



Great Lakes Christian College

**From the Office of the President
April 2, 2025**

Statement on Student Safety

Student safety at Great Lakes Christian College is a priority, both for students and the entire campus community. Students identified the importance of campus security in each of the last two student satisfaction surveys. In response, the following steps were taken in the last three years to strengthen student safety. The following is not a comprehensive list of policies, procedures or operational actions taken by the College. Additional policies, procedures and/or actions are implemented as necessary to address specific situations, operational needs and legal requirements.

Security audit

Third-party audit – In 2024 the College engaged American Comprehensive Assessment and Planning (ACAP) to conduct a Comprehensive School Safety Planning audit (CSSP). The College is using the resulting report to prioritize campus safety improvements, some of which are detailed in the Campus Improvements section below.

Faculty and Staff training – Following the CSSP audit, ACAP educators provided an in-service for GLCC Faculty and Staff that addressed threats, and response.

Campus Improvements

Exterior lighting – In 2022 all exterior lights were replaced with 10-year LED fixtures. This ensures there is sufficient illumination for students walking on campus at night. Parking lot lighting was replaced with motion detection fixtures. Parking lot lighting is always on from dusk until dawn, and when they detect motion, they become brighter.

Additional security camera placements – The CSSP audit revealed blind spots in common areas. Those were addressed with additional camera placements. The audit noted that the current camera system is record-only. While it documents what happened, it does not provide real-time monitoring, something that is being addressed this summer.

Electronic access to main buildings – In 2024 entrances to all common areas (Woodard Hall, Doty Center, Matthews Hall) were secured with magnetic door locks. Access to these doors is restricted to individuals who have a College-issued RFID card. Students, staff and Faculty must use their IDs to gain entry.

Woodard Hall main entrance monitoring – Individuals who do not have an RFID must enter Woodard Hall through the west entrance which is locked and monitored. To enter, visitors must use the video link to the receptionist who approves access by releasing the magnetic door lock. All visitors are then required to check in with the receptionist and state their reason for entering Woodard Hall.

Future Measures

Campus security camera system – The entire campus security camera system will be replaced before students return for Fall 2025 semester. The new system will enable real-time monitoring for GLCC administrative and student services staff.

Grant request – In 2024 a grant was being sought through the Michigan State Police Nonprofit Safety Grant Program (NSG)). If funded, it will provide for additional campus safety improvements including a gated entrance and impact resistant bollards for common areas. Funding is expected to be announced in May 2025. An additional NSGP grant request is being written for 2025.

Employment Practices

Background check – All prospective employees undergo a criminal background check before a decision is made about their employment. Decisions regarding employment are considered on an individual basis. All long-term employees are periodically background checked to ensure they have not committed any new offense.

Employee Handbook – The Employee Handbook states employee expectations for interacting with students (and each other). These policies include (but are not limited to) guidelines on personal conduct, one-on-one meetings with students and other employees, employees' handling of confidential information, rights to privacy, use of alcohol and drugs, and Title IX – sexual misconduct. Each year employees acknowledge they have read the Handbook and affirm they will follow its policies. The Employee Handbook (revised, 2022) is currently being updated.

Title IX training – Every employee undergoes annual Title IX training to ensure they understand Federal Title IX guidelines and expectations for compliance and reporting.

Information Technology (IT) Policies and Practices

Computer Usage and Support Policy – The Employee Handbook contains an extensive section that governs the use of computers, software, and network systems. These policies include (but are not limited to) rights to privacy, data management, acceptable and unacceptable system and network activities, email and communication activities, accountability and consequences for violation.

Third-party audit – In 2023 the College initiated third-party random audits of the College's IT systems and Director of IT activities. Any out-of-compliance actions are reported to the Vice President of Finance and Operations.