to register under section 170101 of the Violent Crime Control and Law Enforcement Act of 1994.

Protection of Student Data

Safeguarding of personal information is a priority for A-B Tech. Great care is taken to protect all forms of sensitive data, including but not limited to personally identifying information. In addition to the FERPA requirements discussed in the previous section, the College continually strives to stay abreast of and adapt appropriately to changing expectations, guidelines and best practices, such as the Health Insurance Portability and Protection Act (HIPPA), the North Carolina Community College Institutional Information Processing System (IIPS) Security Manual, publications from the National Institute on Standards and Technology (NIST), the European Union’s General Data Protection Regulation (GDPR), and the Gramm-Leach-Bliley Act (GLBA). Information on the College’s current procedures and practices regarding data protection, identity management and authentication can be found in the Curriculum Distance Instruction Procedure (207.07) [here](https://abtech.edu/online-distance-learning/curriculum-distance-instruction), abtech.edu/online-distance-learning/curriculum-distance-instruction.

Gramm-Leach Bliley Act

The Gramm-Leach-Bliley Act (GLBA) requires financial institutions to protect the privacy of their customers, including customers’ nonpublic, personal information. To ensure this protection, the GLBA mandates appropriate administrative, technical, and physical safeguards.

Because colleges and universities are considered financial institutions, A-B Tech must follow GLBA requirements. The College has a responsibility to secure information typically gathered in connection with obtaining a financial product or service. This includes, but is not limited to, names, addresses, phone numbers, bank and credit card account numbers, income and credit histories and Social Security numbers.

In an effort to pursue all appropriate safeguarding standards, the GLBA directs institutions to implement an Information Security Program and designate a program coordinator. A-B Tech's Information Security Program is coordinated by the Administrator of Information Security.

In accordance with GLBA mandates, A-B Tech's Information Security Program also adheres to the following elements:

1. Assessment of internal and external risks to the security and confidentiality of customer information.
2. Annual reporting of safeguards to the A-B Tech Board of Trustees.
3. Employee training.
4. Oversight of service providers.
5. Evaluation and improvement of the Information Security Program.

Student Complaints

A-B Tech recognizes the rights of students and is dedicated to resolving student complaints in a timely, fair, and reasonable manner. Any student, including those participating in online/distance courses and high school dual enrollment courses offered at any A-B Tech site may file a complaint and request a review. Students unable to attend hearings in person may request electronic options throughout the respective appeal process. A-B Tech recognizes the following categories of written student complaints: Grade Appeals, Student Appeals, Discrimination and Harassment grievances, including Sexual Misconduct, and Code of Student Conduct Violation Appeals. As such, A-B Tech follows guidelines set forth in the Grade Appeals Policy and Procedure, the Student Appeals Policy and Procedure, the Non-Discrimination and Harassment Policy and Procedure, the Sexual Misconduct Policy and Procedure, Code of Student Conduct Policy and Procedure, and the Student Due Process Policy and Procedures when addressing student complaints. The College is committed to a prompt and fair resolution of any issues that arise between students and College employees and takes great care to ensure these policies and procedures are reviewed, updated and consistently followed when addressing student complaints.

A-B Tech is dedicated to resolving student complaints in a timely, fair, and amicable manner. A formal student complaint is a written request for a college action or decision to be reviewed to ensure compliance with College policies. A complaint may or may not be grade related. Any student, including those participating in online/distance courses, may file a complaint and request a review. For students attending A-B Tech who would like to file a formal written complaint, the student can contact the Office of the Vice President for Student Services at 828-398-7143.

Non-Discrimination and Harassment Policy: Inquiries or complaints concerning possible discrimination or harassment will be addressed via the Non-Discrimination and Harassment Policy.

Grade Appeals

1. It is the responsibility of faculty and students to attempt, in good faith, to resolve disputes regarding course grades. If such discussions are unsuccessful, the student shall be entitled to initiate the grade appeals procedure if he or she has reason to believe that a course grade is inaccurate. At this time, a Grade Appeals Committee will be formed and a date and time set for a hearing.

2. No student appealing any decision shall be subjected to harassment or intimidation or be in any way discouraged from filing an appeal pursuant to this procedure.
3. At any stage of the appeal process, all parties shall have the right to be accompanied by an advocate of their choice. The advocate may not present the appeal or complaint on behalf of the student unless otherwise instructed to do so by the chair of the Grade Appeals Committee. If the student chooses to have an attorney present, the student must provide notification to the Vice President of Student Services at least three college business days prior to the scheduled hearing date.
4. If the student and/or faculty wishes to present documentation to be considered during the hearing, it should be submitted to the Vice President for Student Services or his/her designee no later than two business days prior to the scheduled hearing. Both the student and faculty will be given an opportunity to review all documentation submitted prior to the hearing.
5. The Vice President for Student Services shall monitor the handling of grade appeals through this procedure to ensure correct and prompt compliance by all parties.

Appeals Procedure Regarding Course Grades

1. Students are strongly encouraged to first discuss the course grade with the involved instructor as soon as possible.
2. The student will submit the completed written grade appeal form, including all necessary faculty and student signatures, within three weeks from the day the final course grade is awarded. The form will clearly explain the student's complaint as well as the student's proposed resolution of the complaint. The instructor will be given the opportunity to read the student's written complaint and to meet with the student one more time. Alternately, the instructor may sign the appeal form indicating that he or she is unable to resolve the problem. The student will then be directed to the department chair of the instructor, who will meet separately with the student to attempt to resolve the issue. If the department chair is unable to resolve the issue with the student, then the department chair will sign the appeal form and direct the student to the Vice President for Student Services or his or her designee. Completion of the form by the instructor or chair does not in any way indicate agreement with the complaint. Each party may propose solutions to the disagreement that, if accepted by both parties, results in resolution of the appeal. If either party refuses to accept a proposed solution, then the matter is referred to the Vice President of Student Services who will convene a Grade Appeals Committee.
3. If the student has difficulty contacting the department chair, he or she should contact the Vice President for Student Services, who is responsible for assisting with contacts.
4. If the student and/or faculty wishes to present documentation to be considered during the hearing, it should be submitted to the Vice President for Student Services or his/her designee no later than two business days prior to the scheduled hearing. Both the student and faculty will be given an opportunity to review all documentation submitted prior to the hearing. The Vice President for Student Services shall maintain files of all course grade appeal forms submitted to his or her office. Such forms, together with other records indicating final action on a problem, shall be maintained for a minimum of five years.

5. Students enrolled in distance courses may find it difficult to come to campus in order to pursue an appeal. In these instances, the process may be handled by telephone with the instructor involved, the department chair, and the Vice President for Student Services by mail, fax, or other agreed upon electronic means for submission of the appeals document. As with other appeals, the Vice President for Student Services will closely monitor the progress, ensuring the contacts are made in a timely fashion and documents are submitted properly. If it becomes necessary for an appeal to go to the Grade Appeals Committee, conference calling or any other electronic means agreed upon by both parties will be used. When conference calling is employed for a hearing, no business can be conducted without the student being present on the telephone, with the exception of the deliberations of the Committee in executive session.

The Grade Appeals Committee

Composition of the Grade Appeals Committee:

The Grade Appeals Committee will consist of no less than seven voting members and will be composed as follows to ensure the representation of all constituent groups in the College community.

1. Two student representatives
2. Two faculty representatives
3. One Student Services representative
4. One non-faculty employee, and
5. One non-teaching professional representative at the level of coordinator or higher who will serve as chairperson

Grade Appeals Committee Hearing and Procedures:

1. The Vice President for Student Services shall inform the instructor, the involved department chair, and the student of the date, time, and place of the appeals hearing. The Vice President for Student Services shall convene the Grade Appeals Committee no later than 15 college business days after receipt of the completed request, along with required signatures from both student and faculty, for a hearing.
2. When an appeal is made by a student with a disability, the Committee, at its sole discretion, may consult with or include the Associate Director for Support Services in the hearing process for such person's knowledge of disability and Disability Services issues and requirements.
3. A quorum to conduct Committee business and vote is defined as a minimum of four members. In no case shall any business be conducted unless at least one student and one faculty member are present. There will be an audio recording of the appeal hearing.
4. The decision of the Grade Appeals Committee will be conveyed to the student and may be appealed within five business days to the Vice President for Instructional Services whose decision will be final. The Vice President's review does not include a new hearing, and his or her review shall consist of evidence presented at the hearing. The Vice President will affirm, modify or reject the decision of the Grade Appeals Committee.
5. In addition to the committee members, the following persons are permitted to attend the hearing:

- a. Involved parties.
 - b. An advocate for the appealing individual. The advocate may not present the appeal or complaint on behalf of the student unless otherwise instructed to do so by the chair of the Grade Appeals Committee. If the student chooses to have an attorney in attendance, the student must provide notification to the Vice President of Student Services at least three college business days prior to the scheduled hearing date.
 - c. The chair of the Grade Appeals Committee will manage all hearing proceedings, including the sequencing and time allocated for presentation of evidence by both student and faculty.
 - d. Administrative officers of the College who may be directly concerned with the dispute.
6. If a student fails to attend the scheduled hearing, the appeal is considered to be dropped.
 7. All steps of the appeal procedure for students shall be closed to the public, and all documents generated in the course of a complaint shall be confidential except to authorized College officials.

Availability of Information

The Grade Appeals Policy and Procedure are available on the College website.

Student Appeals

- a. It is the responsibility of all employees and students to attempt, in good faith, to resolve disputes regarding actions taken by College employees that are perceived to be unfair or unjust. If such discussions are unsuccessful, the student shall be entitled to initiate the appeals procedure. At this time, a Student Appeals Committee will be formed and a date and time set for a hearing.
- b. No student appealing any decision shall be subjected to harassment or intimidation or be in any way discouraged from filing an appeal pursuant to this procedure.
- c. At any stage of the appeal process, all parties shall have the right to be accompanied by an advocate of their choice. The advocate may not present the appeal or complaint on behalf of the student unless otherwise instructed to do so by the chair of the Student Appeals Committee. If the student chooses to have an attorney in attendance, the student must provide notification to the Vice President of Student Services or his or her designee at least three college business days prior to the scheduled hearing date.
- d. If the student and/or employee wishes to present documentation to be considered during the hearing, it should be submitted to the Vice President for Student Services or his/her designee no later than two business days prior to the scheduled hearing. Both the student and employee will be given an opportunity to review all documentation submitted prior to the hearing.
- e. The Vice President for Student Services or his or her designee shall monitor the handling of appeals through this procedure to ensure correct and prompt compliance by all parties.
- f. Please note this procedure applies to students wishing to appeal administrative action or decisions with exception to financial aid, code of student conduct sanctioning, grade appeals, and dismissal by a host clinical or other work-based learning site.

Appeal Procedure

- a. Students are strongly encouraged to first discuss the disputed matter with the involved employee as soon as possible.
- b. It is the responsibility of the student to complete and submit a written appeal form, including all necessary employee and student signatures, within six weeks of the date when the matter occurred. The form will clearly explain the student's complaint as well as the student's proposed resolution of the complaint. The employee will be given the opportunity to read the student's written complaint and to meet with the student one more time. Alternately, the employee may sign the appeal form indicating that he or she is unable to resolve the problem. The student will then be directed to the supervisor of the employee who will meet separately with the student to attempt to resolve the issue. If the supervisor is unable to resolve the issue with the student, then the supervisor will sign the appeal form and direct the student back to the Vice President for Student Services. Completion of the form by the employee and supervisor does not in any way indicate agreement with the complaint. Each party may propose solutions to the disagreement that, if accepted by both parties, results in resolution of the appeal. If either party refuses to accept a proposed solution, the matter is referred to the Student Appeals Committee.
- c. If the student has difficulty contacting the supervisor, he or she should contact the Vice President for Student Services or his or her designee, who is responsible for assisting with contacts.
- d. If the student and/or employee wishes to present documentation to be considered during the hearing, it should be submitted to the Vice President for Student Services or his/her designee no later than two business days prior to the scheduled hearing. Both the student and employee will be given an opportunity to review all documentation submitted prior to the hearing. The Vice President for Student Services or his or her designee shall maintain files of all appeal forms submitted to his or her office. Such forms, together with other records indicating final action on a problem, shall be maintained for a minimum of five years.
- e. Students enrolled in distance courses may find it difficult to come to campus in order to pursue an appeal. In these instances, the process may be handled by telephone with the employee involved, the employee's supervisor, and the Vice President for Student Services by mail, fax, or other agreed upon electronic means for submission of the appeals document. As with other appeals, the Vice President for Student Services will closely monitor the progress, ensuring the contacts are made in a timely fashion and documents are submitted properly. If it becomes necessary for an appeal to go to the Student Appeals Committee, conference calling or any other electronic means agreed upon by both parties will be used. When conference calling is employed for a hearing, no business can be conducted without the student being present on the telephone, with the exception of the deliberations of the Committee in executive session.

The Student Appeals Committee

- a. Composition of the Student Appeals Committee

The Student Appeals Committee will be comprised of no less than seven members and will be composed as follows in an effort to ensure the representation of all constituent groups in the College community.

1. Two student representatives
 2. Two faculty representatives
 3. One Student Services representative,
 4. One non-faculty employee, and
 5. One non-teaching professional representative at the level of coordinator or higher who will serve as chairperson.
- b. Student Appeals Committee Hearing and Procedures
1. The Vice President for Student Services or his or her designee shall be responsible for informing the employee and supervisor involved and the student of the date, time, and place of the hearing. The Vice President for Student Services or his or her designee shall convene the Student Appeals Committee no later than 15 calendar days after receipt of the completed request, along with required signatures from both student and employee, for a hearing.
 2. When an appeal is made by a disabled student, the Committee, at its sole discretion, may consult with or include the Director of Support Services in the hearing process for such person's knowledge of disability and ADA issues and requirements.
 3. A quorum to conduct Committee business and vote is defined as a minimum of four members. In no case shall any business be conducted unless at least one student and one faculty member are present. There will be an audio recording of the appeal hearing.
 4. The decision of the Student Appeals Committee will be conveyed to the student and may be appealed within five business days to the President whose decision will be final. The President's review does not include a new hearing and his or her review shall consist of evidence presented at the hearing. The President will affirm, modify or reject the decision of the Student Appeals Committee.
 5. In addition to the committee members, the following persons are permitted to attend the hearing:
 - a. Involved parties
 - b. An advocate for the appealing individual. The advocate may not present the appeal or complaint on behalf of the student unless otherwise instructed to do so by the chair of the Student Appeals Committee. If the student chooses to have an attorney in attendance, the student must provide notification to the Vice President of Student Services or his or her designee at least three college business days prior to the scheduled hearing date.
 - c. The chair of the Student Appeals Committee will manage all hearing proceedings, including the sequencing and time allocated for presentation of evidence by both student and employee.
 - d. Administrative officers of the College who may be directly concerned with the dispute.
 6. If a student fails to attend the scheduled hearing, the appeal is considered to be dropped.

7. All steps of the appeal procedure for students shall be closed to the public, and all documents generated in the course of a complaint shall be confidential except to authorized College officials.

Code of Classroom Conduct

A-B Tech is an institution for adult learning. It is a partnership between instructors with the desire to teach and students with the desire to learn. In order to create an appropriate environment for teaching and learning, there must be respect for the instructor and fellow students. Listed below are guidelines for classroom behavior, which the College has established to ensure that the learning environment is not compromised.

1. **Absences.** Inform the instructor in advance if you know you are going to miss class. Also, take responsibility for getting missed assignments from other students. Do not expect that you will be allowed to make up assignments after an absence, instructors are not responsible for re-teaching the material you missed because of absence.
2. **Attendance.** You are expected to be in class the entire class time. Do not enter late or leave early. Rare exceptions may be excused, particularly under emergency circumstances, but you should be prepared to explain your tardiness to the instructor after class. Likewise, the need to leave early should be explained to the instructor before class.
3. **Classroom Behavior.** You are expected to conduct yourself in a professional and respectful manner with your fellow classmates and instructors while engaging in all classroom activities and discussions. All students shall be allowed to freely participate in classroom discourse and shall be allowed to express their viewpoints and ideas as long as those viewpoints and ideas are reasonably related to the topic or assignment being discussed. As a participant in an open and free learning environment, students are free and are encouraged to disagree and challenge others' viewpoints and ideas; however, students shall behave in a professional and respectful manner in class by: a) being recognized by instructors prior to speaking; b) not interrupting other students and instructors when they are speaking; c) listening to students and instructors while they are speaking; and d) speaking in a normal, calm voice when addressing students and instructors.
4. **Electronic Devices.** You may not send or receive personal communication on electronic devices during class.
5. **Conversation.** Do not carry on side conversations in class.
6. **Food, Drink, and Tobacco.** You may not have food or drink in class. You may not use tobacco of any form on campus, including electronic cigarettes, or vaping devices.
7. **Guests.** You may not bring unregistered friends or children to class.
8. **Internet.** In classes where internet access is provided, you may use the internet for valid, academic purposes only. You may not use it for open access to other non-academic sites, which are unrelated to the course.
9. **Other Activities.** You may not work on other activities while in class. This includes homework for other courses or other personal activities.
10. **Personal Business.** You may need to transact personal business with the instructor, asking him or her to sign forms. Plan to do this outside of class.

11. **Sleep.** Do not sleep in class.
12. **Personal Attire and Protective Equipment.** All students are expected to dress in a manner that is modest, clean and appropriate for the program of study. Good personal hygiene and grooming are also expected and may be outlined by the program of study. Shirts and shoes are required at all times. You must properly wear personal protective equipment at all times in any area of the College in which it is required.
13. **Fragrances.** You should avoid wearing strong fragrances of any kind as other students may be allergic to them.
14. **Animals:** Domestic Animals are not permitted on campus and may not be left in vehicles on campus property. If a student has a documented disability covered by the ADA and requires an Animal as an Accommodation for access, the student is required to request services from the Support Services Office to receive necessary accommodations. Appropriate documentation of the disability is required and accommodations are determined on a case-by-case basis. Persons with a disability who have a Service Animal are encouraged, but not required, to contact the Support Services Office in the K. Ray Bailey Student Services Center to register as a student requesting accommodations.

Typically, violations of the Code of Classroom Conduct will be dealt with as minor infractions. However, repetition of minor infractions or other more serious violations of the Code of Student Conduct may lead to removal from the classroom while the matter is resolved and referral to the Vice President for Student Services for disciplinary action.

Code of Student Conduct

A-B Tech strives to maintain a safe, nurturing, and orderly learning environment that supports the students, faculty, and staff. Each student shall be responsible for their conduct from the time of admissions through the actual awarding of a credential. The Code of Student Conduct applies throughout the academic year as well as before classes begin or after classes end for the semester, and during periods of time between actual enrollment. The Code of Student Conduct shall apply to a student's conduct even if the student withdraws from classes while a disciplinary matter is pending. When, in the judgment of College officials, the student's conduct disrupts or threatens to disrupt the College community, appropriate disciplinary action will be administered. Students have the rights of Due Process when accused of a violation of the Code of Student Conduct (please reference Student Due Process policy 823). All matters related to alleged sexual misconduct shall be referred to the College's Title IX Coordinator and governed pursuant to the Sexual Misconduct Policy 112. For matters regarding alleged discrimination and harassment, please refer to the Non-Discrimination and Harassment Policy 111.

A student who is in possible violation of the Code of Student Conduct will be referred to the Vice President for Student Services or designee. If the Vice President of Student Services or designee determines the student's alleged actions are egregious and/or potentially threatening to the learning environment or to campus safety, the student may be immediately suspended for up to ten College business days, pending a due process hearing or Threat Assessment review under the Threat Assessment Policy (please reference Threat Assessment Policy 819).

Students who have been found responsible of a violation of the Code of Student Conduct may be assigned consequences based upon the seriousness of the offense. Sanctions for violations may include but not be limited to: verbal warning, written warning, a failing

grade for an assignment, examination, or course, administrative withdrawal from courses or academic program, restitution for damages, probation including mandatory periodic progress reports, consequences adapted to the specific violation, suspension, or expulsion. The President shall have final approval in the expulsion of a student.

Jurisdiction of the Code of Student Conduct is in effect on College premises, in online classes conducted by the College, on property owned or leased by the College and at functions sponsored by or participated in by the College regardless of the locations. Violations of any federal, state or local laws may lead to legal actions as well as College discipline. Violations of federal, state or local laws occurring off campus may result in disciplinary action if the student's continued presence on campus constitutes a threat to the safety and order of the campus. If a student is charged with a felony that may compromise the safety and order of campus, then the College has the right to suspend the student pending the final outcome of the criminal charges. If the student is convicted, then the student may be limited in class location and course delivery options, and/or recommended for suspension or expulsion.

High School students who are dually enrolled at the College are also subject to the Code of Student Conduct. Students are expected to follow the behavior guidelines for their high school as well as the College. Therefore, high school students shall conduct themselves in accordance with the Code of Student Conduct of their school system as well as those rules and regulations set for in the College Code of Student Conduct and published annually on the College website, in the Catalog, and Student Handbook.

Violations for which disciplinary proceedings may be initiated are as follows:

Academic Dishonesty: Academic Dishonesty includes, but is not limited to, submitting someone else's work as one's own; using notes or other material without permission from the faculty on an exam, homework, or other assignments; receiving information from another student during an exam; obtaining a copy of an exam or questions from an exam prior to taking the exam; having someone else take one's exam and submitting it as their own, or using a commercial online learning platform to produce work and then submitting it as your own. Academic dishonesty includes any student who has someone else use an account and password for the purpose of submitting work as one's own.

Academic dishonesty also includes plagiarism, the intentional theft or unacknowledged use of another's words or ideas. Plagiarism includes, but is not limited to paraphrasing or summarizing another's words or works without proper acknowledgement; using direct quotes of material without proper acknowledgement; or purchasing or using a paper or presentation written or produced by another. If a student is uncertain about what constitutes plagiarism, he or she should discuss this with the class instructor. Submission of previously used work as an original work on subsequent assignments or in multiple courses is not acceptable unless the resubmitted work is substantially different and appropriately cited as previous work.

Aiding Acts of Academic Dishonesty: Providing information to another student with the awareness that the student intends to use it for deceptive purposes. Students are prohibited from sharing, distributing, uploading, or downloading course materials, including outlines, teaching materials, labs, videos, lectures, tests, exams, or other course material including note sharing or commercial study prep services without the permission of the instructor.

Alcoholic Beverages: Students may not possess or use alcoholic beverages on campus. Students may not be under the influence of alcoholic beverages on campus or at College-affiliated activities or events (please reference Drug and Alcohol Policy 113).

Animals: Students may not have an animal of any kind on campus, or at any College affiliated activities, sites or events. This includes animals left within a vehicle. Limited exceptions to this code may be found in the Animals on Campus Procedure (please reference Animals on Campus Policy 802).

Assault: Students may not assault or threaten to assault another person for any reason whatsoever. Assault may include a demonstration of force, unlawful physical touching, or striking.

Bullying: Students may not intimidate or threaten with harm any other individual. Bullying is defined as “any pattern of gestures or written, electronic or verbal communications, or any physical act or any threatening communication that takes place on College premises or at any College sponsored function that: (a) places a person in actual and reasonable fear of harm to his or her person or damage to his or her property; or (b) creates or is certain to create a hostile environment by substantially interfering with or impairing a student’s educational performance, opportunities or benefits, or a College employee’s ability to perform the essential functions of his or her job.”

Communicating Threats: Students may not verbally, in writing, through a third party, or by any other means threaten to physically injure another person or that person’s child, sibling, spouse, or dependent or willfully threaten to damage the property of another.

Copyright Infringement and Peer-to-Peer File Sharing: Students may not violate the College’s Copyright Infringement and Peer-to-Peer File Sharing Policy through the act of violating, without permission or legal authority, one or more of the exclusive rights granted to the copyright owner under section 106 of the Copyright Act (Title 17 of the United States Code). These rights include the right to reproduce or distribute a copyrighted work. In the file-sharing context, downloading or uploading substantial parts of a copyrighted work without authority constitutes an infringement (please reference Copyright and Fair Use Policy 215 and Peer to Peer File Sharing Policy 1006).

Damage to Property: Students may not damage property of the College or of any other person working at or attending the College.

Disorderly Conduct: Students may not conduct themselves in a way which will interrupt the academic mission of the College or which will disturb the peace of the College.

Disrespect: Students are expected to treat all College employees with respect and courtesy, particularly when and if disagreements arise.

Disruption: Students may not disrupt the normal activities of the College by physically or verbally interfering with instruction, meetings, traffic, or scheduled administrative functions.

Drugs: Students may not possess, use, or be under the influence of any narcotic or illegal drugs on campus or at any College-affiliated activities or event. This is in violation of the laws of the state of North Carolina of the United States (please reference Drug and Alcohol Policy 113).

Failure to Comply: Students must comply with the directives of College officials or law enforcement officers during the performance of their duties. Students must identify themselves to these persons when requested to do so. Failure to respond to notifications of conduct charges is also prohibited.

False Information: Students may not present to the College or its employees false information; neither may they knowingly withhold information which may have an effect on

their enrollment or their status in the institution and which is properly and legally requested by the College.

Gambling: Students may not gamble on campus or at any College-affiliated activities or events.

Internet and Campus Network Acceptable Use: The College has an extensive policy for appropriate use of the Internet. Users of the College computers acknowledge the policy whenever they sign on. Students may not use the College's access to the Internet for access to sexually explicit material or for downloading music. Email accounts are provided for student use; however, no right of privacy exists for use of email (please reference Acceptable Use Policy 1003). Students may not share their account and password, nor may they access another student's account.

Possession of Weapons: Possession of Weapons: Students may not have a weapon of any kind, including a knife, stun gun, or any firearm in their possession on campus or at any College-affiliated activities or events except handguns as allowed by NC GS §14-269.2(k). Handguns are permitted under these circumstances:

- The person has a concealed handgun permit that is lawfully issued.
- The handgun is in a closed compartment or container within the person's locked vehicle.
- The handgun is in a locked container securely affixed to the person's vehicle.
- A person may unlock the vehicle to enter or exit the vehicle provided the handgun remains in the closed compartment at all times.
- The vehicle is locked immediately following the entrance or exit.

Law enforcement officers are exempt from this prohibition. This includes facsimiles of weapons (please reference Weapons on Campus Policy 305).

Public Laws: Violations of any federal, state or local laws occurring while on campus may lead to legal actions as well as College discipline. Violations of federal, state or local laws occurring off campus may result in disciplinary action if the student's continued presence on campus constitutes a threat to the safety and order of the campus.

Retaliation: Retaliation against any person submitting a report of possible violation(s) of the Code of Student Conduct against another person is strictly prohibited. Retaliation includes, but is not limited to, any form of intimidation, punitive actions from authority figure or peers, reprisal (acts of vengeance) or harassment. Retaliation is a serious violation and should be reported immediately. The College will take appropriate disciplinary action against students found to have retaliated against another.

Skateboards, Hoverboards, and Roller Skates: Skate boards, hover boards, and roller skates are not permitted to be used on campus outside College-sanctioned events

Theft: Students may not steal the property of another individual or of the College. Students who are caught stealing will be required to make restitution and may be eligible for civil or criminal prosecution as well as College discipline.

Threats: Students may not steal the property of another individual or of the College. Students who are caught stealing will be required to make restitution and may be eligible for civil or criminal prosecution as well as College discipline.

Trespass: Students are trespassing if in an unauthorized area of the College campus or remain on the College campus after having been directed to leave by a College official.

Vaping, E-cigarettes and Tobacco: Students may not use vaporizing devices, use e-cigarettes, or tobacco of any form, on campus or at any College-affiliated activity, sites, or events (please reference Tobacco Free Campus Policy 306).

Unauthorized Access to Records: Students may not access, view, copy or change official College records without official authorization to do so.

Use of Social Media: Students should obey their social media platforms terms’ of use. Students may not make, or cause to be made, communications (including electronically or through social media) to another person in any manner likely to seriously annoy or cause alarm. Social media may not be used to breach privacy, discriminate or harass. Students may not make, transmit, or attempt to transmit audio or video of any person(s) on College property where there is an explicit expectation of privacy. Any posts or tweets deemed inappropriate on an A-B Tech social web site or blog will be deleted immediately and may result in having access to the site blocked permanently.

Violations of Expected Classroom or Learning Environment Behaviors: May include, but not limited to, being disobedient, disrespectful, disruptive to the classroom or learning environment, or not abiding by professional conduct standards.

Threat Assessment

A-B Tech is committed to providing a safe learning and working environment. As such, the College utilizes a threat assessment process to determine whether or not a student’s behavior constitutes a potential safety risk to the individual or others. Matters that rise to the level of a potential threat will be handled under the Threat Assessment Policy. If the potential violation of this procedure includes other behaviors or conduct that may also violate the Code of Student Conduct, the violations will also be handled through the Threat Assessment procedure.

Student Rights of Due Process Policy (please reference Student Due Process Policy 823)

Threat Assessment Policy (please reference Threat Assessment Policy 819)

Student Rights of Due Process

Students have the following rights of due process when an allegation has been brought against them regarding violations of the Code of Student Conduct. For allegations of Title IX sexual harassment see Title IX Sexual Harassment Policy 112. For allegations of discrimination and harassment, see Non-Discrimination and Harassment Policy 111.

Students have a right to a Written Notice:

1. Upon receipt of an incident report to the Office of the Vice President of Student Services, the student in question will be sent a written notice to inform him or her of the allegations regarding the possible violation(s) of the Code of Student Conduct.

Students have a right to an Administrative Conference:

1. The student will be advised of the date, time, and location of the Administrative Conference with the Vice President for Student Services or designee to discuss and attempt to resolve the issue.
 - a. If the student’s alleged actions are considered egregious or disruptive to the teaching and learning environment or to campus safety, the Vice President for Student Services or designee may suspend the student for up to ten College business days. The matter may be moved directly to a Student Due Process Hearing or referred to a

Threat Assessment Team for review.

2. Outcome of Administrative Conference:
 - a. If the student admits responsibility for a violation(s) of the Code of Student Conduct and accepts sanctions administered during the Administrative Conference process, then the matter will be considered closed.
 - b. If the student denies responsibility for any offense, and/or disagrees with the administered sanctions, then the matter will move to a Student Due Process Hearing which will be conducted by the Vice President of Student Services or designee or by members of the College's Behavioral Intervention Team (CARE Team).
3. If the student fails to attend the scheduled conference, then the matter will be moved to a Student Due Process Hearing.

Students have a right to a Student Due Process Hearing:

1. The hearing will be scheduled as soon as practical after receipt of an incident report of allegations deemed to be egregious in nature or after the conclusion of the Administrative Conference.
2. Prior to the hearing, the student has the right to review all evidence, including written statements made against him or her. Strict rules of evidence do not apply in the hearing.
3. A written hearing notice including the date, time, and location of the hearing will be sent to the student.
4. At the hearing, all parties involved in the incident will be given the opportunity to provide evidence. All pertinent parties have a right to speak and be questioned by the hearing chair. Cross-examination between parties is not permitted during the hearing.
5. The student is allowed to be accompanied by a person of your choosing. This person may not present on behalf of the student unless otherwise instructed to do so by the designated hearing chair. If the student chooses to have an attorney, the student must provide notification to the Office of the Vice President for Student Services at least three College business days prior to the hearing date. In this case, the College Attorney will be present also.
6. The student has a right to a recording of the hearing.
7. The student has a right to a written notice of the hearing outcome.
8. The decision of the hearing officer or CARE Team is final.

Threat Assessment

Overview

A-B Tech is committed to providing a safe learning and working environment. As such, the College utilizes a threat assessment process to determine whether or not a student's behavior constitutes a potential safety risk to the individual or others. Matters that rise to the level of a potential threat will be handled solely under the Threat Assessment Policy. If the potential violation of this procedure includes other behaviors or conduct that may also violate the Code of Student Conduct (Policy #804), the violations will also be handled through this procedure.

Introduction

A threat assessment is an objective process relying on a review of behaviors or conduct to identify potentially harmful, dangerous, or violent situations and to identify possible solutions. A threat is defined as any communication or behavior that suggests to a reasonable person that an individual may intend to harm him or herself or others. The threat may be spoken, written, or gestured and is considered a threat regardless of whether it is observed by or communicated to a third party.

Examples of prohibited conduct that may rise to the level of a threat assessment include, but are not limited to:

- Injuring another person physically including assault;
- Engaging in behavior that creates a reasonable fear of injury to oneself or others including bullying and/or disorderly conduct;
- Engaging in behavior that would subject a reasonable person to, and does subject another individual or individuals to, extreme emotional distress;
- Possessing, brandishing, or using a weapon while on College premises by students except where possession is a result of participation in an organized and scheduled exercise for a course, or where the student is a law enforcement professional;
- Intentionally damaging property;
- Threatening to injure an individual (including oneself) or to damage property; and
- Retaliating against any employee, student or community member who, in good faith, reports a violation of College policy.

In situations where a student may pose a threat to him or herself, the individual may be directed to Student Support Services. However, if the potential threat to him or herself includes other behavior or conduct that may also violate the Code of Student Conduct (Policy #804), the violation will be handled through this process.

There are many behaviors that may cause concern for the safety and well-being of an individual or the campus as a whole. The following is not an exhaustive list but provides examples of concerning behaviors or situations:

- Unusual or abrupt changes in behaviors or patterns;
- Extreme emotional reaction to a loss, traumatic event or situation;
- Preoccupation with weapons, violent events or persons who have engaged in violent acts;
- References to harming others or planning a violent or destructive event;
- Prolonged irritability, angry outbursts or inordinate reactions to situations;
- Strained interpersonal relations, isolating behaviors and/or hopelessness;
- Stalking others, either in person or electronically;
- Past history of disciplinary problems and issues; and
- Verbal or physical altercation with another student, faculty, staff, or community member.

These examples of potentially threatening behaviors are not intended to operate as speech codes, promote content and viewpoint discrimination or suppress minority viewpoints in the

academic setting. While a student's speech or expression may be deemed offensive by others, it does not necessarily mean it constitutes a threat under this Policy.

Reporting Potential Threats

Anyone who believes that the immediate safety and well-being of an individual or the campus as a whole are at risk should notify the A-B Tech Police Department or call 911. The A-B Tech Police Department is located across from the parking deck in the Mission Health/A-B Tech Conference Center and can be reached by phone at (828) 398-7125. A-B Tech Police officers are available 24-hours a day, 7-days a week. To reach the on-duty officer, please call (828) 279-3166. The A-B Tech Police will forward the report to the Vice President for Student Services (VPSS) or designee and will work in partnership to determine the best course of action.

Individuals may also make a report to the Office of the VPSS by submitting an incident report at abtech.edu/incidentreport. While anonymous reports are accepted, it is important that individuals making reports share as much information as possible. The College will make every reasonable effort to preserve the confidentiality of those reporting threatening behaviors. However, confidentiality cannot be guaranteed in the process.

Retaliation

Retaliation against any person in connection with a report of a threat is strictly prohibited. Reports of retaliation will be addressed through this policy and/or other applicable College policies. Retaliation includes, but is not limited to, any form of intimidation, punitive actions from an authority figure or peers, reprisal (acts of vengeance) or harassment. Retaliation is a serious violation and should be reported immediately. The College will take appropriate disciplinary action against anyone found to have retaliated against another.

Standard of Evidence

The College uses the preponderance of the evidence as the standard for proof of whether a violation occurred. In the threat assessment process, legal terms like "guilt," "innocence" and "burdens of proof" are not applicable. Student Hearing outcomes take into account the totality of all evidence available from all relevant sources. The College will find the Student either "responsible" or "not responsible" for violating College this policy.

Threat Assessment Process

After the VPSS or designee reviews the initial report and determines that it warrants further review, a Threat Assessment Team (Team) will be assembled.

Interim measures shall only be used when necessary to protect the student's emotional and physical health and to protect the safety of the campus community. When interim measures are implemented, every effort will be made to expedite the assessment process. Interim measures may include, but are not limited to, changing the student's academic environment or temporary suspension through the investigation and hearing process. Suspensions can only be imposed by the VPSS or the President.

A Team will be comprised of no less than four members of the College's Behavioral Intervention Team (CARE Team) in an effort to ensure an efficient and equitable assessment. The VPSS or designee may at his or her discretion include additional members to the Team. If a conflict or appearance of conflict arises for any member of the Team, the VPSS or designee shall appoint a substitute for that member.

The VPSS or designee will serve as chair and provide the Team with the following information:

- The original report or A-B Tech Police incident report;
- Any witness statements and/or any other supporting documentation;
- Any previous disciplinary issues relevant to the threat; and
- Any additional relevant information that would be useful to the Team.

The role of the Team is to review the alleged threat and evaluate the alleged student's behavior/conduct in light of the accumulated evidence in order to determine if a violation of College policy has occurred and whether or not the student constitutes a threat.

The VPSS or designee will provide a written notification to the student explaining that a Team has been assembled and is evaluating the possible threat. This notification will also include the date and time of the Threat Assessment Hearing. Prior to the hearing, the student has the right to review all evidence, including written statements. Strict rules of evidence do not apply in the hearing. If the student is not able to attend, reasonable modifications to the date will be made. However, if the student chooses not to attend the scheduled hearing, the hearing will proceed as planned utilizing the evidence available.

During the hearing, the Team will have full investigatory authority when reviewing the alleged threat and evaluating the student's behavior or conduct. The Team will interview or review statements from the student, witnesses, and other relevant parties involved in the incident. All pertinent parties have a right to speak and be questioned by the Team during the hearing. Direct cross-examination between parties takes place in a modified format. The student has the right to pose questions of those providing evidence through the Team chair.

The Team has the right to inspect the student's school record and may request that the student provide secondary and post-secondary school records. The Team may also request that the student provide additional information such as medical records.

The student is allowed to be accompanied by an advocate. The role of the advocate is to provide support to the student and not to speak on behalf of the student unless invited to do so by the chair. If the student chooses to have an advocate, the student must provide the name and role of the advocate to the VPSS at least three College business days prior to the hearing date.

Threat Assessment Finding

The student has a right to a written notice of the hearing outcome. The hearing outcome will determine if the student is in violation of this procedure and the Code of Student Conduct (Policy #804), and if any sanctions should be imposed. Possible sanctions may include:

- Warning;
- Probation;
- Administrative withdrawal from the Academic Program or course without refund;
- Required counseling;
- No contact directive;
- Suspension from the College without refund;
- Expulsion with automatic appeal to the President; and
- Other sanctions deemed appropriate

Appeal

The student has a right to appeal the outcome of the Threat Assessment Hearing to the College President or designee. Upon receipt of the hearing outcome, the student has five College business days to submit a notice requesting an appeal. This notice must be submitted in writing to the Office of the VPSS. If the recommendation of the Team is suspension from the College, the student will remain suspended through the appeal process. The President's document review does not include a new hearing but shall consist of evidence presented at the hearing along with a recording of the proceeding. The President or designee will affirm, modify, or overturn the decision of the Team. The President or designee's decision will be final and notification of the decision will be sent directly from the Office of the President to the student.

Return to Campus

A student who is suspended from the College as a result of a threat assessment may be considered for re-enrollment. A student wishing to be considered for re-enrollment should contact the Office of the VPSS. Based on sanction requirements additional documentation may be required, including compliance with any conditions that may have been set for re-enrollment.

Records Retention

All documentation will be stored in the Office of the VPSS for a period of seven years at which point the documentation will be moved to an electronic version to be retained permanently. In cases where the student is found to be in violation of this policy or other College policies, this information will be considered as a disciplinary record with the College.

Sexual Misconduct Policy (Title IX)

It is the policy of the Board of Trustees to provide the campus community with education and training to increase awareness, prevention and the prompt reporting and resolution of all types of sex/gender-based discrimination, harassment and violence in compliance with all applicable federal and state laws and administrative regulations.

A-B Tech students, employees, and guests/visitors have the right to be free from all forms of sex/gender-based misconduct, harassment, and discrimination, examples of which include acts of sexual assault, sexual harassment, domestic violence, dating violence, and stalking (collectively "Sexual Misconduct"). All members of the A-B Tech community are expected to conduct themselves in a manner that does not infringe upon the rights of others in an illegal or offensive manner. A-B Tech believes in zero tolerance for Sexual Misconduct. Zero tolerance means that when an allegation of Sexual Misconduct is brought to an appropriate administrator's attention, protective and other interim safety measures will be used to reasonably ensure that such conduct is stopped, is not repeated, and the effects on the victim and community are remedied, including serious sanctions when a respondent is found to have violated this Policy.

Non-Discrimination Statement

The A-B Tech Board of Trustees and administration are fully committed to encouraging and sustaining a learning and work environment that is free from prohibited discrimination. The College does not practice or condone discrimination based on race, color, national origin, religion, sex, sexual orientation, gender identity or expression, pregnancy, disability, genetic information/medical history, age, political affiliation or veterans' status in the administration of any of its academic programs and employment practices.

Inquiries or complaints concerning possible discrimination based on any of the categories above should be referred to:

Sexual Misconduct, please contact:

Director of Title IX Compliance, Office of the Vice President for Student Services
340 Victoria Road, Asheville, NC 28801, (828) 398-7932

All other Student inquiries, contact:

Office of the Vice President for Student Services
340 Victoria Road, Asheville, NC 28801, (828) 398-7143

Employee inquiries, contact:

Office of the Vice President for Human Resources
340 Victoria Road, Asheville, NC 28801, (828) 398-7113

Sexual Misconduct Procedure

Introduction

Overview

This procedure applies to any allegation of Sexual Misconduct made by or against a student, a College employee or a third party. A-B Tech may take disciplinary action to address Sexual Misconduct and will take appropriate action to investigate and adjudicate the matter if it impacts the educational environment of the College. The College’s disciplinary authority, however, may not extend to third parties who are not students or employees; or to incidents that occur outside of College or College sponsored events. This procedure applies regardless of the sexual orientation or gender identity of the parties involved.

All reports of Sexual Misconduct will be reviewed by the Director of Title IX Compliance or designee to confirm that the alleged conduct can be addressed under this procedure. If it is determined that the alleged sexual misconduct complies with the standards set forth by Title IX, the complaint shall be addressed under the Title IX Sexual Harassment procedure (112.02).

Title IX

Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex/ gender in any federally funded education program or activity. Under Title IX, discrimination on the basis of sex or gender also includes sexual harassment, stalking, dating and domestic violence, or sexual violence, such as rape, sexual assault, sexual battery, and/or sexual coercion. The College’s Director of Title IX Compliance has oversight responsibility for handling Sexual Misconduct complaints and for identifying and addressing any patterns and/or systemic problems involving Sexual Misconduct. All allegations involving Sexual Misconduct should be directed to the Director of Title IX Compliance or, in the case of actions solely between employees, the Vice President for Human Resources. If the alleged incident involves both an employee and a student, the Director of Title IX Compliance shall take the lead but shall work cooperatively with the Vice President for Human Resources.

Statements of Prohibition

Prohibition of Sexual Misconduct

The College prohibits Sexual Misconduct and is committed to a timely and fair resolution. The College encourages prompt reporting of all types of Sexual Misconduct. While the College will investigate all reports of Sexual Misconduct, some Sexual Misconduct can be

addressed effectively without full adjudication and/or without formal disciplinary sanctions against a Respondent.

Prohibition of Retaliation

Retaliation against any person in connection with a complaint of Sexual Misconduct is strictly prohibited. Reports of retaliation will be addressed through this procedure and/or other applicable College procedures. Retaliation includes, but is not limited to, any form of intimidation, punitive actions from authority figure or peers, reprisal (acts of vengeance) or harassment. Retaliation is a serious violation and should be reported immediately. The College will take appropriate disciplinary action against any employee or student found to have retaliated against another.

Prohibition of Providing False Information

Any individual who knowingly files a false report or complaint, who knowingly provides false information to College officials, or who intentionally misleads College officials involved in the investigation or resolution of a complaint may be subject to disciplinary action including, but not limited to expulsion or employment termination. The College recognizes that an allegation made in good faith will not be considered false when the evidence does not confirm the allegation(s) of Sexual Misconduct.

Prohibition of Student/Employee Relationships

Employee Relationships: Romantic or sexual relationships between College employees in a direct supervisor/supervisee relationship are prohibited. This prohibition shall continue as long as the employees remain in a direct supervisor/supervisee relationship or in the chain of supervision. Employees violating this provision will be subject to disciplinary action up to and including termination of employment.

Romantic or sexual relationships between College employees not in a supervisor/supervisee relationship that impairs the College employee's effectiveness, disrupts the workplace/learning environment, and/or impairs the public confidence in the College will be subject to disciplinary action up to and including termination of employment.

Employee/Student Relationships: Romantic or sexual relationships between College employees and students are prohibited if the employee and the student have an academic relationship; if the student is still enrolled in high school; or if the student is under the age of eighteen. Academic relationships include any activities in which the employee is a direct or indirect supervisor (i.e., student working in the program or department such as a work study/student worker or an employee serving as an advisor for a student club or organizational activity) or faculty and staff in an instructional setting for the student (i.e., classroom, lab, or clinical/practical setting). This prohibition shall continue until the student or the employee is no longer affiliated with the College. Employees engaging in inappropriate relationships will be subject to disciplinary action up to and including termination of employment.

Romantic or sexual relationships between College employees and students that do not violate the above provision but otherwise impairs the College employee's effectiveness, disrupts the workplace/learning environment, and/or impairs the public confidence in the College will be subject to disciplinary action up to and including termination of employment or expulsion from the College.

Confidentiality

The College will respect and make every reasonable effort to preserve the confidentiality of the information and identities shared by the parties involved in a Sexual Misconduct matter. College administrators will, however, share information regarding an alleged Sexual Misconduct, as appropriate and necessary, in order to address and resolve the allegation, prevent the recurrence of similar Sexual Misconduct and address the effects of the Sexual Misconduct.

All full-time and part-time regular employees and curriculum adjunct faculty members are considered Responsible Employees and have a duty to report to the Director of Title IX Compliance (for student matters) or the Vice President for Human Resources (for employee matters) unless the employee is an A-B Tech professional counselor.

Reporting Options

Reporting to Local Law Enforcement

Individuals may report Sexual Misconduct directly to local law enforcement agencies by dialing 911. Individuals who make a criminal allegation may also choose to pursue College disciplinary action simultaneously. A criminal investigation into the matter does not release the College from its obligation to conduct its own investigation (nor is a criminal investigation determinative of whether Sexual Misconduct, for purposes of this procedure, has occurred). However, the College’s investigation may be delayed temporarily while the criminal investigators are gathering evidence. In the event of such a delay, the College must take interim measures when necessary to protect the alleged Complainant and/or the College community.

Individuals may choose not to report alleged Sexual Misconduct to law enforcement authorities. The College respects and supports individuals’ decisions regarding reporting; nevertheless, the College may notify appropriate law enforcement authorities if required or warranted by the nature of the allegations.

Reporting to College Officials

For incidents between students and employees, the Director of Title IX Compliance will work in partnership with the Vice President for Human Resources or designee to investigate and resolve the allegation.

Director of Title IX Compliance - A-B Tech’s Director of Title IX Compliance oversees compliance with all aspects of the Sexual Misconduct policy. Anyone wishing to make a report relating to Sexual Misconduct may do so by reporting the concern to the College’s Director of Title IX Compliance.

Director of Title IX Compliance.

Michele Hathcock
Director of Title IX Compliance
Office of the Vice President for Student Services
Asheville Campus
828-398-7932
michelechathcock@abtech.edu

Online reporting:

To submit an online report, please visit abtech.edu/incidentreport.

Vice President, Human Resources - Incidents solely between employees may be referred directly to the Human Resources Office.

Shanna Chambers

Vice President, Human Resources

Asheville Campus

828-398-7178

shannarchambers@abtech.edu

A-B Tech Police - The A-B Tech Police Department is located across from the parking deck in the Mission Health/A-B Tech Conference Center on the main Asheville campus and can be reached by phone at (828) 398-7125. A-B Tech Police Officers are available 24-hours a day, 7-days a week. To reach the on-duty officer, please call (828) 279-3166.

Anonymous Reporting - Individuals may also file anonymous reports by completing the Incident Report Form. It may be very difficult for the College to take action on anonymous reports since supporting information may be limited. Anonymous reports may be used for statistical reporting purposes.

Reporting Timeframe

An allegation of Sexual Misconduct may be filed at any time, regardless of the length of time between the alleged Sexual Misconduct and the decision to file the complaint. The College strongly encourages individuals to file complaints promptly in order to preserve evidence for potential disciplinary or legal proceedings. A delay in filing a complaint may hinder the College's investigation.

Limited Immunity

The College community encourages the reporting of misconduct and crimes by Complainants and witnesses. Sometimes, Complainants or witnesses are hesitant to report to College officials or participate in resolution processes because they fear that they themselves may be accused of policy violations, such as underage drinking at the time of the incident. It is in the best interest of this College that as many Complainants as possible choose to report to College officials, and that witnesses come forward to share what they know. To encourage reporting, the College offers Sexual Misconduct Complainants and witnesses amnesty from minor policy violations.

State and Federal Reporting Obligations

A-B Tech follows all state laws regarding mandatory reporting of child abuse to appropriate state officials. Additionally, Campus Security Authorities have a duty to report sexual assault, domestic violence, dating violence and stalking to the Director of Title IX Compliance for federal statistical reporting purposes (Clery Act). All personally identifiable information is kept confidential, but statistical information must be shared with campus law enforcement. The information to be shared includes the date, the location of the incident (using Clery location categories) and the Clery crime category. This reporting protects the identity of the Complainant and may be done anonymously. The Annual Security Report helps to provide the community with a clear picture of the extent and nature of campus crime in order to build community safety and awareness. To see a copy of the report, you may go to the College website under Consumer Information.

Investigation Process

Standard of Evidence

The College uses the preponderance of the evidence as the standard for proof of whether a violation occurred. In the student hearing and employee grievance process, legal terms like “guilt,” “innocence” and “burden of proof” are not applicable. Student and employee hearings are conducted to take into account the totality of all evidence available from all relevant sources. The College will find the Respondent either “responsible” or “not responsible” for violating this procedure.

Advocates

The Complainant and the Respondent are allowed to be accompanied by an advocate. The role of the advocate is to provide support solely to the Complainant or Respondent and not to speak on behalf of either party unless invited to do so by the Presiding Officer. If the Complainant or the Respondent chooses to have an advocate, the name must be provided as well as the role/relationship of the advocate to the Presiding Officer at least three College business days prior to the initial meeting or hearing date.

Interim Measure

If at any point the Vice President for Student Services, Director of Title IX Compliance, or designee deems it necessary to implement interim measures for the protection of any member of the College community, actions may be taken including but not limited to the following:

- Temporarily suspend the Respondent for up to ten College business days and move the matter to a hearing;
- Change the Respondent’s and/or Complainant’s class schedule;
- Take such steps as are reasonable, appropriate and necessary to restrict the Respondent’s movement on campus.
- For employees, the President may take the following actions including but not limited to:
- Take such steps as are reasonable, appropriate and necessary to restrict the Respondent’s movement on campus;
- Place Respondent on temporary paid administrative leave or reassign the Respondent to other duties.

Interim measures shall only be used when necessary to protect health and safety and, when interim measures are implemented, every effort will be made to expedite the process.

Determination of Investigator and Resolution Process

This procedure applies to students and employees as either the Complainant or the Respondent. The administrator receiving the incident report will determine if the case should be handled by the Director of Title IX Compliance (student/student cases) or the Human Resources representative (employee/employee cases). For incidents involving students and employees, the College will utilize the process for both the student investigation and the employee investigation sections as applicable.

Investigations

When an individual brings forward an allegation of Sexual Misconduct, the individual is referred to as the Complainant. The individual named in the allegation is referred to as the Respondent. The investigation will follow the process below.

Administrative Conference

Complainants

As soon as is practical, the Director of Title IX Compliance or designee will contact the Complainant to schedule an administrative conference. During these initial meetings, the Director of Title IX Compliance will:

- Work with Complainant to stop and remedy the impact of the current situation.
- Implement safety measures as necessary.
- Conduct an initial investigation to retrieve all relevant facts related to the alleged Sexual Misconduct. During this initial meeting, the Director of Title IX Compliance or designee will explain how the investigation will move forward.

Respondents

Prior to the administrative conference with the Respondent, the Director of Title IX Compliance or designee will notify the Respondent of the allegations. As soon as is practical and after the administrative conference with the Complainant, the Director of Title IX Compliance or designee will contact the alleged Respondent to schedule a meeting. At this meeting, the Director of Title IX Compliance will, as applicable:

- Discuss with any initial interim measures that were implemented as a result of the alleged Sexual Misconduct.
- Work with Respondent to ensure that alleged actions of Sexual Misconduct are immediately stopped and prevent future reoccurrence.
- Conduct an initial investigation to retrieve all relevant facts related to the alleged Sexual Misconduct. During this initial meeting, the Director of Title IX Compliance or designee will explain how the investigation will move forward.

Recommendations and Hearing

After the investigation is complete, the Director of Title IX Compliance or designee will put forward a recommendation of finding and sanction(s) to both the Complainant and Respondent. The Director of Title IX Compliance or designee may also include possible violations of other College policies that contributed to, arose from, or are otherwise related to alleged violations of this policy and procedure in the scope of an investigation.

If the recommendation is accepted by both parties involved, the recommendation and sanction(s) will become effective and both parties forgo the option of a formal hearing. The Director of Title IX Compliance or designee will submit to each party a final outcome letter that will include, but not limited to, the following:

- Determination if the Respondent is responsible, not responsible, or if the decision is deemed inconclusive, or shared responsibly for violating this or other applicable College policies.
- Sanction, if appropriate.
- Monitoring of academic schedules or work-place schedule as needed
- Short-term College counseling services available to each party.

If the recommendations of the Director of Title IX Compliance or designee are not accepted by either the Complainant or the Respondent, the case will move to a formal hearing. The Vice President for Student Services or a designee will preside over the hearing as the Presiding Officer. If either party is an employee, the Vice President for Human Resources, and the Vice President for Student Services shall preside jointly over the hearing. The process for the hearing is outlined below:

- Prior to the hearing, the Complainant and the Respondent have the right to review all evidence, including written statements by the Respondent, the Complainant, or witnesses.
- Written notice including the date, time, and location of the hearing will be sent to all parties. If the respondent is not able to attend, reasonable modifications to the date will be made. However, if the respondent does not show for the scheduled hearing, the hearing will proceed as planned utilizing the evidence available.
- At the hearing, all pertinent parties have a right to speak and be questioned by the Presiding Officer. Cross-examination takes place in a modified format. Each party has the right to pose questions to the other party through the Presiding Officer. Each phase of the hearing will be heard by both parties in separate rooms by use of a speaker phone or through the use of virtual meeting software.
- The Complainant and the Respondent are allowed to be accompanied by an advocate. The role of the advocate is to provide support to the Complainant or Respondent and not to speak on behalf of either party unless invited to do so by the Presiding Officer. If the Complainant or the Respondent chooses to have an advocate, the name must be provided as well as the role of the advocate to the Presiding Officer at least three College business days prior to the hearing date.
- Both parties have a right to a written notice of the hearing outcome. Help Mate, Our Voice, etc.

Sanctioning

The following sanctions may be imposed for those who have violated the Sexual Misconduct Policy or other applicable College policies:

Student Sanctions:

- Verbal or Written Warning
- Probation
- Administrative withdrawal from an Academic Program or course without refund
- Required Counseling
- No Contact Directive
- Suspension from the College without refund
- Recommendation for Expulsion with automatic appeal to the President
- Other consequences deemed appropriate

Employee Sanctions:

- Verbal or Written Warning
- Performance Improvement Plan

- Required Counseling
- Required Training or Education
- Recommendation of Demotion (Automatic appeal to the President)
- Recommendation to Suspend with or without Pay (Automatic appeal to the President)
- Recommendation for termination (Automatic appeal to the President)
- Other consequences deemed appropriate to the specific violation

Appeal Process

The Complainant or Respondent has a right to a final appeal to the President:

- Upon receipt of the hearing outcome, both parties have five College business days to submit a notice requesting an appeal. For students, this notice must be submitted in writing to the Office of the Vice President for Student Services. For employees, this notice must be submitted in writing to the Office of the Vice President for Human Resources.
- If an appeal is requested, both parties will be notified.
- The President will conduct a document review which does not include a new hearing but shall consist of evidence presented at the hearing along with a recording of the proceeding.
- The President will affirm, modify, or overturn the decision and/or sanctioning. The President's decision will be final, and notification of the decision will be sent directly from the President's office to each party.

Records Retention

Students - All documentation will be stored in the Vice President for Student Services' office for a period of seven years at which point the documentation will be moved to an electronic version to be retained permanently. In cases where the Respondent is found responsible for violating the Sexual Misconduct Policy, this information will be considered as a disciplinary record with the College.

Employees – Personnel files are retained for 30 years. If the action taken is informal counseling, this does not become part of the permanent record. Civil Rights files must be maintained for a minimum of two years.

Pursuant to Board Policy 112, this procedure must be followed when dealing with sexual misconduct.

Title IX Sexual Harassment

Introduction

Overview

The College strives to make its campuses and sites inclusive and a safe and welcoming learning environment for all members of the College community. Pursuant to multiple federal and state laws and administrative regulations and pursuant to College policy, the College prohibits discrimination in its education programs and activities based on sex. This procedure applies to allegations of Title IX Sexual Harassment made by or against a student, a College employee or a third party. The College's disciplinary authority, however, may not extend to third parties who are not students or employees. A-B Tech may take disciplinary action to

address Title IX violations and will take appropriate action to investigate and adjudicate the matter if it impacts the educational environment of the College.

Title IX

Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. Under Title IX, discrimination on the basis of sex includes quid pro quo harassment; sexual harassment; and sexual assault, stalking, dating or domestic violence (collectively referred to as “sexual harassment”). The College’s Director of Title IX Compliance has oversight responsibility for handling sexual harassment complaints and for identifying and addressing any patterns and/or systemic problems involving sexual discrimination or harassment.

All allegations involving sexual harassment should be directed to the Director of Title IX Compliance or designee. In the case of conduct solely between employees, reports should be directed to the Vice President for Human Resources or designee. For other complaints of discrimination and harassment not related to sexual harassment, refer to the Non-Discrimination and Harassment procedure.

Scope and Applicability of Title IX

Title IX regulations apply to College students and applicants for admission into the College; College employees and applicants for employment; College sanctioned student organizations; and third parties participating in a College education program or activity. Title IX applies to conduct that occurs in a College education program or activity located within the United States and of which the College has actual knowledge.

Reporting Options

Reporting to Local Law Enforcement

Individuals may report sexual harassment directly to local law enforcement agencies by dialing 911. Individuals who make a criminal allegation may also choose to pursue College disciplinary action simultaneously. A criminal investigation into the matter does not release the College from its obligation to conduct its own investigation (nor is a criminal investigation determinative of whether sexual harassment has occurred). However, the College’s investigation may be delayed temporarily while the criminal investigators are gathering evidence. In the event of such a delay, the College must take interim measures when necessary to protect the alleged Complainant and/or the College community.

Individuals may choose not to report alleged sexual harassment to law enforcement authorities. The College respects and supports individuals’ decisions regarding reporting; nevertheless, the College may notify appropriate law enforcement authorities if legally required or warranted by the nature of the allegations.

Reporting to College Officials

Director of Title IX Compliance - Anyone wishing to make a report relating to sexual harassment may do so by reporting the concern to the Director of Title IX Compliance in person, by mail, by telephone, by email, or by any other means that results in the Director of Title IX Compliance receiving the person’s verbal or written report of alleged harassment.

Michele Hathcock
Director of Title IX Compliance
Office of the Vice President for Student Services
Asheville Campus
828-398-7932
michelechathcock@abtech.edu

Online reporting at: abtech.edu/about/title-ix-sexual-discrimination-and-harassment-legislation.

Vice President, Human Resources - Incidents solely between employees may be referred directly to the Human Resources Office who will work with the Director of Title IX Compliance.

Shanna Chambers
Vice President, Human Resources
Asheville Campus
828-398-7178
shannarchambers@abtech.edu

A-B Tech Police - The A-B Tech Police Department is located across from the parking deck in the Mission Health/A-B Tech Conference Center on the Asheville campus and can be reached by phone at (828) 398-7125. A-B Tech Police Officers are available 24-hours a day, seven days a week. To reach the on-duty officer, please call (828) 279-3166.

Responsible Employees - All full-time and part-time regular employees and curriculum adjunct faculty are considered Responsible Employees and have a duty to forward complaints to the Director of Title IX Compliance.

Providing False Information

Any individual who knowingly files a false report or complaint, who knowingly provides false information to College officials, or who knowingly misleads College officials involved in the investigation or resolution of a complaint may be subject to disciplinary action including, but not limited to expulsion or employment termination. The College recognizes a determination regarding responsibility alone is not sufficient to conclude a false report or complaint was made.

Limited Immunity

The College community encourages the reporting of misconduct and crimes. Sometimes, Complainants or witnesses are hesitant to report to College officials or participate in resolution processes because they fear that they themselves may be accused of various policy violations. It is in the best interest of this College that as many Complainants as possible choose to report to College officials, and that witnesses come forward to share what they know. To encourage reporting, the College offers Complainants and witnesses amnesty from minor policy violations.

Grievance Process

Use of this grievance process applies to reports alleging sexual harassment carried out by employees, students, or third parties. When an individual brings forward an allegation of sexual harassment, the individual is referred to as the Complainant. The individual named in the allegation is referred to as the Respondent. All reports of harassment are taken seriously. At the same time, those accused of harassment are presumed “not responsible” throughout this grievance process.

Initial College Response and Assessment

After receiving a report of sexual harassment, the Director of Title IX Compliance or designee takes immediate and appropriate steps to:

1. Communicate with the individual who reported the alleged conduct;
2. Implement supportive measures to eliminate and prevent the recurrence of sexual harassment, deter retaliation, remedy the effects of sex misconduct, and provide due process rights during a College investigation;
3. Provide the individual with a copy of this procedure; and
4. Determine whether the alleged conduct, as described by the reporting party, falls within the scope of this policy and if so, initiate the investigation and resolution steps outlined below.
5. The Director of Title IX Compliance may delegate the authority to take some or all of these steps to other trained College officials.

The Director of Title IX Compliance or designee will take the following action based on the initial assessment:

1. The Director of Title IX Compliance must administratively close a report or complaint of sexual harassment if after an initial assessment:
 - a. The allegations as stated do not constitute a violation of this Policy and Procedure under Title IX, even if proven; or
 - b. The alleged sexual harassment did not occur in the College’s education program or activity or did not occur in the United States.
 - c. The Director of Title IX Compliance will notify the parties if a report or complaint of sexual harassment is closed, including the reason(s) for closure, and direct the parties to the appropriate College office or department to resolve the report or complaint. All parties may appeal the Director of Title IX Compliance dismissal of a Formal Complaint by using the appeal procedures.
2. The Director of Title IX Compliance or designee may administratively close a report or complaint of sexual harassment if:
 - a. The Complainant, at any time, requests withdrawal of the report or complaint;
 - b. The Respondent is no longer enrolled or employed by the College; or
 - c. The College is prevented from gathering evidence sufficient to reach a determination of responsibility.

- d. The Director of Title IX Compliance will notify the parties if a report or complaint of sexual harassment is closed, including the reason(s) for closure, and direct the parties to the appropriate College office or department to resolve the report or complaint. All parties may appeal the Director of Title IX Compliance's dismissal of a Formal Complaint by using the appeal procedures.

Regardless of when alleged sexual harassment is reported, a Complainant must be participating in or attempting to participate in the College's education program or activity for a Formal Complaint to be filed.

Informal Resolution

Any party may request the College facilitate an informal resolution to a sexual harassment complaint at any time after the filing of a Formal Complaint. The Director of Title IX Compliance may also offer the parties the opportunity for informal resolution.

1. Upon request for informal resolution, the Director of Title IX Compliance determines whether informal resolution is appropriate based on the facts and circumstances of the case. The Director of Title IX Compliance ensures that any proposed informal resolution is consistent with the College's obligations to prevent and redress sexual harassment.
2. A student's allegations of sexual harassment against a College employee are not eligible for informal resolution.
3. The Director of Title IX Compliance provides the parties with written notice of proceeding with an informal resolution, including the allegations of sexual harassment, the requirements of the informal resolution process, and potential outcomes resulting from participating in the informal resolution process.
4. Informal resolution is voluntary. The Complainant and Respondent must provide written consent for informal resolution to take place. Any party has a right to end the informal resolution process at any time prior to agreeing to a resolution outcome and begin or continue the formal investigation and hearing process.
5. Informal resolution concludes the matter only when all parties have signed a written agreement that confirms resolution of the allegations. The resolution agreement must include a waiver of the parties' right to have a formal hearing on the allegations that have been informally resolved.
6. Parties are prohibited from revoking or appealing a resolution agreement. Should the Respondent violate the terms of an informal resolution agreement, such violation will subject the Respondent to a formal investigation and hearing.
7. If a resolution agreement is not reached, the College will continue with a formal investigation and hearing.

Formal Title IX Investigation

The goal of a formal investigation is to reach a determination as to whether a Respondent has violated one or more College policies prohibiting sexual harassment and if so, remedy the effects of a violation. The Director of Title IX Compliance may include possible violations of other College policies that contributed to, arose from, or are otherwise related to alleged violations of this Policy and Procedure in the scope of an investigation.

1. The Director of Title IX Compliance gives written notice to the Complainant and Respondent of the investigation, providing sufficient details to allow the parties to

respond and prepare for initial interviews, including the identity of the parties involved (if known), the conduct alleged to be sexual harassment, the date and location of alleged incidents (if known), a statement that the Respondent is presumed not responsible and a determination of responsibility is made at the conclusion of the process, information regarding the parties' right to an advisor and the right to review evidence, and notice that the College prohibits knowingly making false statements or submitting false information during the grievance process.

2. Parties to an investigation can expect a prompt, thorough, and equitable investigation of complaints, including the opportunity for parties to ask questions, present witnesses and provide information regarding the allegations.
3. Parties and witnesses should cooperate in the investigation process to the extent required by law and this policy.
4. The standard of proof used in investigations is the preponderance of the evidence standard. It is the College's responsibility to establish the standard of proof and gather evidence during investigations.
5. The College aims to bring all investigations to a resolution within a reasonably prompt timeframe from the date the Director of Title IX Compliance determines a formal investigation will commence. Extensions of timeframe for good cause are allowed, so long as written notice and the reason for the delay is provided to the parties. Good cause includes:
 - a. The complexity and/or number of the allegations;
 - b. The severity and extent of the alleged misconduct;
 - c. The availability of the parties, witnesses, and evidence;
 - d. A request by a party to delay an investigation;
 - e. The effect of a concurrent criminal investigation or proceeding;
 - f. Intervening holidays, College breaks, or other closures;
 - g. Good faith efforts to reach a resolution; or
 - h. Other unforeseen circumstances.
- I. Investigations typically include interviews with the Complainant, the Respondent, and any witnesses, and the objective evaluation of any physical, documentary, or other evidence as appropriate and available. The College will give the Complainant and the Respondent written notice of any interview, meeting, or hearing.
- II. The College may suspend or place on administrative leave a student or employee, pending the completion of an investigation and resolution, when the College determines the person poses an immediate threat to the physical health or safety of any member(s) of the College community. Additional interim measures may include restricting the movements of a student or employee on campus, altering class or work locations, or schedules.
 - a. The Director of Title IX Compliance may recommend to the appropriate College official to implement or stay an interim suspension of a student or employee and the conditions and duration of such suspension or leave.

- b. In all cases in which an interim suspension or administrative leave is imposed, the student or employee shall be given notice and an opportunity to challenge the removal decision immediately following the removal.
- c. Violation of an interim suspension under this Procedure is grounds for expulsion or termination.
 - Interviews conducted as part of an investigation under this Procedure may be recorded by the College. Recordings not authorized by the College are prohibited.
 - The Complainant and Respondent have the right to be accompanied by an advisor of their choosing during all stages of an investigation. A party may elect to change advisors during the process. All advisors are subject to the same rules:
 - a. During the investigation, the advisor's role is limited to providing advice, guidance, and support to the Complainant or Respondent. An advisor is not permitted to act as a participant or advocate during the investigative process.
 - b. Advisors are expected to maintain the privacy of the records shared with them.
 - c. Advisors are expected to refrain from interfering with investigations.
 - d. Any advisor who oversteps their role or interferes during an investigation process will be warned once. If the advisor continues to disrupt or otherwise fails to respect the limits of the advisor role, the advisor will be asked to leave. The Director of Title IX Compliance determines whether the advisor may return or should be replaced by a different advisor.
 - Prior to finalizing a report, the investigator provides all parties an equal opportunity to review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including evidence upon which the College does not intend to rely. The Complainant and Respondent may submit a written response to the evidence within ten (10) days after receipt of the evidence.
 - a. Responses must be submitted to the investigator via email, mail, or hand delivery by 5:00 p.m. eastern standard time on the date responses are due. Responses may not exceed 10 double-spaced pages on 8.5 x 11 paper with one-inch margins and 12-point font.
 - b. The investigator considers any responses received from the parties and conducts any further investigation necessary or appropriate.
- 6. Following an investigation and at least 10 days prior to a grievance hearing, the investigator submits an investigative report to the parties that fairly summarizes relevant evidence. The report includes a summary of the allegations; a summary of the response; a summary of the investigative steps taken to verify the allegations and response; and a summary of the evidence relevant to a determination of responsibility.

Grievance Hearings

At least 10 days after the issuance of an investigation report, the College must hold a live hearing in front of a presiding officer to determine responsibility of a Respondent. The presiding officer may not be the Director of Title IX Compliance or the investigator. A “live hearing” means either in person or virtually. The following hearing rules apply:

1. All parties must be able to see and hear the questioning of parties and witnesses.
2. Any party may request a virtual hearing. If requested, the College will provide a virtual hearing.
3. All parties have an equal opportunity to present witnesses, including fact and expert witnesses.
4. The parties’ advisors are permitted to cross-examine the parties and any witnesses.
 - a. The parties are prohibited from directly conducting cross-examination. Cross-examination must be conducted by a party’s advisor.
 - b. The presiding officer determines whether questions asked during cross-examination are relevant to the determination of responsibility. If the presiding officer disallows a question, they will explain the basis for their decision at the hearing. Parties and advisors may not challenge a presiding officer’s determination during the hearing.
 - c. Evidence or questions that inquire about the Complainant’s sexual predisposition or prior sexual history are prohibited unless such questions and evidence are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove consent.
 - d. The presiding officer may not consider statements of individuals who do not submit to cross-examination in reaching a determination of responsibility.
 - e. Records with a legally recognized privilege, such as medical treatment records, may not be used unless the individual or entity who holds the privilege waives the privilege. Any waiver must be written and made in advance of a hearing.
 - f. If a party does not have an advisor, the College will provide an advisor at no cost to the party. The advisor may, or may not, be an attorney.
 - g. Other standard Rules of Evidence do not apply in grievance hearings under these Procedures.
5. The College will provide either an audio recording, audiovisual recording, or transcript of the hearing to all parties.
6. The presiding officer evaluates all relevant evidence and reaches a determination regarding responsibility. The presiding officer issues their final written determination to all parties within ten (10) days of the hearing. The final written determination includes a summary of the allegations; a description of the procedural steps taken by the College to investigate and reach a determination of responsibility; findings of fact supporting the determination; conclusions regarding the application of College policies to the facts; a statement of and rationale for the result as to each allegation, including a determination of responsibility; any disciplinary sanctions the College recommends or imposes;

whether remedies designed to restore or preserve equal access to an education program or activity will be provided to the Complainant; and the College's appeal procedures.

7. The following sanctions may be imposed for those who have violated these procedures:

Student Sanctions:

- a. Verbal or Written Warning
- b. Probation
- c. Administrative withdrawal from a course without refund
- d. Required Counseling
- e. No Contact Directive
- f. Suspension
- g. Recommendation of Expulsion
- h. Other consequences deemed appropriate

Employees Sanctions:

- a. Verbal or Written Warning
 - b. Performance Improvement Plan
 - c. Required Counseling
 - d. Required Training or Education
 - e. Recommendation of Demotion
 - f. Recommendation to Suspend with or without Pay
 - g. Recommendation of Termination
 - h. Other consequences deemed appropriate
8. If the presiding officer recommends the Respondent be expelled, suspended, demoted, or terminated, during the time in which either party has to appeal, the Respondent shall remain on suspension or administrative leave unless otherwise determined by the presiding officer. If the presiding officer is required to make a recommendation for student expulsion or employee suspension, demotion or termination, such recommendation will be made to the appropriate College official after the time for appeal has expired.

Appeals

After the presiding officer submits their determination of responsibility to the Complainant and Respondent, all parties are given an equal opportunity to appeal the determination.

Appeals may be based only on these grounds:

1. Procedural irregularity that affected the outcome;
2. New evidence that was not reasonably available at the time of the hearing that could affect the outcome; and/or
3. The Director of Title IX Compliance or designee, investigator, or presiding officer had a bias or conflict of interest that affected the outcome.

Parties must submit any appeal to the President of the College by 5:00 p.m. eastern standard time via email or mail, within ten (10) days of receiving the presiding officer's written determination of responsibility. The appeals request may not exceed ten (10) double-spaced pages on 8.5 x 11 paper with one-inch margins and 12-point font.

The College notifies all parties when an appeal is filed and provides all parties a copy of the appeal and a chance to submit a written statement supporting or challenging the outcome. Parties must submit written statements supporting or challenging the outcome to the President of the College by 5:00 p.m. eastern standard time via email or mail, within two (2) days of receiving a copy of an appeal.

The President shall conduct a review of the record, including the appeal(s) received, any written statements supporting or challenging the outcome, the investigation report, the presiding officer's written determination of responsibility, and any accompanying evidence prior to issuing a written decision to the Complainant and Respondent that describes the result of the appeal and the rationale for the result.

The President's written decision is final.

Protection Against Retaliation

Retaliation against any person in connection with a complaint of sexual harassment is strictly prohibited. Reports of retaliation will be addressed through this procedure and/or other applicable College procedures. The College will not in any way retaliate against an individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report or complaint, testified, assisted, participated, or refused to participate in any manner in an investigation, proceeding, or hearing under these procedures.

Retaliation is a violation of College policy regardless of whether the underlying allegations are ultimately found to have merit. Reports of retaliation are treated separately from reports or complaints of misconduct and will be addressed through this procedure and/or other applicable College procedures.

Suspending Procedures

In cases of emergency or serious misconduct, the College reserves the right to suspend this process and may enact appropriate action for the welfare and safety of the College community.

FERPA (Family Educational Rights and Privacy Act)

A student's personally identifiable information found in a student's education records will be shared only with College employees who need to know to assist with the College's response to misconduct. A student's personally identifiable information found in a student's education records will not be disclosed to third parties unaffiliated with the College unless:

1. The student gives consent;
2. The College must respond to a lawfully issued subpoena or court order; or
3. The College is otherwise required by law to disclose.

Student and Employee Education and Annual Training

The College will provide education to students and employees on an annual basis related to misconduct, consent, sexual harassment, risk reduction, and bystander interventions. College

officials involved in the Title IX investigations and resolution process shall receive annual training.

Each fall, students and employees will receive an electronic copy of these procedures included in the Annual Security Report (Clery Act), sent to their College email address. These procedures will be maintained online on the College's website and a hard copy will be available upon request to the Director of Title IX Compliance.

Records Retention

Students - All documentation will be stored in the Vice President for Student Services' office for a period of seven years at which point the documentation will be moved to an electronic version to be retained permanently. In cases where the Respondent is found responsible for violating the Sexual Misconduct Policy, this information will be considered as a disciplinary record with the College.

Employees – Personnel files are retained for 30 years. If the action taken is informal counseling, this does not become part of the permanent record.

Pursuant to Board Policy 112, this procedure must be followed when dealing with Title IX sexual harassment based sexual misconduct.

Drug and Alcohol Policy

A-B Tech is committed to providing a drug-free learning and working environment. From a safety perspective, the use of drugs or alcohol may impair the well-being of students, employees, and visitors, interfere with the College's educational environment, and result in damage to College property. Therefore, it is the College's policy that the unlawful manufacture, distribution, dispensation, possession, or use of Alcohol, illegal or unauthorized Controlled Substances or Impairing Substances are prohibited at any College Location by College students and employees.

A-B Tech complies with the Drug Free Workplace Act and the Drug Free Schools and Campuses Act (DFSCA) and applicable Department of Education requirements by instituting the following practices:

1. The College will conduct an annual review of the effectiveness of the Drug and Alcohol Abuse Prevention Program (DAAPP). This activity will be the responsibility of the Vice President for Student Services, Vice President of Human Resources and Organizational Development, or designee. The review will be completed by June 30 of each year so that this information may be used to revise the DAAPP for optimum effectiveness.
2. Annual review information will be compiled to produce a biennial review as required by the Department of Education and the DFSCA.

Students

1. No student shall distribute, dispense, possess, use or be under the influence of Alcohol, illegal or unauthorized Controlled Substance or Impairing Substance at a College Location at any time. The exceptions to this general rule are:
 - a. Consumption and possession of alcohol is permitted for authorized viticulture/enology courses and brewing, distillation, and fermentation courses.
 - b. Consumption and possession of alcohol is permitted for the purpose of conducting scientific, chemical, pharmaceutical, mechanical, industrial, and educational research so long as directed or supervised by an instructor.

- c. Consumption and possession of alcohol is permitted as part of a culinary class pursuant to an established curriculum.
2. A student's legal use of prescribed or over-the-counter drugs is not a violation of policy only if such use does not endanger the student or others and it does not interfere with student learning or participation in student-related activities. Students shall be held strictly accountable for their behavior while under the influence of prescribed drugs or over-the-counter drugs.
3. Any student who manufactures, possesses, uses, sells, gives, or in any way transfers a Controlled Substance or Impairing Substance while at a College Location will be subject to disciplinary action up to and including expulsion and referral for prosecution, and possible legal sanctions.
4. A-B Tech hosts an Addition, Recovery, and Coping (ARC) program for students during the spring semester. This program is open to all students, but may be required for students in violation of this policy as a first level disciplinary sanction. Additional educational materials, programs, and other resources are available through both our Student Life and Support Services departments.
5. Instructors have the discretion to determine whether a student may be under the influence of drugs or alcohol. If the instructor suspects a student is under the influence of drugs or alcohol, he or she has the authority to contact A-B Tech Police to remove the student from the classroom. Instructors must notify the Vice President for Student Services or designee of this alleged violation of Code of Student Conduct as soon as possible.
6. A-B Tech complies with applicable Department of Education requirements by taking the following steps, as they apply to students:
 - a. Prepares the College's Drug and Alcohol Abuse Prevention Program (DAAPP) for annual distribution to all currently enrolled students.
 - b. Publishes the Drug and Alcohol Policy and Procedures on the website and establishes an annual email notification to students with a link to the online documents.
 - c. Incorporates information about drug and alcohol Policy and Procedures in New Student Orientation.
 - d. Reserves the right to search the student, vehicle, and/or personal property of student when on College property or other location where instruction occurs, consistent with applicable law.
7. A student who violates the terms of this policy will be subject to disciplinary action in accordance with the Code of Student Conduct and Student Due Process policies and procedures. The Vice President for Student Services or designee may require any student who violates the terms of this policy to satisfactorily participate in a drug abuse awareness program or other sanctions as listed below. For more severe infractions, the student may be required to complete an off-campus drug or alcohol abuse rehabilitation program sponsored by an approved private or governmental institution as a precondition of continued enrollment at the College. The following sanction options may include, but are not limited to, the following:
 - a. Determination of disciplinary Warning, Probation, or Suspension.

- b. Complete a drug and alcohol use assessment in order to identify the student's current level of use and to identify appropriate service recommendations.
- c. Required to attend one or more collegiate recovery group and/or a community recovery event.
- d. Mandatory counseling focusing on drug or alcohol abuse.
- e. Referral for offsite formal clinical assessment and treatment.

Employees

A-B Tech complies with the Drug Free Workplace Act and applicable Department of Education requirements by taking the following steps, as they apply to employees:

1. Prepares the College's Drug and Alcohol Abuse Prevention Program (DAAPP) for annual distribution to all employees.
2. Publishes the Drug and Alcohol Policy and Procedures on the employee Portal page and established an annual email notification with a link to the online documents.
3. Incorporates information about the Drug and Alcohol policy and procedures in New Employee Orientation.
4. Offers an Employee Assistance Program (EAP), which includes drug and alcohol information, short-term counseling, and referrals.
5. Notifies employees of their obligation to inform the Human Resources Department of any conviction of a criminal drug violation in the workplace (see below).
6. Maintains a process for notifying the contracting or granting agency within ten days of receiving notice that a covered employee has been convicted of a criminal drug violation that occurred while on the College's premises or while participating in a work-related activity. Conducts a thorough and timely assessment regarding internal consequences for such conviction.
7. Reserves the right to search the person, vehicle, and/or personal property of employees when on College property and/or while on duty regardless of location, consistent with applicable law.
8. Establishes a separate file in the Human Resources Department where employee drug/alcohol information is maintained. The confidentiality of any medical issues discussed is protected as required by law, and this information will only be shared on a legitimate need-to-know basis or when required by law.
9. Consistent with the Drug Free Workplace Act, employees are required to:
 - a. Sign a Drug-Free Workplace Statement as a condition of employment.
 - b. Abide by all terms of the Drug and Alcohol Policy and Procedures.
 - c. Notify the Human Resources Department in writing, within five calendar days after conviction of a criminal drug violation that occurred while on the College's premises or while participating in a work-related activity.
 - d. Participate in the Employee Assistance Program and/or complete a treatment program, if required by the College as a condition of continued employment.
 - e. The legal use of prescribed or over-the-counter drugs is permitted on the job only if it does not impair the employee's ability to perform the job effectively and in a safe

manner, and that does not endanger the employee or others in the workplace or interfere with student learning or services.

If an employee needs to take a prescribed or over-the-counter drug that may impair his/her judgment or performance in any way, the employee is required to notify the immediate supervisor before working. It is the employee's responsibility to use appropriate College procedures (i.e. request sick leave) if any use of legal drugs presents a safety risk. Any medical issues discussed will be kept in confidence according to legal requirements.

Employee Assistance Program/Substance Abuse Treatment

A-B Tech encourages the identification and treatment of alcohol and chemical dependency in its early stages before work is affected. Toward this end, the College retains the services of an Employee Assistance Program (EAP) to assist employees who request help with substance abuse. Employees will not be disciplined, demoted, or terminated for seeking professional counseling and/or treatment to recover from an alcohol or chemical dependency. However, employee performance and work behavior will continue to be evaluated consistent with the College's expectations and requirements.

Drug/Alcohol Screening

A-B Tech maintains a drug/alcohol screening program consistent with legal requirements. All drug/alcohol screening is conducted by an approved laboratory identified by the College and in accordance with the NC Controlled Substance Examination Regulation Act and all testing shall comply with the Controlled Substances Examination Regulation, 13 NCAC 20.0101 et seq. All drug/alcohol screens must be approved by, and coordinated through, the Human Resources Department, except those required after hours, which must be approved and coordinated by the A-B Tech Police Department. The Human Resources Department shall be required to maintain all records associated with the College's drug/alcohol screening program.

Drug and/or alcohol testing occurs under the following circumstances:

1. **Pre-Employment.** Pre-employment drug screens are required for employees in safety-sensitive positions and/or College programs where such screening is a requirement for placement at a clinical or other site.
2. **Post-Accident.** When there is Reasonable Suspicion that drug and/or alcohol use or impairment may have contributed to the accident or incident, a post-accident drug/alcohol screen is required for any employee. The College will arrange transportation for the employee to the screening location and then home, if necessary to ensure the employee's safety. If the employee refuses to participate in the drug and/or alcohol screening, it will result in a positive test.
3. **Reasonable Suspicion.** A supervisor, with agreement of the next level supervisor, senior administrator, College police or security officer, and/or Human Resources Department, may require an employee to participate in drug and/or alcohol screening when the screening is based on Reasonable Suspicion. If the employee refuses to participate in the drug and/or alcohol screening, it will result in a positive test.
4. **Safety-Sensitive Positions.** Individuals employed in safety-sensitive positions are subject to random drug/alcohol screens. Each quarter, using a computer-based number generator, the College will randomly select five percent (5%) of the eligible pool subject

to random testing. Once the employees are selected, the College will immediately arrange transportation for the employees to the testing site. If an employee is absent from work on the day his/her number is selected, that employee will be tested with the next group of selected employees the next quarter. If the employee is selected and refuses to participate in the drug and/or alcohol screening, it will result in a positive test.

Participation in College - Sanctioned and other Work-related Activities where Alcohol Is Served

1. When an employee and/or guest attend a College-sanctioned or work-related activity where alcohol is served, each individual is expected to use good judgment with regard to the amount of alcohol consumed and the legal requirements for safely driving away from the activity. Under no circumstances may an individual under the age of 21 hold or drink an alcoholic beverage on the College's premises or work-related activity at another location.
2. When the activity is hosted by A-B Tech, the College will arrange for alternate transportation to assist an impaired employee and/or guest in getting home safely when the need is brought to the attention of the A-B Tech employee in charge of the activity. In all situations, each employee and/or guest is responsible for their own behavior and any resulting consequences.
3. When an employee is chaperoning students during an off-site activity, she or he has an obligation to inform the students that the College's Drug and Alcohol policy is still in effect. Knowingly permitting a student to consume alcohol, except as specifically allowed by the Drug and Alcohol Policy, may result in disciplinary action or dismissal, depending on the College's interpretation of the circumstances and/or legal requirements.

Consequences for Violating Policy/Procedures

1. Violations of this policy or procedures and/or a confirmed positive drug/alcohol screen may result, at A-B Tech's sole discretion, in disciplinary action and/or dismissal of any employee, depending on the College's interpretation of the circumstances and subject to Policy 509.02, Employee Due Process. Violations may also result in legal consequences, as A-B Tech will notify the appropriate authorities whenever warranted.
2. At its sole discretion, in lieu of or in addition to taking disciplinary action against an employee, the College may require the employee to satisfactorily complete a drug or alcohol abuse assistance or rehabilitation program. If an employee refuses to seek treatment when required, does not respond to treatment, and/or there are indications that the drug or alcohol dependency persists, the situation will be handled by the College like any other event which adversely affects job performance.
3. An employee who refuses to submit to a drug or alcohol screen that is consistent with the above criteria, adulterates or dilutes the specimen/sample, substitutes the specimen/sample with that from another person, sends an imposter, refuses to sign the required consent forms, and/or refuses to cooperate in the screening process in such a way that it prevents completion of the examination, will be dismissed subject to Policy 509.02, Employee Due Process, when applicable.

Requirements for A-B Tech and Third-Party Events when Alcohol is Served

At A-B Tech events, and events held on A-B Tech property by third parties, the following guidelines shall apply when alcohol is served:

1. Only beer and unfortified wine may be served at non-college sponsored events.
2. When serving alcoholic beverages, a Request to Serve Alcohol application, provided by A-B Tech, must be completed and returned ten (10) full business days prior to the event to the A-B Tech Events & Facilities Support Coordinator. No other permits are required to serve malt beverages or unfortified wine.
3. For College sponsored events, a Limited Special Occasion Permit from the N.C. ABC Commission is required to serve fortified wine and/or spirituous liquor to guests at a reception or other special occasion. This permit must be received by the A-B Tech Events & Facilities Support Coordinator no later than five (5) full business days prior to the event date. Failure to obtain, or deliver, this permit will result in alcohol being banned from the event.
4. For College sponsored events, a Special One-Time Permit from the N.C. ABC Commission is required to allow the sale of malt beverages, wine, or to allow brown bagging at a single fund-raising event. This permit must be received by the A-B Tech Events & Facilities Support Coordinator no later than five (5) full business days prior to the event date. Failure to obtain, or deliver, this permit will result in alcohol being banned from the event.
5. For College sponsored events, a Special One-Time Permit from the N.C. ABC Commission is required to serve malt beverages, wine, or spirituous liquor at a ticketed event held to allow the organization to raise funds. This permit must be received by the A-B Tech Events & Facilities Support Coordinator no later than five (5) full business days prior to the event date. Failure to obtain, or deliver, this permit will result in alcohol being banned from the event.
6. Alcoholic beverages may be served no more than one (1) hour before food for the main event is served.
7. Events at which alcoholic beverages are served may last no longer than three (3) hours.
8. For events that do not precede a meal function, serving heavy hors d'oeuvres, with at least two (2) hot hors d'oeuvres, is required.
9. Service of alcoholic beverages must be discontinued fifteen (15) minutes prior to the anticipated end of the event.
10. Alcoholic beverages must be served/consumed only in the area designated for the event. It is not permissible for individuals to take alcoholic beverages from that area.
11. Violation of this policy may lead to the termination of the event by an A-B Tech staff person and/or A-B Tech Police.
12. Bartenders and/or Catering Services must be licensed to serve alcohol. They shall provide proof that their staff has been adequately trained to recognize the early signs of intoxication in patrons. Staff must also be trained to exercise adequate intervention techniques to reduce or stop patrons' alcohol intake. Bartenders and/or Catering Services shall provide, in writing, intervention techniques, along with a copy of the liquor/serving license, appropriate insurance coverage, and a list of names, addresses,

and ages of those who will distribute the alcohol. This documentation must be provided to A-B Tech Event Coordinator at least ten (10) business days prior to the event. Food and non-alcoholic beverages **MUST** be made available at all events where alcohol is distributed. Events held on the Victoria Road campus under the provisions of the Mission Health/A-B Tech Conference Center Memorandum of Understanding are exempt from these guidelines.

13. Servers must be at least eighteen (18) years of age.
14. No one under the age of twenty-one (21) will be allowed to consume alcohol at an A-B Tech event or event held on A-B Tech campuses. The sponsoring group will need to provide the A-B Tech Event Coordinator with detailed procedures to be followed to prevent service to minors (this is submitted with the "Request to Serve Alcohol" application).
15. A-B Tech Police must be notified at least ten (10) days in advance of the date and time of all events at which alcohol is to be served. A-B Tech Police will provide security coverage. The sponsoring organization will be responsible for any additional costs associated with that coverage.
16. If requested, guests must provide photo identification for proof of age before being served.
17. No one under the age of twenty-one (21) may sign a Facilities Usage Agreement for an event where alcohol will be served.
18. At an event, if anyone is found to have provided an alcoholic beverage to an underage person, A-B Tech Police will respond.
19. Any member of the College community found to be in violation of the College alcohol policy shall be subject to disciplinary actions by the appropriate College office. A-B Tech departments require the approval and signature of the College President if students are to be present at the event.
20. Violation of these procedures may lead to the termination of the event by an A-B Tech staff person and/or A-B Tech Police.
21. Refer to Policy 308, Use of Facilities, for more information regarding third party events on College property.

Tobacco Free Campus

It is the policy of the Board of Trustees that Asheville- Buncombe Technical Community College provide students and employees with a safe and healthy environment. No form of tobacco, e-cigarette, or vaporizing device usage is permitted on A-B Tech's campuses, sites, or at College-affiliated activities and events.

Weapons On Campus Policy

The Board of Trustees prohibits the use or possession of any weapons on A-B Tech property or at any College sponsored activities or events except handguns as allowed by NC GS §14-269.4. Handguns are permitted under these circumstances:

- The person has a concealed handgun permit that is lawfully issued.
- The handgun is in a closed compartment or container within the person's locked vehicle.

- The handgun is in a locked container securely affixed to the person's vehicle.
- A person may unlock the vehicle to enter or exit the vehicle provided the handgun remains in the closed compartment at all times.
- The vehicle is locked immediately following the entrance or exit.

The above criteria do not apply to persons and/or situations outlined in GS §14-269, such as sworn law enforcement officers.

Any person found to be in violation of this policy shall be disciplined at the discretion of the A-B Tech administration. Additionally, any person found to be in possession of any weapon will be charged under State law with a misdemeanor or a felony, as stipulated by GS §14-269.2(b) and §14-269.2(c). Upon conviction, a person will be adjudicated at the discretion of the court.

Workplace Violence Prevention Policy and Procedures

A-B Tech is committed to providing everyone associated with the College a work and learning environment that is safe and free of violence. To this end, the College prohibits any form of violence.

Reporting Threats or Acts of Violence

1. Every member of the College community is responsible for reporting any threats or acts of violence that he/she has witnessed, received, or have been told that another person has witnessed or received. Even without an actual threat, members of the College community should report any behavior he/she has witnessed which he/she regards as threatening or violent when that behavior is job related, might be carried out on College property, or is connected to College employment or activities.
2. Reports should be made immediately to A-B Tech Police.
3. The College will investigate all threats or acts of violence promptly and objectively.

Threats or Acts of Violence

Any member of the College community who threatens or commits an act of violence toward other persons or property on campus, while engaged in any work for or on behalf of the College, or a College sponsored event, shall be subject to disciplinary action, up to and including dismissal from employment, expulsion from the College, and/or banishment from campus, exclusive of any civil and/or criminal penalties that may be pursued, as appropriate. No existing College policy, practice, or procedure shall supersede prevention or acts of violence or threats as defined in this Policy.

Students with Disabilities

Students with disabilities (as defined in the Americans with Disabilities Act of 1990, "ADA") wishing to make a request for reasonable accommodation, auxiliary communication aids or services, or materials in alternative accessible formats should contact Support Services in the K. Ray Bailey Student Services Center, email supportservices@abtech.edu or call 828-398-7581. A student who wishes to file a complaint of alleged discrimination on the basis of disability should contact the Office of the Vice President of Student Services at 398-7146 or 398-7143.

Animals on Campus

Domestic Animals are not permitted on campus and may not be left in vehicles on campus property.

Law Enforcement Agency (Patrol) Animals and Search and Rescue Animals shall be permitted on campus in accordance with federal, state, and local laws, regulations, and ordinances. Therapy Dogs approved through A-B Tech's Volunteers Program (see Policy and Procedure #513) are permitted on campus.

In accordance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, and state law, A-B Tech may be required to accommodate an otherwise qualified individual with a disability by making a reasonable modification in its services, programs, or activities. This procedure addresses the use of Service Animals and Service Animals in Training (referred to as "Service Animal(s)" throughout this procedure), and Animals as an Accommodation on campus by qualified individuals with disabilities or individuals authorized to provide training.

The ADA provides that businesses and other entities that serve the public must allow people with disabilities to bring their Service Animals into all areas of the facility where customers and other members of the public are allowed to go. For purposes of this procedure, areas include all classrooms, labs, and other educational and social spaces where a student would go in the course of enrollment in the College.

If another person on campus has a covered disability under the ADA and it includes an allergic reaction to animals, and that person has contact with a Service Animal, a request for accommodation should be made by the individual to the V.P. of Human Resources (employees) or the Director of Support Services (students). All facts surrounding the concern will be considered in an effort to resolve the concern and provide reasonable accommodation for both individuals.

If a student has a documented disability covered by the ADA and requires an Animal as an Accommodation for access, the student is required to request services from Support Services to receive necessary accommodations. Appropriate documentation of the disability is required and accommodations are determined on a case-by-case basis.

Responsibilities of the Person with a Disability

The care and supervision of a Service Animal or an Animal as an Accommodation is the responsibility of the person with a disability who is using the animal's services. This individual must ensure the animal is in good health, is current on required immunizations, and is licensed in accordance with Buncombe County and Asheville City regulations. The burden of proof of licensure and immunizations remains with the person with a disability.

Dogs must wear a rabies tab at all times. (NC Rabies Law- NCGS. §130A-185)

The Service Animal or Animal as an Accommodation must be under the control of the person with a disability or handler at all times. A Service Animal or Animal as an Accommodation must be restrained by a leash or other appropriate device that does not exceed six (6) feet in length or otherwise be under the control of the person with a disability if the leash or tether will interfere with the ability of the Service Animal to perform required tasks.

Persons with a disability who have a Service Animal are encouraged, but not required, to contact Support Services in the K. Ray Bailey Student Services Center to register as a student requesting accommodations. Individuals registering with this office will be provided with

information about other accommodations for which the individual may be eligible. Individuals with Service Animals on other campus sites may contact Support Services via phone at 828-398-7581 or email supportservices@abtech.edu.

Persons with a disability requiring an Animal as an Accommodation are required to contact Support Services in the K. Ray Bailey Student Services Center to determine specific accommodations for which the individual may be eligible prior to being permitted to bring an animal to campus. Individuals approved for accommodations which include an animal will receive a letter of accommodation that must be kept with the animal at all times and must be provided to any campus official upon request.

Responsibilities of the College Community

If the need for a Service Animal is clear, individuals may not question the presence of the animal on campus. If the need for a Service Animal is not apparent, members of the campus community are permitted to ask the individual two questions:

1. Is the animal required because of a disability?
2. What work or task(s) has the animal been individually trained to perform?

At no point may campus community members require a Service Animal to demonstrate the tasks for which they have been trained nor may they inquire as to the nature of the individual's disability.

If an individual indicates the animal is an Animal as an Accommodation (oftentimes referred to as an Emotional Support ("Comfort") Animal in popular vernacular), the letter of accommodation must be provided to the requesting college official. If the letter of accommodation is not in the possession of the individual, the college official should contact Support Services for verification of accommodation or the animal may be removed from campus.

Individuals with medical issues who may be impacted by the presence of a Service Animal or an Animal as an Accommodation should communicate with Support Services or Human Resources if they have a concern about exposure to said animal. The individual with the concern will be asked to provide medical documentation that identifies a disability and the need for a reasonable accommodation.

Consequences for Violations

The College has the authority to remove a Service Animal or Animal as an Accommodation from its facilities or properties if the animal becomes unruly or disruptive, unclean and/or unhealthy to the extent that the animal's behavior or condition poses a direct threat to the health or safety of others or otherwise causes a fundamental alteration in the College's services, programs, or activities. The person with a disability is responsible for the costs of repair to any damage to College property caused by the service animal.

It is a Class 3 misdemeanor "to disguise an animal as a service animal or service animal in training" (N.C.G.S. § 16B-4.5). In other words, it is a crime under North Carolina law to attempt to obtain access for an animal under the false pretense that it is a service animal. In addition, it is a violation of the Asheville Animal Ordinance to conceal any animal for the purpose of evading any federal, state or local law.

Additionally, any student who violates any portion of this procedure is subject to discipline under the Student Code of Conduct in addition to any applicable federal, state, or local laws.

Communicable Disease and Occupational Exposure to Blood-borne Pathogens

A-B Tech shall not exclude individuals with communicable diseases unless a determination is made that the individual presents a health risk to himself or others. It is the policy of the College to consider the educational or employment status of those with a communicable disease on an individual basis based on the program of study or work assignment. It is the policy of the College to comply with federal regulations and state statutes regarding blood-borne pathogens as set forth in the Federal Register, 29 CFR. § 1910.1030, and the North Carolina Administrative Code, 10A NCAC 41A, by attempting to limit/prevent occupational exposure of employees and students to blood or other potentially infectious bodily fluids and materials that may transmit blood-borne pathogens and lead to disease or death.

Free Speech, Distribution of Materials and Assembly

A-B Tech is a limited public forum that does not regulate speech or activities based on content or viewpoint. All individuals using College space must comply with the following Procedures. These procedures only apply to the use of College space and not to the use of facilities on campus. For more information regarding facility use, see Use of Facilities Policy 318.

Speech, Distribution of Material and Assembly for College Members

1. The College is committed to making the majority of its College space available to College members who wish to exercise their rights to speech, distribution of material and assembly. The College maintains the right to reserve any College space at any time, with or without prior notice, for College use and such use will take priority or over any other use.
2. All outdoor assembly may not be conducted within 30 feet of any building or otherwise interfere with free flow of vehicular, bicycle or pedestrian traffic.
3. Although registration by College members to use College space is not required, it is recommended for planning purposes. Registration ensures that the desired space will be available on the desired date and time. For more information about registration, see Section II (B) herein.

Speech, Distribution of Material and Assembly for Non-College members

1. Non-College members shall be allowed to use the Designated Area (see Definitions section below) between the hours of 8:00 a.m. and 9:00 p.m. on Mondays through Fridays when the College's general curriculum classes are in sessions. The Designated Area is not available on the weekends, on days scheduled for College functions or on days when the College is officially closed. The College maintains the right to use the Designated Area at any time, with or without prior notice, for College use and such use will take priority over any other use.
2. Any Non-College members will be allowed to use the Designated Area within the time restriction. All Non-College members must complete a Registration Form (the "Form") and submit it to the Office of Student Life and Development no earlier or later than three (3) business days prior to their activity on campus. The College does not restrict speech and/or activities based on content or viewpoint. The purpose of the Form is to make sure there is adequate space in the Designated Area for the requested date and time and safety concerns. Upon request by College officials, Non-College members will be required to provide proof of registration for use of the Designated Area. Forms will only cover one (1) day at a time. Requests for standing dates (i.e., every Tuesday) will not be honored.

3. The College will assign use of a Designated Area on a first come, first serve basis; however, the College may regulate hours to fairly accommodate multiple groups.

General Rules and Regulations for both College and Non-College Members

1. While expressing speech, distributing material or assembling, both College and Non-College members are prohibited from doing the following: 1) engaging in non-protected speech such as obscenity, speech inciting criminal conduct or speech that constitutes a clear and present danger or speech that constitutes defamation; 2) touching, striking, approaching or impeding the progress of pedestrians in any way, except for incidental or accidental contact; 3) obstructing the free flow of pedestrian or vehicular traffic; 4) using sound amplification or creating noise levels that are reasonably likely to or do cause a material and substantial disruption to the educational environment and/or the operation of the College; 5) damaging, destroying or stealing College or private property; and 6) possessing or using firearms, explosives or dangerous weapons or substances not allowed on campus by law or by College policy (e.g., drugs, alcohol, non-service animals, etc.). Any acts that are disruptive to the normal operations of the College will not be tolerated and may result in an immediate termination of the activity. Non-College members are required to remain in the Designated Area while on campus.
2. Individuals may distribute pamphlets, booklets, brochures, and other forms of printed materials on the condition that such material is designed for informational (not commercial) purposes. Individuals distributing materials must provide a receptacle for the disposal of such materials. The College does not assume any obligation or liability for the content of such distributed material. Any signs used may not be larger than three feet by four feet in size. Signs must either be held by participants or be freestanding signs that do not stick into the ground. No signs may be mounted on buildings, trees or other College property.

If available, the College will allow officially recognized College student groups to use College chairs and tables. All others individuals and groups will be required to use their own chairs and tables if desired.

3. Individuals are responsible for the cleanliness and order of the area they use. Individuals shall leave the area in the same condition it was in before the activity. Individuals who damage or destroy College property shall be held responsible for such damage or destruction. This includes the campus buildings, sidewalks, lawns, shrubs and trees.
4. Individuals are subject to sanction for failing to comply with these procedures or other College policies. Such sanctions may include, but are not limited to repairing, cleaning, painting, replacement costs, restitution (as order by a court) and being banned from future use. College members may also be subject to College disciplinary action as outlined in College policies and procedures. Individuals who violate these procedures may be issued a trespass warning and denied future access to College premises. Violations that require police intervention will be reported to the College's Police Department.

Polling Places on Campus

If campus buildings are used as public polling places, all activity must be in accordance with statutory and state/local Board of Elections requirements.

City Sidewalks

City sidewalks that run along the borders of the College's campus are public forums and available to all members of the public. Use of city sidewalks must comply with federal and state laws and city ordinances.

Internet and Campus Network Acceptable Use Policy

Asheville-Buncombe Technical Community College provides campus network and computing facilities including Internet access for the use of faculty, staff, students, and other authorized individuals in support of the research, educational, and administrative purposes of the College.

The College has extensive information technology resources and systems available for both instruction and administrative applications. Faculty, staff, and students are encouraged to become familiar with College technology resources and systems and to use them on a regular basis. Users are expected to exercise responsible, ethical behavior when using these resources and to adhere to the following guidelines:

1. Information available on the Internet is not generated or selected by the College. Therefore, the College assumes no responsibility for the accuracy or quality of the information obtained through or stored on the campus network.
2. While the College respects First Amendment rights with regard to the Internet, the creation, display and transmittal of illegal, malicious, or obscene materials or fighting words is prohibited.
3. The College is not liable for the actions of anyone connecting to the Internet through College facilities. All users assume liability for their own actions.
4. The user is responsible for complying with laws protecting software or other accessed information. Downloading programs and files may violate United States copyright laws that protect information and software. All files downloaded from a source external to the College must be scanned for viruses. All users of the Internet by way of College facilities must comply with all relevant policies and procedures of the College.
5. Because of the unsecure nature of transmitting files electronically, no right to privacy exists with regard to e-mail, Internet sessions, or electronic file storage and transmission.
6. Anonymous e-mails or postings are expressly prohibited.
7. Users should be aware that usage statistics in archived log files, used for monitoring system performance and usage patterns, are maintained by the College concerning computer and telephone facilities.
8. College employees may make reasonable use of the College network, e-mail, and the Internet as long as the direct measurable cost to the public is negligible, and there is no negative impact on the employee's performance of duties.
9. All users of the Internet by way of College facilities must comply with all relevant policies and procedures of the Board of Trustees.
10. Use of the campus network, including e-mail and Internet, for personal gain is prohibited.
11. Failure to comply with any of the provisions of this procedure will result in disciplinary action as provided for under the disciplinary policies and procedures for both students and employees.

The College provides access to the Internet by way of the North Carolina Integrated Information Network. All users are subject to the governing policies established by the North Carolina Information Resource Management Commission (IRMC), in addition to this College policy. The current IRMC policy governing the use of the North Carolina Integrated Information Network and the Internet can be reviewed on the Website at scio.nc.gov/mission/itPoliciesStandards.aspx.

Peer-to-Peer File Sharing

Federal legislation holds any postsecondary institution receiving Title IV financial aid legally responsible for use of peer-to-peer file-sharing on the institution's network which is in violation of copyright protections. The Higher Education Opportunity Act of 2008 specifically requires the institution's policies and sanctions related to copyright infringement to include the following:

- an annual disclosure that explicitly informs students that unauthorized distribution of copyrighted material, including unauthorized peer-to-peer file sharing, may subject students to civil and criminal liabilities;
- a summary of the penalties for violation of Federal copyright laws; and
- a description of the institution's policies with respect to unauthorized peer-to-peer file sharing, including disciplinary actions that are taken against students who engage in unauthorized distribution of copyrighted materials using the institution's information technology system.

Pursuant to these requirements, a Peer-to-Peer File-Sharing Statement that included this information will be contained in the College's Policies and Procedures Manual, in the annual Student Handbook, and communicated on an annual basis to all College employees.

The College is expected to take measures to effectively combat the unauthorized distribution of copyrighted material, including through the use of a variety of technology-based deterrents. These measures may include, but are not limited to, electronic countermeasures such as network monitoring, port blocking or bandwidth filtering. The College will, to the extent practicable, offer alternatives to illegal downloading or peer-to-peer distribution of intellectual property.

Copyright infringement is the act of exercising, without permission or legal authority, one or more of the exclusive rights granted to the copyright owner under section 106 of the Copyright Act (Title 17 of the United States Code). These rights include the right to reproduce or distribute a copyrighted work. In the file-sharing context, downloading or uploading substantial parts of a copyrighted work without authority constitutes an infringement. Violation of these protections may result in disciplinary measures against employees or students as outlined in the institution's Code of Student Conduct up to and including suspension or expulsion. Violations may also result in criminal and civil liabilities.

US copyright laws provide for civil penalties of up to \$150,000 per violation (copyright.gov/title17/92chap5.html#504) as well as criminal penalties of up to \$250,000 and up to five years in prison for the first conviction (copyright.gov/docs/2265_stat.html).

Intellectual Property

Intellectual property is a creative work that merits protection by a copyright, trademark, or patent. In the pursuit of academic studies, a student or faculty member may produce such a creative work. A-B Tech supports the development and production of intellectual property.

The College publishes an Intellectual Property policy and procedure, the purpose of which is to protect the College and the creators, including students, as they attempt to transfer inventions or creative works to the marketplace. This policy supports the sharing of property rights between the College and the originator as specified in the procedures.

Unless otherwise specified in a rights agreement, the College owns all rights to intellectual property created by an employee inside the normal scope of work or using College resources. If the property was created outside the normal scope of work or without College resources, then the property belongs to the creator. Typically, students retain rights to original works created within the course of their studies, unless otherwise specified in a rights agreement.

For a complete copy of the Intellectual Property policy and procedure, see the Vice President for Instructional Services.

The information in the 2023-2024 Student Handbook is subject to change. For the most up-to-date version of College policies, please visit the College website at abtech.edu.

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Asheville-Buncombe Technical Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate degrees. Asheville-Buncombe Technical Community College also may offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of Asheville-Buncombe Technical Community College may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC's website (www.sacscoc.org).

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