

INDUSTRIAL MANAGEMENT AND TRAINING INSTITUTE

ANNUAL SECURITY REPORT

October 28, 2026

School Security Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the code of Federal Regulations require all institutions to gather school crime statistics and make the report available to students, faculty, and employees.

Policies for Preparing the Annual Disclosure of Crime Statistics

The School CEO, Janice Shannon, is responsible for gathering statistics concerning the occurrence of crime on campus that has been reported to local police agencies to comply with the Clery Act. A crime statistics report is available by October 1 of every year and a copy can be obtained upon request at the School Director's office and it is also displayed on our web page at www.imti.edu and on the Student's Bulletin Board.

Statement 1: Statement of Polices Regarding Procedures for Students and Others to Report Criminal Actions or Other Emergencies on Campus:

Industrial Management and Training Institute encourages the immediate reporting of any actual, suspected criminal or hazardous activity. Any student, faculty member, employee or guest can directly report suspected criminal activities or emergencies on campus by calling the School Director at (203) 753-7910. However, those with complaints of potential criminal action should make a report with local police authorities as well as with the school.

Reporting a Crime

Contact Campus by dialing 203-753-7910 for non-emergencies. For emergencies dial 911. Any suspicious activity or persons seen in the parking lots or loitering around vehicles or inside our building should be reported to the School's Vice President, Amanda McGee. IMTI does not allow voluntary confidential reporting. IMTI does not have Pastoral or Professional Counselors, therefore, they cannot notify people of the reporting procedures for the institution.

Statement 2: Security and Access to Campus Facilities and Grounds and Security Considerations:

IMTI has installed approximately 8 security cameras across the campus. Along with monitoring common areas of campus by the School Directors, cameras monitor access points. Additional security measures include a locked door policy to all key offices in the building; security lighting around campus provides consistent illumination thought the campus area.

Industrial Management and Training Institute seeks to provide an atmosphere of openness for the encouragement of student activity on school facilities. However, Industrial Management and Training Institute does not have school security personnel; therefore, everyone should take

special safety precautions. The following advice should be considered: When walking on or by the school, be aware of who and what is around you. Try not to walk by yourself and avoid dark streets, secluded pathways, and alleys. · Do not carry large amounts of cash or expensive jewelry. · Keep your motor vehicle in good working condition. Always lock your car and remove all packages and valuables. · When walking to your car, always have your keys in hand, ready to unlock your car and get in. · Do not leave books and personal belongings unattended in the student lounge or library.

Statement 3: A Statement of Policies Concerning Campus Law Enforcement:

IMTI is a non-residential school and does not have a campus police force. IMTI cooperates with outside agencies in the investigation of any criminal offense. However, there is no formal investigatory agreement established with these agencies. Any occurrence that takes place on campus is to be reported immediately. Those that occur off campus should be reported as soon as possible. The individual's identity will be safeguarded when possible. Students and employees will be encouraged to report crime off- campus to appropriate police/agencies.

Emergency…….911

Police Department……. (203) 574-6911

Fire Department……. (203) 597-3450

Statement 4: Programs Designed to Inform Students and Employees About the Prevention of Crimes:

Specific programs designed to inform students and employees about campus security procedures and practices, and to encourage students and employees to be responsible for their own security and the security of others include:

- **Orientation activities for students (1 time annually)**
- **Director/Instructor learning sessions (4 times annually)**
- **Employment packages to incoming staff (1 time)**

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibilities for their own security and the security of others.

Statement 5: A Description of Programs Designed to Inform Students and Employees About the Prevention of Crimes:

A session is held once a year to encourage students to be aware of their surroundings and act in a prompt, safe manner if any action is needed due to a security issue.

Statement 6: Policy Concerning the Monitoring and Recording Criminal Activity:

Industrial Management and Training Institute endeavors to have a safe and crime free environment. Crimes such as murder, sex offenses, robbery, aggravated assault, and burglary and car theft should be reported to the local police department. Any criminal activity by students, faculty and employees will not be tolerated and will be cause for immediate dismissal.

Statement 7: Policy Regarding Possession, Use, and Sale of Alcoholic Beverages:

Students who violate state or federal law or the school's alcohol and drug policy on campus or at school activities off-campus are subject to prosecution by local, state, and federal officials and are subject to discipline where appropriate. For policies and sanctions regarding possession, use and sale of alcoholic beverages and illegal drugs, please refer to the school Drug and Alcohol information policies.

Statement 8: Policy Regarding Possession, Use, and Aale of Illegal Drugs:

IMTI's Drug- Free Policy prohibits employees and students from engaging in any of the following activities:

- Use, possession, manufacture, distribution, dispensation, or sale of illegal drugs on company premises or company business, including company supplied vehicles, or during working/school hours;
- Unauthorized use or possession, or any manufacture, distribution, dispensation or sale of a controlled substance on school premises or while on company business or while in company supplied vehicles;
- Storing in a locker, desk, automobile or while in company supplied vehicles;
- Being under the influence of a controlled substance on school premises or while on company business, or while in company supplied vehicles;
- For an employee, any possession, use, manufacture, distribution, dispensation or sale of illegal drugs off company premises that adversely affects the individuals work performance, his own or others' safety at work, or the company's regard or reputation in the community;
- Failure to adhere to the requirements of any drug treatment or counseling program in which the employee/student is enrolled;
- Failure to notify IMTI of any conviction under criminal drug statues for a workplace offense within five (5) days of the conviction;
- Refusal to sign a statement to abide by IMTI's Drug-Free Workplace Policy.

Industrial Management and Training Institute is a drug-free workplace and firmly believes that alcohol abuse or illegal drug use, whether on or off the job can adversely affect job performance, morale, the safety of other employees, students and the reliability of our

operations and equipment. Laws regarding the possession, sale, consumption or furnishing of alcohol is controlled by the State of Connecticut, Division of Alcoholic Beverages and Tobacco.

At the student request, Industrial Management and Training Institute personnel will assist on notifying the proper authorities of any sex offense. In the event of an alleged sexual offense, a disciplinary proceeding will be held where both the accuser and the accused will be entitled to have witnesses present. They will be informed of the final determination with respect to the alleged sexual offense and any sanction that is imposed against the accused. If it is determined that the accused is guilty of rape, acquaintance rape, or other forcible or non-forcible sex offense, the accused will be immediately dismissed.

Statement 9: Policy Regarding Possession, Use, and Sale of Illegal Drugs Alcohol And Substance Abuse Prevention Procedure:

When in the judgment of the supervisor, in consultation with the CEO and School Directors, a determination is made that there is unauthorized use or possession of alcohol, controlled substances or the use or possession of illegal drugs, or if behavior or work performance of a staff member gives rise to performance related concerns that may indicate a need for drug and alcohol testing or some other action, the following procedure shall be used. The procedure also applies when a staff member has reason to believe the same of a student; or to other violations of the policy as stated above.

Alcohol and Substance Abuse Intervention Guidelines:

The supervisor/staff member should notify the School Directors and CEO for consultation prior to any action being taken. The School Directors and CEO may recommend consultation with a local non-profit alcohol and substance abuse organization or similar agency. Based on the advice of the School Director, CEO and Vice President or such an agency, the supervisor/staff member should immediately schedule an intervention meeting the staff member/student concerned. The intervention meeting includes the following steps:

- · Inform individual of the policy.
- · Relieve the individual of assigned duties or in the case of a student suspend their attendance and
- · Advise the individual of the reason for the concern. The impact of the problem on work or academic performance, including interpersonal interactions affecting the workplace or classroom, should be documented.

Examples include:

- · Unusual or erratic behavior
- · Reports of unauthorized drugs and/or alcohol use on the job.

After consultation with the School Directors, CEO and Vice President, the staff member or student is referred to any non-profit alcohol and substance abuse organization or similar agency for testing. Examples of reasons for referral include the following:

· Behavior that is erratic or abnormal

· Knowledge or indication that staff member/student is currently involved in drug related activity

· Sleeping that is related to drug intake

· Disclosure by the staff member/student of use.

Pending result information from the referred non-profit or similar agency, the staff member/student should be suspended. If the staff member/student refuses to go to the referred non-profit organization or similar agency, appropriate disciplinary action should take place. Drug and alcohol is only one factor to be considered in making a determination regarding disciplinary action.

Alcohol and Substance Abuse Follow Up:

The School Directors, CEO and Vice President will meet with the staff member/student to discuss the information received from the referred non-profit organization or similar agency and any disciplinary action taken. Being unfit for work or school because of alcohol and/or illegal use or possession of a controlled substance or other violations of this policy may subject the staff member/student to disciplinary action up to an including termination of employment or school attendance.

Early recognition and treatment of drug abuse is important for a successful rehabilitation. The decision to seek diagnosis and accept treatment for drug abuse is primarily the individual employee's responsibility. Sources for help include your church, your family physician, the Info line Community Services section of your local phonebook, and national agencies such as the National Institute on Drug Abuse Hotline 1-800-662- HELP, the National Cocaine Hotline 1-800-COCAINE, or the National Council on Alcoholism 1-800-NCA-CALL.

Most people who reach out can be helped to break free of the cycle of abuse. Employees who voluntarily seek assistance in dealing with a drug abuse problem may do so without jeopardizing their continued employment, provided they strictly adhere to the terms of their treatment and counseling program. At minimum, these terms include the immediate cessation of any use of drugs, and participation, where required by a program, in periodic unannounced testing for twenty-four (24) month period following enrollment in the program.

Employees who voluntarily seek assistance will not, however, prevent disciplinary action for violation of IMTI's Drug-Free Workplace Policy.

Statement 10: Policy Regarding the Institution's Programs to Prevent Dating Violence, Sexual Assault, and Stalking:

Sexual Harassment Policy

Industrial Management and Training Institute has always believed that each of us should be able to work in an environment free of discrimination and any form of harassment. In compliance with the Violence Against Women Reauthorization Act of 2013 (VAWA) (Pub. Law 113-4), Industrial Management and Training Institute has enacted a policy prohibiting sexual harassment, including sexual violence, sexual discrimination, domestic violence, stalking and sexual exploitation; to establish a complaint procedure to investigate allegations of sexual harassment; and to provide appropriate sanctions for violators of this policy.

Any action of retaliation against or interference with a witness, investigator or person who reports an alleged violation of this policy is strictly prohibited and will be subject to disciplinary action. Sexual harassment is a serious concern and will not be tolerated. Sexual harassment is any unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature is considered to be sexual harassment when:

· Submission to conduct is made either explicitly or implicitly a term or condition of your employment.

· Submission to or rejection of such conduct by you is used as the basis for employment decision which affects you, or…

· Such conduct has the purpose or the effect of unreasonably interfering with your work performance or creating an intimidating, hostile or offensive working environment.

Examples: Some of the more common examples of sexual harassment include:

· Repeated, unwelcome, and offensive sexual flirtations, advances or propositions.

· Continued or repeated verbal abuse of a sexual nature.

· Continued or repeated graphic verbal commentaries about a person's body.

· Continued or repeated sexually degrading words about a person or the person's body.

· Display of sexually explicit photographs, pictures, or objects.

· Continued or repeated suggestive sexual comments or remarks.

· Continued or repeated insults, humor, or jokes about a person's sex or traits relating to sex.

· Continued or repeated touching, pinching, or brushing a person's body.

Sexual harassment does not refer to behavior or occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, which is personally offensive, that fails to respect the rights of others, that lowers morals, and that interferes with work effectiveness.

Procedure for Reporting Sexual Harassment

Sexual harassment is not just inappropriate; it is prohibited by law. If you believe you have been subjected to sexual harassment of any kind, or know someone who is, do not remain silent. You should act promptly. Do not deny that something has happened. Ignoring the situation and hoping that it will correct itself enables the harassment to continue. Nor should you be afraid that if you speak with someone about the situation, you will be subjected to retaliation. Industrial Management and Training Institute will not allow reprisals against a person who in good faith reports or provides information about sexual harassment or behavior that might constitute sexual harassment. Victims of sex offense are encouraged to report this offense to the appropriate law enforcement agency. Any employee who believes (or has direct knowledge of such incidents) that he or she is being sexually harassed by the School Director, Assistant School Director, Registrar, Financial Aid Officer, Supervisor, Co-worker, any School Staff member, or student, should promptly take the following steps:

· You can tell the harasser to stop, verbally or in writing! Be clear and firm that the particular behavior is not wanted, not flattering, and not reciprocal.

· Keep a record with the grievance procedures, you may be asked to make a written evidence of the sexual harassment behavior. Record dates, places, times, witnesses, and the nature of the harassment – what was said, when and how you responded. Also save any letters, emails, of notes received which can be helpful if the harassment persists.

· Beware of your surroundings and practice being observant. If you are ever assaulted, try to remember as much as you can about the assailant. (Hair color, skin type, clothes, tattoos, voice…) Don't change your clothes or bathe. All physical evidence can be used in court.

· Report the incident or incidents to the School Director or any authorized school official. If you do not feel comfortable reporting this matter to the School Director, you may report directly to the President. If you report the incident or incidents in writing, please place the report in a sealed envelope marked: "Personal and Confidential" Industrial Management and Training Institute takes sexual harassment cases very seriously and deals with them swiftly and confidentially in order to assure that we have a workplace of dignity, free of sexual harassment, where individuals are treated with respect.

Listed below are resources of sexual harassment help and prevention programs:

· loveisrespect at 1-866-331-9474

· National Sexual Assault Hotline - 1.800.656.HOPE

· RAINN at 1-800-656-4673.

Statement 11: Procedures for Student Disciplinary Actions Regarding Alleged Sex Offenses:

The Campus Sex Crimes Prevention Act (CSCPA) of 2000 is a federal law that provides for the tracking of convicted sex offenders enrolled at, or employed by, institutions of higher education. The CSCPA is an amendment to the Jacob Wetterling Crimes against Children and Sexually Violent Offender Act. Under the law, state and local law enforcement agencies must provide Colleges and Universities in their jurisdiction with a list of registered sex offenders who have indicated that they are either enrolled, employed, or carrying on a vocation at the institution.

A list of all registered sex offenders is available on the Connecticut Public Sex Offender Registry website at www.communitynotification.com/cap_office_disclaimer.php?office=54567. On this website, you can search for offenders by entering the campus address. You can also obtain a list from your State or Local Police Departments

· The accuser and the accused are entitled to the same opportunities to have others present during a disciplinary proceeding; and

· Both the accuser and the accused shall be informed of the outcome of any disciplinary proceedings; and

· Some disciplinary penalties may include, but are not be limited to: verbal warning, written warning, counseling, suspension or dismissal.

Sanctions

If the investigation reveals evidence supporting the occurrence of an incident of sexual harassment, Industrial Management and Training Institute will take prompt remedial actions. Industrial Management and Training Institute disciplinary actions will depend upon the specifics of the case and may range from a warning to termination of employment or student withdrawal. If the investigation fails to disclose sexual harassment conclusively, Industrial Management and Training Institute reserves the right to nonetheless take action. Such action may include counseling, or a written warning copy of which to be included in the personnel file or student file.

Sex Offender Registration the Violent Crime Control and Law Enforcement Act of 1994 (42 U.S.C §14071(j)) is a federal law that provides the tracking of convicted sex offenders enrolled at, or employed by, institutions of higher education.

Statement 12: A Statement of Policy Regarding Emergency Response and Evacuation Procedures:

IMTI has a student text system in place that can be utilized by the School Director to instantly notify the student population of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.

The Directors, Amanda McGee and Richard Paoletto, using professional judgment, will take an action that will not compromise efforts to assist a victim. IMTI tests this emergency system several times a year when used to announce school closings.

Hate Crime Reporting

Hate Crime is a criminal act motivated by bias against any person or group of persons, or the property of any person or group of persons because of the ethnicity, race, national origin, religion, gender, sexual orientation, or disability of a person or group, or bias based upon the perception of that person or group has one or more of those characteristics. Hate crimes that are additionally reported are Clery crimes identified as: larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property that it is shown the crime was conducted due to bias.

Industrial Management & Training Institute, Inc. – Waterbury, CT

Crime Statistics for 2023 – 2025

CRIMINAL OFFENSE	YEAR	On Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2023	0	0
	2024	0	0
	2025	0	0
Manslaughter By Negligence	2023	0	0
	2024	0	0
	2025	0	0
Rape	2023	0	0
	2024	0	0
	2025	0	0
Fondling	2023	0	0
	2024	0	0
	2025	0	0
Incest	2023	0	0
	2024	0	0
	2025	0	0
Statutory Rape	2023	0	0
	2024	0	0
	2025	0	0
Robbery	2023	0	0
	2024	0	0
	2025	0	0
Aggravated Assault	2023	0	0
	2024	0	0
	2025	0	0
Burglary	2023	0	0
	2024	0	0
	2025	0	0
Motor Vehicle Theft (Do Not Include Theft From A Motor Vehicle)	2023	0	0
	2024	0	0
	2025	0	0
Arson	2023	0	0
	2024	0	0
	2025	0	0

Hate Crime Statistics for 2023 – 2025

OFFENSE	YEAR	BIAS	On Campus Property	Public Property	COMMENT: (Indicate Category Of Bias Crime) Race/Religion/Sexual Orientation/ Gender/ Gender Identity/ Disability/ Ethnicity/ National Origin
Murder/Non-Negligent Manslaughter	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Negligent Manslaughter	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Rape	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Fondling	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Incest	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Statutory Rape	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Robbery	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Aggravated Assault	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Burglary	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Motor Vehicle Theft (Do Not Include Theft From A Motor Vehicle)	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Arson	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Simple Assault	2023	N/A	0	0	
	2024	N/A	0	0	

	2025	N/A	0	0	
Larceny Theft	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Intimidation	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	
Destruction/ Damage/ Vandalism Of Property Except Arson	2023	N/A	0	0	
	2024	N/A	0	0	
	2025	N/A	0	0	

Industrial Management & Training Institute, Inc. – Waterbury, CT

VAWA Crime Statistics for 2023 – 2025

VAWA Amendments	YEAR	On Campus Property	Public Property
Domestic Violence	2023	0	0
	2024	0	0
	2025	0	0
Dating Violence	2023	0	0
	2024	0	0
	2025	0	0
Stalking	2023	0	0
	2024	0	0
	2025	0	0

ARRESTS	YEAR	On Campus Property	Public Property
Weapons; Carrying, possessing, etc.	2023	0	0
	2024	0	0
	2025	0	0
Drug Abuse	2023	0	0
	2024	0	0
	2025	0	0
Liquor Law Violations	2023	0	0
	2024	0	0
	2025	0	0

Disciplinary Actions	YEAR	On Campus Property	Public Property
Weapons; Carrying, possessing, etc.	2023	0	0
	2024	0	0
	2025	0	0
Drug Abuse	2023	0	0
	2024	0	0
	2025	0	0
Liquor Law Violations	2023	0	0
	2024	0	0
	2025	0	0

Industrial Management & Training Institute, Inc. – Waterbury, CT

Unfounded Crime Statistics for 2023 – 2025

Were there any reported crimes that were investigated by law enforcement authorities and found to be false or baseless and subsequently deemed “Unfound”? Only sworn or commissioned law enforcement personnel may unfound a crime.		
Count unfounded crimes in a year in which they were originally reported		
TOTAL UNFOUND CRIMES	**2023**	0
	2024	0
	2025	0