

Chancellor's Procedures for Policy 510.01 – Safety and Security

By no later than October 1, 2020, each College of the Alabama Community College System shall have as a minimum:

- An Emergency Operation Plan (EOP) that covers reasonable potential emergency response and recovery, approved by the Alabama Community College System (Accs) office.
 - Edits/changes to EOP should be submitted to the ACCS for review and approval.
 - EOPs and associated training records will be audited by ACCS at least every twenty four months.
 - Each college will hold live, active drills and exercises in every building on campus during each twenty-four-month audit cycle, including ACCS-sponsored roundtable exercises.
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- Each College will have a functioning Threat Assessment and Intervention process in place having the following components:
 - An established and trained Behavioral Intervention Team (BIT)
 - Training for faculty and staff to recognize indicators of “at risk” behaviors.
 - A system to easily report and/or submit concerns to the BIT.
 - Threat Assessment & Intervention activities will be audited by ACCS for compliance.
- Each College will comply with statistics submissions and annual reports required by the Clery Act, Title IX, Violence Against Women Act (VAWA), Drug Free School and Communities Act and other Federal and State requirements.
 - ACCS shall audit annual reports and submissions for compliance.
- Each College will conduct safety, security, and emergency procedures training during new employee and student orientation.
- Each college will conduct required safety, security, and emergency procedures refresher training for faculty and staff annually, and create processes for ensuring that all faculty and staff participate in the training.

Effective February 1, 2022, each College of the Alabama Community College System shall, prior to the appointment of a law enforcement officer:

- Conduct a finger-print based state and national criminal background check.

- Review the current and prior law enforcement employment history.
- Review available social media accounts of the law enforcement officer.
- Review professional references provided by the law enforcement officer.
- Review disciplinary actions taken against the law enforcement officer while in secondary and post-secondary school confirmed by telephone, electronic, or other means.
- Review a full report of the law enforcement officers credit history provided by the law enforcement officer.
- Review the law enforcement officer's residential address history.
- Review the law enforcement officer's motor vehicle history.
- Complete a polygraph exam with satisfactory results.
- Complete a psychological evaluation with satisfactory results.
- Complete a drug screen with satisfactory results.