Indiana University School of Medicine’s (IUSM) multi-campus footprint extends across the state of Indiana in nine locations: Bloomington, Evansville, Fort Wayne, Indianapolis, Muncie, Northwest-Gary, South Bend, Terre Haute and West Lafayette. This report will reflect the unique Annual Security & Fire Safety Report information for each campus. For Clery Act reporting purposes, the IU School of Medicine-Indianapolis campus is located on the Indiana University-Purdue University Indianapolis (IUPUI) campus. Therefore, the IU School of Medicine-Indianapolis campus is subject to IUPUI policies, procedures, and disciplinary processes. The IUSM located in Muncie, South Bend, Terre Haute, and West Lafayette are located on local university campuses and are considered separate campuses from the larger IUPUI campus for Clery Act reporting. The IUSM-Bloomington and IUSM-Gary campuses are located at Indiana University-Bloomington (IUB) and Indiana University-Northwest (IUN), these locations are separate campuses from the larger IUPUI campus for Clery Act reporting. IUSM students completing coursework on these campuses may be subject to both IUPUI and the respective separate campuses’ (IUB or IUN) policies, procedures, and disciplinary processes depending on the nature and/or location of the incident. IUSM students at these locations have full campus privileges, including the option to use all facilities IU students have access to and other resources located at the respective campus. At IUB, IUSM students also have the option to reside in on-campus housing. The IUSM facilities, located at the IUB and IUN campuses, are subject to the safety and security policies and procedures of the respective campus. The safety and security policy statements relevant for IUSM students taking courses at IUB or IUN are the same as the respective campus, and are described in this Annual Security & Fire Safety Report.

IUSM-Evansville facilities are now located in downtown Evansville, and are subject to IU safety and security policies, procedures, and disciplinary processes depending the nature and/or location of the incident. Until July of 2018, IUSM-Evansville students and employees had been located on the University of Southern Indiana (USI) campus. In previous reports, IU had provided Annual Security and Fire Safety Report information for both IUPUI and USI. As IUSM-Evansville was a separate entity in 2019, with no on-campus housing facilities, USI has been omitted from this report.

The IU facilities located on the IU Fort Wayne campus were restructured on July 1, 2018 and the campus is now called IU Fort Wayne and Purdue Fort Wayne, with IU offering programs in Nursing, Medical Imaging and Medicine, Dentistry, Health Sciences and Social Work. IU students have full campus privileges, including the option to reside in on-campus housing and other resources on the IU Fort Wayne and Purdue-Fort Wayne campus. IU employees working at the IU Fort Wayne and Purdue-Fort Wayne campus may also be subject to both IU and Purdue policies, procedures and disciplinary action depending on the nature and/or location of an incident. There are no IU police or security personnel on site. In order to provide IU Fort Wayne students and employees with information relevant to space controlled by IU and space controlled by Purdue, as well as other relevant safety and security policies, available resources, programs and information, IU is providing Annual Security Report safety and security policies of both IU and Purdue-Fort Wayne. Although the information sections for IU Fort Wayne indicate programming run out of the IUPUI campus, it is important to note that the IUPUI Title IX office works closely with the Purdue Fort Wayne Title IX office to provide support and services on the IU Fort Wayne campus.

IUSM facilities located at local universities, serve as host campuses for the IUSM, and are located in Muncie at Ball State University (BSU); in South Bend at University of Notre Dame (ND); in Terre Haute at Indiana State University (ISU); and West Lafayette at Purdue University (PU). IUSM students, completing coursework at one of the host campuses, are considered “Guest Students” of those universities and may be subject to both IUPUI and the host universities’ policies, procedures, and disciplinary processes depending on the nature and/or location of the incident. “Guest Students” of BSU, ISU, and PU have full campus privileges, including the use of on-campus housing facilities. “Guest Students” of ND have full campus privileges, excluding the use of on-campus housing facilities and counseling services. IU employees working at the host university locations may also be subject to both IUPUI and the host university’s policies, procedures, and disciplinary processes depending on the nature and/or location of the incident.
In compliance with the Jeanne Clery Disclosure of Campus Security Police and Crime Statistics Act (Clery Act), and the safety and fire-related requirements of the Higher Education Opportunity Act, the Office of Public Safety and Institutional Assurance produces an Annual Security and Fire Safety Report. This report includes policy statements and specific information regarding the University’s procedures, practices, and programs concerning safety, security, and fire safety (e.g. policies for responding to emergency situations and sexual offenses). This report also includes three years’ worth of crime statistics for particular types of crimes that occurred on campus; in certain non-campus buildings or property owned or controlled by the University; and on public property on or immediately adjacent to each of Indiana University's campuses. In addition, included are three years’ worth of fire statistics for each IU campus with on-campus student housing.

We urge members of the university community to use this report as a guide for safe practices on and off campus. Public Safety and Institutional Assurance generates an email to every enrolled student and employee on an annual basis notifying them that the Indiana University Annual Security and Fire Safety Report is available to be viewed. The email include a brief summary of the contents of this report and the web address where the report can be found. The report is available online at Protect IU: https://protect.iu.edu/police-safety/annual-reports/index.html. You may request a physical copy be mailed to you by emailing iups@iu.edu. A copy of the report can also be obtained from any campus division of the Indiana University Police Department.

This report has been updated to include three rental houses that were omitted from the initial Bloomington Fire Safety Report. The 2019 and 2018 Annual Security and Fire Safety Reports have been updated to reflect these changes as well. This report also includes a correction in the IUSM-Gary drug arrests from five (5) reported last year on public property to (6). Muncie 2018 crimes stats were revised as follows: burglary increased from 14 to 15 on campus, motor vehicle thefts increased from 2 to 3 on campus, stalking increased from 4 to 8 on campus, and drug law arrests increased from 15 to 18 on campus all due to revised stats received from the IU Health Police Dept. The IU Fort Wayne 2018 hate crime has been revised from 1 to 0 based upon the updated Purdue FW ASFSR. Lastly, the IU Bloomington Foster-Shea 2018 fire statistic has been updated to reflect two injuries that occurred from the accidental fire.
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Indiana University was founded through a legislative act in 1820 to establish a state seminary located in Bloomington. By 1903, the School of Medicine was established in Bloomington, and five years later Indianapolis was designated as the primary campus. Since its creation the University has a storied history rich with development and expansion across the state, diversity and engagement, growth, research, and academic achievement. The School of Medicine follows suit, pioneering medical advancements including many “first” successful organ transplants, discovering the cure for testicular cancer, and developing medical technology, such as the echocardiograph.

Indiana University is a major multi-campus public research institution, grounded in the liberal arts and sciences, and a world leader in professional, medical, and technological education. Indiana University’s mission is to provide broad access to undergraduate and graduate education for students throughout Indiana, the United States, and the world, as well as outstanding academic and cultural programs and student services. Indiana University seeks to create dynamic partnerships with the state and local communities in economic, social, and cultural development and to offer leadership in creative solutions for 21st-century problems. Indiana University strives to achieve full diversity, and to maintain friendly, collegial, and humane environments, with a strong commitment to academic freedom.

It is the mission of Indiana University School of Medicine to advance health in the state of Indiana and beyond by promoting innovation and excellence in education, research, and patient care. IU School of Medicine will lead the transformation of healthcare through quality, innovation, and education and make Indiana one of the nation’s healthiest states.

More information about the Indiana University School of Medicine including the history, mission, and guiding principles can be found at medicine.iu.edu or by following IUSM’s social media accounts, including: Twitter, Facebook, LinkedIn, and Instagram.

Indiana University and the School of Medicine
A Message From the Dean of the School of Medicine

At Indiana University School of Medicine, we want all students, faculty, and staff to work and learn in a safe, secure environment. With the expansion of undergraduate and graduate medical education offerings around the state, we continue our efforts to promote safety in all our learning facilities and aim to reach the highest standards of excellence for all members of our community.

Just as the IU School of Medicine partners with a variety of local health systems to provide robust training for physicians across the state, IU police partner with local law and fire safety agencies in the communities where learning occurs to ensure the continuity of safety across all locations. The safety groups work together to share information, solve problems, and enhance public safety. Through these collaborative relationships, our world-class Indiana University police departments share the IU longstanding Culture of Training with local partners. They are all committed to serve and protect IUSM students, faculty, staff and visitors.

That commitment is reflected in this, our 2020 Annual Security and Fire Safety Report. The annual report is provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act) and the Higher Education Opportunity Act (HEOA). This report provides safety and security information each of IUSM’s campuses. Whether you’re in Bloomington, Indianapolis, as far north as Ft. Wayne or south in Evansville, we hope you will find useful information intended to maintain a safe community for all IU School of Medicine locations.

Thank you for taking the time to read this important and informative report. While we cannot avoid all crime, we commit to providing a campus community where the highest standards of policing are in practice and strive to create a strong partnership between police and the Indiana University School of Medicine community.

Sincerely,

Jay Hess, MD, PhD, MHSA, Executive Vice President for University Clinical Affairs & Dean of School of Medicine
A Message From the Associate Vice President of Public Safety & Institutional Assurance

Dear Indiana University Community,

This Annual Security Report provides details about public safety at each of our campuses and educational centers. The report also describes community engagement and crime prevention efforts designed to minimize crime on our campuses, the frequency of evacuation drills and other efforts to protect IU’s most important assets — our students, faculty and staff.

We hope that you read through the report, which you can find year-round at the bottom of every webpage for Protect IU.

Police, emergency management staff and our partners work around the clock to provide a safe environment for teaching, learning and enjoying cultural and athletic activities at our campuses. The Annual Security Report and Protect IU website provide information and resources for our communities to use to understand safety risks, report crimes, and to learn how to prevent, prepare for or respond to a range of emergencies, including tornadoes, active aggressor attacks and illnesses.

We hope that you find this information useful and that you join our efforts by both reporting anything suspicious to your campus IUPD division and by looking after your friends and colleagues. Never hesitate to contact your IUPD division or call 911 for assistance.

Sincerely,

Benjamin D. Hunter
Associate Vice President of Public Safety and Institutional Assurance
& Superintendent of Public Safety
Public Safety & Institutional Assurance

Indiana University is committed to providing the greatest possible degree of safety for all members of the University community. This level of safety and care is provided through multiple units and departments led by the Associate Vice President of Public Safety and Institutional Assurance, including:

- **Emergency Management and Continuity (EMC)** assists departments and campuses with developing, maintaining, and implementing emergency operations plans and exercises, hazard and risk education, and building partnerships with external agencies for response and recovery programs.

- **Environmental Health and Safety (EHS)** promotes and supports safe, healthy workplaces, and natural environment through comprehensive programs regarding occupational and laboratory safety, personal protective equipment, infectious and communicable disease management, food and environmental protection.

- **Indiana University Police Department (IUPD)** is a full-service law enforcement agency located on each of the University campuses. IUPD works closely with local, state, and federal law enforcement agencies to ensure the safety and security of IU students, staff, faculty, and campus visitors.

- **Physical Security and Access** evaluates physical security and privacy safeguards used in facility projects including facility design, video surveillance, electronic card readers, small space emergency alarms, and additional facility protective devices and strategies. Physical Security and Access responds to requests for facility physical security information.

- **University Information Security Office (UIISO)** maintains a resilient, secure information technology (IT) structure at the University. IU UIISO publishes security bulletins and provides awareness and education about IT security.

- **University Information Policy Office (UIPO)** develops and interprets policies regarding information, information technology, and privacy, in addition to providing tools and education to the University community. IU UIPO tracks privacy and policy incidents and ensures the appropriate responses.

Protect IU

As part of the University’s commitment to safety and security, the Office of Public Safety and Institutional Assurance manages Protect IU. Protect IU makes it easy for you to find all the information you need to know about safety, security, health, and preparedness for your life both on and off campus. Protect IU not only has an informative webpage, including links to educational resources and trainings, news releases, and the offices or departments you may need to contact, but also has numerous social media pages intended to get information to you in the most current and relevant methods possible. Follow Protect IU’s social media accounts on Twitter, Facebook, YouTube, and Instagram, for up-to-date information about safety at IU.
Indiana University Police Department

Enforcement Authority and Jurisdiction

The Indiana University Police Department (IUPD) employs sworn police officers who are certified by the State of Indiana, and who meet state-mandated training requirements. These officers have full police powers, including the power to arrest, as granted by the State of Indiana (IC 21-39-4), and have access to national and state law enforcement computer networks. IUPD also employs non-sworn security officers who provide additional patrols on campus. These non-sworn officers do not have the power to arrest, nor do they have the power to enforce Indiana law. They report crimes that they observe to the sworn officers.

Both sworn and non-sworn IUPD officers have primary jurisdiction on any real property owned or occupied by the University, including the streets passing through and adjacent to such property. These officers also have the power to assist University officials in the enforcement of IU’s rules and regulations. In addition, IUPD officers who have been certified by the State of Indiana, as required by Indiana Code 21-39-4-6(a)(2), are authorized to exercise their police powers throughout the State of Indiana, consistent with Indiana law, and subject to certain terms and restrictions contained in the University’s Exercise of Extended Jurisdiction by Officers of the Indiana University Police Department policy.

On an as needed basis, the University will retain contracted security personnel through approved security companies. Contracted security personnel do not have the power to arrest, nor do they have the power to enforce Indiana law. They report crimes they observe to sworn officers. Contracted security personnel will report violations of institutional policy to the IUPD. Their jurisdiction is limited to the location and space described in the agreement for service.

Working Relationships With State and Local Enforcement Agencies

By resolution of the Indiana University Board of Trustees, and consistent with Indiana law, University police are authorized to exercise police powers beyond their primary jurisdiction in certain circumstances, as described in the University’s Exercise of Extended Jurisdiction by Officers of the Indiana University Police Department policy. The IUPD maintains a cooperative working relationship with municipal and county law enforcement agencies in the geographic areas in which campuses are located, as well as with Indiana State Police and federal agencies. When investigating alleged criminal offenses, the IUPD cooperates with the appropriate law enforcement agencies and other criminal justice authorities.

IUPD officers normally investigate all criminal offenses that occur in the IUPD’s primary jurisdiction and work with the staff of cooperating agencies when incidents arise that require joint investigative efforts, resources, crime-related reports, and exchanges of information. The officers of IUPD and cooperating agencies communicate regularly at the scene of incidents that occur in and around the campus. Meetings may be held between the IUPD and cooperating law enforcement agencies for the purposes of sharing
information on both a formal and informal basis. Local and state police agencies provide back-up assistance for any emergency that might require extensive police services. Any law enforcement officer may come onto campus at any time. Just as IUPD officers have powers to arrest, law enforcement officers from other agencies can arrest students and visitors on campus for violations of law within their agencies’ jurisdictions. In addition, the University has the responsibility of advising the appropriate authorities of violations of civil or criminal law committed by anyone on campus. The University will report violations either when a request for specific information is made or when there is a danger to life or property. These cooperative working relationships include but are not limited to:

A written Memorandum of Understanding (MOU) is in place or in development with:

- Bloomington Police Department,
- City of Gary Police Department,
- Columbus Police Department,
- Floyd County Sheriff’s Office,
- Howard County Sheriff’s Department,
- Indiana State Police,
- Indianapolis Metropolitan Police Department,
- New Albany Police Department,
- Northwest Indiana Major Crime Task Force,
- Richmond Police Department,
- South Bend Police Department,
- St. Joseph Co. Metro Homicide Unit,
- Wayne County Sheriff’s Department.

No written Memorandum of Understanding (MOU) is in place with:

- A.T.F. Merrillville,
- Bartholomew County Sheriff’s Office,
- Butler University Police Department,
- Elkhart Police Department,
- F.B.I. Merrillville, RO,
- Henry County Sheriff’s Department,
- Indiana State Capitol Police Department,
- IU Health Police Department,
- Kokomo Police Department,
- Lake County Sheriff’s Department,
- Marion County Sheriff’s Office,
- Marion University Police Department,
- Monroe County Sheriff’s Department,
- New Castle Police Department,
- Porter County Sheriff’s Department,
- U.S. Marshals Great Lakes Regional Fugitive Task Force,
- Veterans Administration Police Department.
Reporting Crimes and Other Emergencies

General Reporting Guidelines

All community members, including students, faculty, staff, and guests, are encouraged to accurately and promptly report all criminal or suspicious actions and any potential emergencies to the Indiana University Police Department (IUPD) or appropriate law enforcement agency, including when the victim of a crime elects to, or is unable to, make such a report.

Situations occurring on-campus should be reported to the IUPD. For emergencies, dial 9-1-1; if you are using a cell phone immediately state your location. A report can also be made to a police officer, security officer, or police recruit in person.

For crimes or emergencies occurring off-campus, reports should be made to local law enforcement by either dialing 9-1-1 or visiting in person.

Campus Security Authorities can also make a report through the online form at https://protect.iu.edu/machform/view.php?id=11507. Clery Act crimes, as described under the Definitions of Crimes & Geography section of this report, should be reported to the IUPD for inclusion in the annual statistical disclosure of crimes, and for assessment for a campus-wide notifications.

RAVE Guardian App

Students, faculty and staff at Indiana University can now use the Guardian safety app to access personal safety resources and to more easily reach IUPD. The free app is available at the Apple Store and Google Play.

The RAVE Guardian App has some notable features:

- An inbox for IU-Notify emergency alerts
- Quick access to 911 dispatchers and campus police
- A safe walk timer to let family and friends know if the user is not home when expected
- Ability to send tips, anonymously if preferred, to police
- Contact information for key campus safety and wellness services

Emergency Blue Light Phones

Emergency blue light phones are located on each of the Indiana University campuses. Once activated, a large blue strobe light flashes at the top of the phone tower, and the IUPD dispatcher is immediately notified. If you need assistance, see something that is suspicious, or see someone else who needs assistance, you should activate a blue light phone and speak directly with the IUPD dispatcher.

Indiana Lifeline Law

The Indiana Lifeline Law provides immunity for some alcohol-related offenses, subject to certain conditions, to individuals who request medical assistance for someone in need and suffering from an alcohol-related health emergency. The Lifeline Law makes it clear that the priority
is to get professional medical care to those in need, no matter the circumstances. In order to receive immunity, a person acting in good faith should: provide their name and any other relevant information requested by law enforcement, remain on scene until emergency services arrive, and cooperate with authorities on scene. You may be able to provide valuable information that saves a life.

**Report an Incident**

*For any emergency, dial 9-1-1*

**IUPUI**

Non-Emergency: (317) 274-2058
Ball Annex Building
1232 West Michigan Street
Indianapolis, IN 46202

**Bloomington**

Non-Emergency: (812) 855-4111
1469 East 17th Street
Bloomington, IN 47405

**Gary (Northwest)**

Non-Emergency: (219) 980-6501
Moraine Hall Room 116
105 West 33rd Ave.
Gary, IN 46408

**Evansville**

IUPD Non-Emergency: (812) 855-2425
515 Walnut St.
Evansville, IN 47708

*The following is the police/security contact for IU Fort Wayne, which by agreement is still covered by Purdue University. For emergencies and immediate assistance, you may contact the number below:*

**Fort Wayne—Purdue University Police Dept.**

PU Non-Emergency: (260) 481-6827
Support Services Building
2101 East Coliseum Boulevard
Fort Wayne, IN 46805

*The following are the police/security contacts for the host campuses of IUSM and IUPUI separate campus programming. For emergencies and immediate assistance, when located on one of the host campuses, you may contact the numbers below:*

**Muncie—Ball State University**

BSU Non-Emergency: (765) 285-1111
200 North McKinley Avenue
Muncie, IN 47306

**South Bend—University of Notre Dame**

ND Non-Emergency: (574) 631-5555
Hammes Mowbray Hall
Notre Dame, IN 46556

**Terre Haute—Indiana State University**

ISU Non-Emergency: (812) 237-5555
210 North 6th Street
Terre Haute, IN 47809

**West Lafayette—Purdue University**

PU Non-Emergency: (765) 494-8221
205 South Martin Jischke Drive
West Lafayette, IN 47907

**Response to Reports**

Depending on the nature of the particular report, the IUPD dispatcher may either send an officer to the caller’s location or ask the caller to come to the IUPD office to file an incident report. After the report is filed, an investigation may be conducted.

As required by law or policy, an incident report may be forwarded to other University offices for review for potential action, including but not limited to:

- Office of the Vice President and General Counsel;
- University Director of Institutional Equity & Title IX and Deputy Title IX Coordinator;
- Human Resources;
- Academic Affairs and Enrollment Management;
- Student Affairs, Student Conduct, or Student Ethics;
- Dean of Students, Chancellor, Assistant Dean, or Director of Student/Student Activities;
- Residential Programs and Services or Housing and Residence Life;
- Office of Insurance, Loss, Control and Claims;
- Environmental Health and Safety;
- Office of Finance and Administration;
- Office of Marketing and Communications;
- Facility Services.

**Campus Security Authorities**

Many individuals throughout the University have been identified as Campus Security Authorities (CSAs), under the Clery Act, and have responsibilities to inform the IUPD of specific information regarding any crimes of which they are made aware. If you make a report to a CSA, be aware of their responsibilities and clearly express any interest you have in remaining confidential. Additional information on who at the University may qualify to be a CSA and their duties can be found at [https://protect.iu.edu/police-safety/clery/csa.html](https://protect.iu.edu/police-safety/clery/csa.html).
Responsible Employees

In addition to CSAs, many individuals have been identified as Responsible Employees (RE) under the In addition to CSAs, many individuals have been identified as Responsible Employees (RE) under IU's Discrimination, Harassment, and Sexual Misconduct policy, and have the responsibility to promptly contact and report what they know about an incident of sexual misconduct to their campus Deputy IX Coordinator or the University Director of Institutional Equity & Title IX. Additional information on who at the University may qualify as a RE and their duties can be found at Stop Sexual Violence – Responsible Employees.

Pastoral & Professional Counselors

Any pastoral counselors and licensed professional counselors on campus, working in that capacity, are not considered campus security authorities (CSAs). Therefore, they are not required to report crimes for inclusion into the annual disclosure of crime statistics, nor is the University required to issue a Crime Notice for crimes reported to them. However, if they deem it appropriate, these counselors may inform students about the University’s policies and procedures about reporting crimes on a voluntary and confidential basis and seeking help if they are the victim of a crime.

Voluntary, Confidential Reporting

If you are a victim of or witness to a crime, but you do not want to pursue action within the University system or the criminal justice system, you may still choose to make a report and request that it remain confidential. The purpose of such a report is to comply with your wish to keep your identity confidential, while also providing information to help ensure the future safety of yourself and others. An IUPD officer can file a confidential report detailing the incident without revealing your identity, to the extent allowed by state and federal laws. Certain information and details may be requested for public inspection, as stated in Indiana Code 5-14-3 and as described in the Daily Crime Log below. Using the information provided in the confidential police report, the University can: keep an accurate record of the number of incidents involving students, employees, and visitors; determine whether there is a pattern of crime with regard to a particular location, method, or assailant; and alert the University community to potential dangers. Reports filed in this manner may be counted and disclosed in the annual statistical disclosure for the University, included in the Daily Crime Log, and used for the assessment of campus-wide notification without using any personally identifiable information.

Daily Crime Log

The Daily Crime Log includes records of criminal incidents and alleged criminal incidents that have been reported to the IUPD on each campus. Daily Crime Log entries contain more detail than the annual crime statistics disclosure and includes all crimes, not just those reported for Clery Act purposes. It also includes crimes that occur within the IUPD’s patrol jurisdiction, which may be broader than on-campus. Information may not be included in the log if prohibited by law or if the disclosure would jeopardize an on-going investigation. If you would like to see your campus’ Daily Crime Log, you can do so by visiting your campus-division of IUPD during normal business hours, or visit their website located under Jeanne Clery Act at IU.
Campus-Wide Notifications

**IU-Notify**

IU-Notify is Indiana University’s mass communication tool for alerting students and employees to immediate dangers and ongoing threats that could cause harm or impact safety. IU-Notify also is used to provide guidance in an emergency or critical incident, and to communicate relevant updates. IU or campus administration will activate the system based on the circumstances of a particular situation. University officials authorized and responsible to write, issue and send Public Safety Advisories, Crime Notices, and Emergency Alerts through the IU-Notify system, include but are not limited to: Indiana University Police Department (specifically the Chief of Police or their designee), Emergency Management and Continuity, Environmental Health and Safety, and Communications/Marketing personnel.

Since IU has students, staff, and faculty across eight campuses, a system that sends out messages to everyone via several different methods is necessary to ensure that everyone who needs to know about an emergency is informed as quickly as possible. In order to be prepared for an emergency situation, the IU-Notify system is tested at least once per year. This ensures any issues that could occur during the notification process can be resolved prior to an emergency.

More information on IU-Notify and instructions on how to update your contact information can be found at [https://protect.iu.edu/emergency-planning/communication/iu-notify.html](https://protect.iu.edu/emergency-planning/communication/iu-notify.html). For members of the IU community, it is suggested that you provide the best phone number to reach you, and an email address in order to receive alerts and notices. You should update and verify your information regularly.

**Public Safety Advisory**

In order to alert students and employees of safety issues on or near campus, and to provide them with information to promote safety, IU has instituted a Public Safety Advisory. Public Safety Advisories at IU may be issued for non-Clergy Act crimes or crimes which occur outside of IU’s Clery geography, as well as other safety concerns that may not involve criminal acts. In deciding whether or not to issue a Public Safety Advisory, campus officials examine the facts of each incident and consider when and where the incident occurred, when the incident was reported, and any other information available.

If a situation occurring on campus is determined to be an immediate threat to the health or safety of students
or employees, IU will follow the emergency notification procedures listed in the Emergency Alerts section.

Public Safety Advisories that are issued for crimes will be provided to students and employees in a manner that the identity of victims remains confidential, and that will aid in the prevention of similar occurrences through the inclusion of relevant safety information. Certain details may be withheld from an advisory if the information would compromise law enforcement efforts.

IU-Notify is generally used to send Public Safety Advisory to members of the University community. If additional information or updates are released, they will be posted to http://emergency.iu.edu. Email is the primary method of Public Safety Advisory communication; however, other means of distribution may be used, including:

- Text messages.
- Posting to the Protect IU website at: https://protect.iu.edu.

**Crime Notice**

Much like the Public Safety Advisories, IU has a timely warning system, referred to as Crime Notices. Crime Notices are used to promptly alert students and employees of a serious or continuing threat on or near campus, and to provide them with enough time and information to promote safety and aid in the prevention of similar crimes. Crime Notices may be issued for any of the Clery Act crimes, as described in the Definitions of Crimes & Geography section of this report, that occur on campus; in certain non-campus buildings or property owned or controlled by the University; and on public property on or immediately adjacent to the campus. For a Crime Notice to be issued, the crime must be considered a serious or continuing threat to students or employees. For crimes reported to a pastoral or professional counselor, the University is not required to issue a Crime Notice.

In deciding whether or not to issue a Crime Notice, the campus-division of Indiana University Police Department examines the facts of each incident and considers when and where the incident occurred, when the incident was reported, and any other information available to the IUPD. For example, if an assault occurs between two students who have a disagreement, there may be no ongoing threat to other University community members, and a Crime Notice would likely not be distributed. Crime Notices are written, issued and sent by the Indiana University Police Department at the discretion of the Chief of Police or their designee.

If a crime occurring on campus is determined to be an immediate threat to the health or safety of students or employees, IU will follow the emergency notification procedures listed in the Emergency Alerts section of this report.

Crime Notices will be provided to students and employees in a manner that is timely, that withholds the identity of victims as confidential, and that will aid in the prevention of similar occurrences through the inclusion of relevant safety information. Certain details may be withheld from a notice if the information would compromise law enforcement efforts.

IU-Notify is generally used to send Crime Notices to members of the University community. If additional information or updates are released, they will be posted to http://emergency.iu.edu. Email is the primary method of Crime Notice communication; however, other means of distribution may be used, including:

- Text messages.

**Emergency Alerts**

When IU receives a report of a potential emergency or other dangerous situation occurring on or imminently threatening the campus, public safety and campus officials respond and assess each incident. Upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students and/or employees, the University will immediately notify the campus community through the use of an Emergency Alert.

University officials authorized to send alerts via the IU-Notify system will, without delay and taking into account the safety of the community, collaborate to determine the content of the notification and initiate the notification system. These officials will communicate information regarding the threat either to the campus community as a whole or to the appropriate segment of the community if the threat is limited to a particular building or segment of the population. IU will not immediately issue a notification for a confirmed emergency or dangerous situation if by doing so, in the professional judgment of public safety and campus officials, it will compromise efforts to assist a victim, to contain the emergency, to respond to the emergency, or to otherwise mitigate the emergency.

IU’s use of emergency response and notification procedures is not necessarily limited to crimes. An incident such as a serious gas leak, tornado, hazardous materials spill, winter storm, outbreak of a serious illness, or other hazards could also warrant the use of this protocol following confirmation by the appropriate authorities that a hazardous condition exists.

University officials will use their discretion to determine the content of the alert, specific method(s) of notification, recipients of the notification, and the sending authority. The purpose of initial emergency alerts is to put the campus community on alert. Initial alerts may contain very limited information on the nature of what is happening and specific locations. The University will provide proper follow-up information as it becomes available, and as appropriate. Usually, follow-up notification will be made using the IU-Notify emergency notification system.
Notification may be accomplished using a variety of messaging methods which may include one or more of the following:

- text messages,
- telephone calls,
- email,
- RAVE Guardian app
- social media,
- television,
- cable override,
- sirens,
- digital signage,
- website banners,
- face-to-face communications, and/or
- public address systems.

If there is a need to disseminate information outside of the campus community, it can be communicated in any of the following ways:

- Posting to the IU Protect website at https://protect.iu.edu.
- Distributed to local news agencies.
- Posting to Facebook at https://www.facebook.com/iuemergencyupdates/.
- Posting to WebEOC (which provides selected information to surrounding public safety jurisdictions and the Indiana Department of Homeland Security).
- Posting as a web banner at https://www.indiana.edu.
- Posters and flyers in campus buildings.

Coronavirus COVID-19

Indiana University issued its first Public Safety Advisory (PSA) on the Coronavirus COVID-19 pandemic on January 24, 2020. IU will continue to issue PSAs and targeted emails to update the IU community on this ever-changing situation. We recommend you continue to monitor Indiana University Public Safety Advisories to ensure that you receive the most up-to-date guidance. IU also has a special website Coronavirus COVID-19 where you may find additional information and resources on the pandemic. IU also has specific resource guides for students, faculty, and staff. Please note that programs listed below may alter their presentations or scheduling in response to the COVID-19 pandemic.
IU’s policy is to thoroughly investigate all reports of missing persons it receives, and to ensure that all missing person notifications to law enforcement and others are made promptly and in accordance with applicable state and federal law. However, IU has specific obligations with respect to students residing in on-campus student housing.

If a student who resides in on-campus housing is believed to be missing, students or other individuals should immediately report this to the Indiana University Police Department (IUPD); however, University employees are required to immediately report this to the IUPD. A report should be made by contacting the appropriate campus IUPD office by phone or by filing a report in-person.

The IUPD will obtain a report and initiate an investigation, regardless of who makes the report. If the IUPD determines that a student has been missing for 24 hours or more, the IUPD will notify local law enforcement and inform the student’s designated contact person(s) no more than 24 hours after the student is determined to be missing. If circumstances warrant, IUPD may determine that a student is missing and initiate these procedures before the student has been missing for the full 24-hour time frame.

Any student residing in on-campus housing may identify both an emergency contact and a contact who will be notified should the student be determined missing by IUPD, and this information should be updated regularly. If the missing student is under the age of 18 and is not emancipated, the IUPD will notify the student’s parent or legal guardian, in addition to the student’s designated contact.

Contact information will be registered confidentially for all students, will be accessible only to authorized campus officials, and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. A student can register their missing student contact information at any time, based on their campus:

- Bloomington students should visit the Residential and Programs Services website at: [http://go.iu.edu/5eR](http://go.iu.edu/5eR).
- Bloomington students who are living in houses rented from IU Real Estate should call 812-855-3054 or email rlestate@indiana.edu to request a Missing Student Contact Information form.
- IUPUI students should visit [http://housing.iupui.edu/HSC](http://housing.iupui.edu/HSC), log into Housing Service Center, and click “Manage My Contacts.”

Information about the missing person will be entered into the National Crime Information Center (NCIC) within two hours of being received by police. This information will also be sent to any police department near the location where the missing student was last seen (the local law enforcement) and to any law enforcement agency requested by the reporting party, provided the officer considers the request to be reasonable.
IU campuses are open to the public. During business hours, most buildings are open to students, parents, employees, contractors, guests, and invitees; however, there may be restricted areas that are not accessible without permission from a University representative. On evenings and weekends, certain buildings are open for scheduled classes, events, or meetings. Some buildings may stay open 24 hours or have hours that vary at different times of the year. Academic and Administrative buildings will be closed according to schedules developed by the department responsible for the building, and include adherence to the building hours set by the campus. When a building is closed, only faculty, staff, and students with specific authorization are permitted inside. Emergencies may necessitate changes to any posted schedules.

Residential facilities on campus also include a variety of security and access controls specific to the facility. However, all residential facilities are restricted to residents, their guests, and other approved members of the University community. Residents gain entry through the use of an assigned key or key cards at card access readers 24 hours-a-day. Residents are cautioned against permitting strangers to enter the buildings and are urged to require individuals seeking entry to use their assigned key or key card. IUPD personnel conduct security patrols in and around common areas of the residential facilities and University apartments, and in the vicinity of residential facilities, University apartments, and University rental houses on a regular basis.

A very strong commitment to campus security and safety is maintained through regular patrol of campus buildings and grounds by IUPD, including the checking of exterior doors, some interior doors, and locking hardware. If IUPD personnel notice any conditions that may pose a safety or security issue, they will report such conditions to the appropriate campus offices or administrators for correction. Members of the campus community are encouraged to report safety conditions to the IUPD or one of the listed campus contacts for facility/physical plant.

During their daily duties, IUPD and campus facility/physical plant employees constantly look for and report problems with lighting, locks, security equipment, emergency telephones, vegetative landscaping features, and other public safety hazards for all exterior and interior areas of the campus. Exterior lighting deficiencies should be reported to IUPD, and interior lighting deficiencies should be reported to your campus facility/physical plant office. Shrubs, trees or other landscaping concerns that might create an unsafe area should be reported to your campus facility/physical plant office. IUPD and facility/physical plant employees work together to resolve reported problems in a manner that minimizes hazardous conditions. A comprehensive survey is conducted of all exterior lighting on a semi-annual basis to ensure pathways are well lit. Emergency telephones, including elevator phones, are surveyed on a regular basis for deficiencies.

Environmental Health & Safety conducts safety inspections on all facilities including, but not limited to: laboratories, clinical areas, high-hazard maintenance areas,
construction sites, food service areas, swimming areas, AEDs, fall protection areas, etc. Any concerns related to
the responsibilities of the Environmental Health & Safety
office should be reported online at Environmental Health &
Safety Report a Concern.

Indianapolis

Campus Contacts

• IUPD–IUPUI is available 24 hours – a-day at (317) 274-2058.

• Riverwalk & Townhomes RA on duty: (317) 414-2357

• Ball Hall RA on duty: (317) 414-9383

• University Tower RA on duty: (317) 414-9929

• North Hall RA on duty: (317) 612-7022

• Campus Facilities Services may be contacted at (317) 278-1900.

• Parking and Transportation Services may be contacted at (317) 274-4232.

• Environmental Health & Safety (EHS) may be contacted at (317) 274-2005

Academic and Administrative Buildings— Campus security and access controls include:

IUPUI

• Building hours are determined by the schools and departments that occupy the building along with the

building’s building coordinator. When a building is closed, only faculty, staff, and students with specific
needs are allowed inside. Some exterior doors are automatically locked electronically, and some exterior
doors are locked and secured by IUPD personnel or by Campus Facilities Services personnel.

Park 100 Learning Center

• IUPUI no longer utilizes the Park 100 location as of March, 2020. Since IUPUI was still occupying Park
100 in 2019 IUPUI will still report crime statistics for that location in the crime statistics section of
this report.

Campus Residence Buildings— Special considerations for campus residence access include:

• Each community desk is open from 9am – 7pm daily and the staff working the desk help monitor
access for each community. Community desks are located in University Tower, North Hall, and
Riverwalk Apartments. Each residential community also has live-in professional staff (called Residence
Coordinators) and live-in undergraduate resident assistants who are trained in safety and security.
Full-time IUPD officers patrol the IU-owned residential areas regularly. Physical safety measures
are in place at each community, including:

  • Ball Residence—Front doors to the building are locked 24/7 and require card access for entry.
In addition, there are cameras located at entry points and in the lobby area on the first level.
Each of the residential wings is equipped with 24/7 electronic card access control and each
room has a locking mechanism.
• North Hall—The front door is locked 24/7 and requires card access for entry. Cameras are located in the main lobby and in elevator lobbies. Elevators in the main lobby are on card access and can only be used by people with access on their cards. Student room doors are on card access and locked automatically when shut.

• Riverwalk Apartments—Access to these houses is controlled by Housing and Residence Life. All exterior doors to each house are equipped with 24/7 electronic card access control. Main apartment doors have card access and are set by default to lock when the door is closed, each bedroom can also be locked.

• Townhomes—All exterior doors have deadbolt locks, and interior sliding glass doors have rods in the base to prevent them from being opened, as well as a lock.

• University Tower—The first two floors of this building are open to the public during the times the building is open. Cameras are located in the main lobby area and in each elevator lobby. The residential floors are controlled 24/7 by electronic card access, including elevators and stairwells, with access also controlled by Housing and Residential Life. Each individual room door is on card access and set to lock as default when the door is closed.

• IU utilized space with Park Place through July 2018, a privately owned and operated company, only on an as needed basis. In July 2018, IU ceased using Park Place and transitioned to using space within Candlewood Suites.

• Candlewood Suites—This facility is privately owned and operated. IU utilizes space within this property only on an as needed basis. IU does not operate this as a housing community, and it is not staffed with IU personnel. Physical safety measures in place at this facility include the following: Cameras are located in the main lobby and elevator lobbies on the first floor and exits. Each door to a room has an electronic lock. Each bedroom door in each room contains a push button style locking mechanism. The Hotel is staffed 24 hours a day. Primary police services for this facility are provided by the Indianapolis Metropolitan Police Department.

• Park 100 Learning Center did not operate any on-campus residential facilities.

Bloomingtom

Campus Contacts

• IUPD-Bloomington’s non-emergency line is available 24 hours-a-day at (812) 855-4111.
• 3rd & Union Apts RA on duty: (812) 947-3098
• Ashton RA on duty: (812) 947-3098
• Banta Apts RA on duty: (812) 947-3098
• Bicknell Apts RA on duty: (812) 947-3098
• Briscoe Quad RA on duty: (812) 947-3098
• Campus View Apts RA on duty: (812) 947-3098
• Collins RA on duty: (812) 947-3098
• Eigenmann RA on duty: (812) 947-3098
• Everman Apts RA on duty: (812) 947-3098
• Forest Quad RA on duty: (812) 327-8550
• Foster RA on duty: Closed for remodeling
• Hepburn Apts RA on duty: (812) 947-3098
• Mason Hall RA on duty: Closed for remodeling
• McNutt RA on duty: Closed for remodeling
• Read RA on duty: (812) 327-8550
• Spruce RA on duty: (812) 327-8550
• Teter RA on duty (812) 947-3098
• Union Street RA on duty: (812) 327-8550
• University Apts RA on duty: (812) 947-3098
• Willkie RA on duty: (812) 327-8550
• Wright Quad RA on duty: (812) 947-3098
• Facilities Operations answers 24 hours-a-day at (812) 855-8728, only emergencies are responded to after-hours.
• RPS housing manager can be contacted 24 hours-a-day. Telephone numbers can be located in your Guide to Residence Hall Living at https://rps.indiana.edu/resources/residentialguides/AtoZ/index.html or your Guide to Your Apartment Neighborhood at https://rps.indiana.edu/resources/residentialguides/UnfurnishedAptLiving/index.html.

Academic and Administrative Buildings—
Campus security and access controls include:

• Building Services secures most academic buildings between 10 pm and 6 am. Numerous academic, cultural and social activities take place throughout the year, and individual building hours may vary as a result.
• Numerous academic, cultural and social activities take place throughout the year, and individual building hours may vary as a result. When a building is closed, only faculty, staff and students with specific authorization are permitted inside.

Evansville - Stone Family Center for Health Sciences

Campus Contacts
• IUPD-Evansville's non-emergency line is available 24 hours-a-day at 812-855-2425.
• Director and Associate Dean may be contacted at 812-909-7224
• Physical Plant can be contacted via David Perkins 317-633-6300 or mobile 812-549-7681

Academic and Administrative Buildings—
Campus security and access controls include:
• Indiana University Police Officers are on duty Monday-Friday from 7 a.m.-11 p.m. When IUPD officers are not on duty a private security vendor provides security services. IUPD officers/security officers are on duty 24 hours a day 365 days a year.
• The building is unlocked and open to the public from 7 a.m.- 6 p.m. Monday-Friday. The building is locked and only accessible by means of card swipe Monday through Friday between 6 p.m. - 7 a.m. and on weekends and holidays. Weekend and after hours events are hosted by the respective university with Building Committee recommendation and Condo Board approval.
• The property management company (Hokanson Companies) maintains interior and exterior lighting of the property, in addition to the facility and landscaping. Members of the campus community are encouraged to report any lighting deficiencies or landscaping that might create an unsafe area to David Perkins at (317) 633-6300 or David.Perkins@hokansoninc.com.

Campus Residence Buildings
• Stone Family Center for Health Sciences does not operate any on-campus residential facilities.

Fort Wayne

Campus Contacts
• Facilities Management can be contacted at 260-481-6832.

Academic and Administrative Buildings—
Campus security and access controls include:
• Classroom buildings are open Monday through Friday from 7:30 am-4:45 PM. After-hours access is allowed via access card. Exterior doors are automatically locked electronically each evening. No building access is allowed when the campus is closed.

Campus Residence Buildings
• Residential facilities are owned and operated by PUFW but are available to IU students. The following information is provided by PUFW:

Access to residence halls is restricted to residents, their approved guests, and other approved members of the University community. Residents gain entry by swiping their access fobs on electronic readers or the use of a standard key. Residents are cautioned against permitting strangers to enter the buildings and are urged to require individuals seeking entry to use their access fobs. The police department patrols the residence halls on a regular basis. Housing staff, including Resident Advisors, also enforce security measures in the halls and work with residents to achieve a community respectful of individual and group rights and responsibilities.
Gary

Campus Contacts

• IUPD-Northwest’s non-emergency line is available 24 hours-a-day at (219) 980-6501.
• Physical Plant (219) 980-6710
• Environmental Health and Safety (219) 981-4230
• Vice Chancellor for Student Affairs and Enrollment Management (219) 981-6586
• Executive Vice Chancellor of Academic Affairs (219) 980-6761
• Associate Dean, IU School of Medicine Northwest (219) 980-6957

Academic and Administrative Buildings—
Campus security and access controls include:

• Building hours are determined by the schools and departments that occupy the building along with the building’s building coordinator. When a building is closed, only faculty, staff, and students with specific needs are allowed inside.

Campus Residence Buildings

• IU Northwest does not operate any on-campus residential facilities.

Host Campuses

For information on the security, access control, and maintenance of campus facilities, including administrative and residential buildings, and the appropriate campus contacts, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

Muncie

• Please refer to the Ball State University Annual Campus Security Report and the Ball State University Campus Fire Safety Report contained under Appendix D.

South Bend

• Please refer to the University of Notre Dame Annual Security and Fire Safety Report contained under Appendix E.

Terre Haute

• Please refer to the Indiana State University Annual Security and Fire Safety Report contained under Appendix F.

West Lafayette

• Please refer to the Purdue University West Lafayette Annual Security and Fire Safety Report contained under Appendix G.
The Indiana University Police Department (IUPD), along with many other IU departments, uses a variety of media and programs to provide information about crime prevention and to publicize campus security procedures and practices to students, faculty, staff, and guests. The common theme among all of these programs is to encourage community members to be responsible for their own security and for the security of others.

Campus security and fire safety procedures are specifically discussed during new student orientation. In addition, representatives from the IUPD, the Office of Environmental Health and Safety (EHS), and the Office of Emergency Management and Continuity (EMC) participate in forums, engage in town hall meetings, and are available by request to address student and employee questions and to explain University security, public safety, and fire safety measures. Members of the IUPD conduct presentations about crime prevention and general security and safety awareness upon request. Information typically provided includes crime prevention tips; statistics on crime at IU; fire safety information; information about campus security procedures and practices; and encouragement to all community members to be responsible for their own security and for the security of others. Public Safety & Institutional Assurance (PSIA) and the IUPD also organize and set up crime prevention and education display tables at various locations throughout the year. This provides an opportunity to hand out safety-related information, as well as answer individual questions. PSIA will also work with campus units and divisions to establish educational programs related to the Clery Act and to promote safety awareness.

IU also offers ongoing educational programs to promote awareness and prevention of domestic violence, dating violence, sexual assault, and stalking. More information about these programs can be found in the Sexual Misconduct (Dating Violence, Domestic Violence, Sexual Assault and Stalking) section of this report.

The following are the campus crime prevention and campus security awareness programs available on all IU campuses, and the programs available on your specific campus.
## Programs Available on all IU Campuses

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
<th>Frequency</th>
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</thead>
<tbody>
<tr>
<td><strong>Campus Security Authority (CSA)</strong></td>
<td>IU Public Safety: <a href="mailto:iups@iu.edu">iups@iu.edu</a></td>
<td>Available online anytime via Expand</td>
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<tr>
<td>This training informs CSA's about their reporting responsibilities under the Clery Act and provides information on how to report crimes.</td>
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<tr>
<td><strong>Crime Prevention Through Environmental Design (CPTED)</strong></td>
<td>Physical Security and Access: <a href="mailto:physsec@iu.edu">physsec@iu.edu</a></td>
<td>Upon Request</td>
</tr>
<tr>
<td>This process involves a survey of the physical, mechanical and organizational structure of a location for the purpose of identifying those features which may contribute to unwanted behaviors such as criminal acts. CPTED (Crime Prevention Through Environmental Design) and Crime Prevention are very closely linked in that a CPTED survey often results in additional crime prevention recommendations. Eligibility for a CPTED survey is generally predicated upon the existence of a current behavioral problem related to crime and is usually conducted upon request. A CPTED survey can take several hours and the construction of the accompanying recommendation matrix can also require several days. There currently is no cost for a CPTED survey from the IU Police Department. There are no equipment needs for the completion of this process.</td>
<td>Call Public Safety and Institutional Assurance at (812) 855-2004.</td>
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<tr>
<td><strong>New Student Orientation</strong></td>
<td>Call your campus-division of IUPD</td>
<td>Each new student orientation</td>
</tr>
<tr>
<td>IUPD is available to speak to students regarding safety and security on campus, along with services that are provided specific to each campus. Officers provide information on how to prevent becoming a victim of a crime, as well as information on how to report a crime.</td>
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<tr>
<td><strong>Response to Armed Assailant/Active Shooter Awareness</strong></td>
<td>Emergency Management &amp; Continuity: <a href="mailto:iuemc@iu.edu">iuemc@iu.edu</a></td>
<td>Upon Request</td>
</tr>
<tr>
<td>This is a class for students and employees to learn about their options and the police response to an armed assailant. At each training the IU Run Hide Fight video is shown and the important steps to protect yourself explained in detail.</td>
<td>Call your campus-division of IUPD</td>
<td>Run Hide Fight video available online: <a href="https://protect.iu.edu">Protect IU</a></td>
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### Indianapolis - Programs

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<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
<th>Frequency</th>
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<tbody>
<tr>
<td><strong>Emergency Training for Housing Live-in Professional and Undergraduate Staff</strong></td>
<td>Housing &amp; Residence Life: (317) 274-7200</td>
<td>Beginning of each semester</td>
</tr>
<tr>
<td>This training is designed for all housing live-in professional and undergraduate staff to be trained in emergency response, mental health crisis response, and to respond to acts of sexual and/or physical violence. Staff are trained so that they can assist the residents living on campus when there is an emergency or difficult personal situation.</td>
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<tr>
<td><strong>General Safety Presentations</strong> cover crime prevention tips for personal safety, safety of others, and safety of the campus community. IUPD also works with departments on campus to conduct specific training based on the need or the request.</td>
<td>IUPD-IUPUI: (317) 274-2058 or <a href="https://www.indiana.edu/~fiadmach/machform/view.php?id=26952">https://www.indiana.edu/~fiadmach/machform/view.php?id=26952</a></td>
<td>Upon Request</td>
</tr>
<tr>
<td><strong>Knowing the Code: Understanding Indiana University’s Code of Student Rights, Responsibilities, and Conduct</strong></td>
<td>Office of Student Conduct: (317) 274-4431</td>
<td>Upon Request</td>
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<tr>
<td>This presentation focuses on the types of academic and personal misconduct and the consequences of violating the Code. Indiana Lifeline Law and bystander intervention techniques are also discussed.</td>
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<tr>
<td><strong>Public Safety Presentation</strong></td>
<td>Emergency Management &amp; Continuity: <a href="mailto:iemc@iu.edu">iemc@iu.edu</a></td>
<td>Upon Request</td>
</tr>
<tr>
<td>This provides an overview of public safety at IUPUI for new employees. Several topics are covered including information about the campus police department, Office of Insurance, Loss Control &amp; Claims, fire safety, IU-Notify, and the Emergency Procedures Flipchart. Participants are also encouraged to report suspicious activities.</td>
<td>Emergency Management &amp; Continuity: <a href="mailto:iemc@iu.edu">iemc@iu.edu</a></td>
<td>Upon Request</td>
</tr>
<tr>
<td><strong>Rape Aggression Defense (RAD)</strong></td>
<td>IUPD-IUPUI: (317) 274-2058</td>
<td>Each Fall and Spring semester</td>
</tr>
<tr>
<td>This is offered to females only. This is a program designed to teach self-defense options and awareness to women. It is 12 hours long and is spread out over the course of 3 or 4 days. All program equipment needed is provided by the RAD Instructors of the IU Police Department. The program is conducted in any room allowing sufficient space for movement and audience participation.</td>
<td>IUPD-IUPUI: (317) 274-2058</td>
<td>Each Fall and Spring semester</td>
</tr>
<tr>
<td>During floor and building meetings in every residential community, Housing and Residence Life staff address safety and security topics.</td>
<td>Housing &amp; Residence Life: (317) 274-7200</td>
<td>Beginning of each semester</td>
</tr>
<tr>
<td>Housing and Residence Life staff present information about safety and security in the on campus residential facilities.</td>
<td>Housing &amp; Residence Life: (317) 274-7200</td>
<td>Each student orientation</td>
</tr>
<tr>
<td>Housing staff are provided a general overview of illegal narcotics and paraphernalia that they may encounter while performing their duties.</td>
<td>IUPD-IUPUI: (317) 274-2058</td>
<td>Each Fall semester</td>
</tr>
<tr>
<td>The Division of Student Affairs presents information at orientation on the role students play in keeping their community safe, including an overview of resources available to them to make a report or seek help. Sexual misconduct and consent receive particular attention in this session.</td>
<td>Educational Partnerships &amp; Student Success: (317) 274-3699</td>
<td>Each summer and fall during orientation</td>
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### Bloomington – Programs

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
<th>Frequency</th>
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<tbody>
<tr>
<td><strong>Bicycle Safety for Kids</strong>&lt;br&gt;The program is designed to teach children proper and safe bicycle riding methods by using hands on participation and instruction as well as some instruction from manuals. Any child is allowed to participate. Programs are conducted upon request, usually during warmer weather and can last 1-2 hours depending upon the number participating. There is no cost to the participant; however, it is much more easily facilitated when all participants have their own bicycles. All additional equipment required for the program is supplied by the IU Police Department. This program must be conducted in a location offering a large flat paved area which can be secured from motor vehicle traffic.</td>
<td>IUPD-Bloomington: (812) 855-9525 <a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
<td>Upon Request</td>
</tr>
<tr>
<td><strong>Cops &amp; Kids</strong>&lt;br&gt;This program is designed to foster positive interaction between police officers and children, and involves an officer talking to children in a daycare or school setting. There is no specific eligibility for this program and it is conducted upon request by a daycare or school authority. These programs generally last about 45 minutes and there is no cost to participants. There are no specific equipment needs for this program. It is usually offered at the daycare or school; however, it can be conducted at the IU Police Department as a field trip for the kids.</td>
<td>IUPD-Bloomington: (812) 855-9525 <a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
<td>Upon Request</td>
</tr>
<tr>
<td><strong>Culture of Care</strong>&lt;br&gt;A campus wide, student-led and staff supported initiative focused on creating a campus culture where members of the Indiana University Bloomington community demonstrate “care” for one another. Through bystander intervention, the Culture of Care initiative empowers students to support their peers through helping one another and raising awareness in the four core areas of sexual well-being, mental health, alcohol and drug awareness and respect. Our vision is that IU students will have the Courage to Care to step up and help someone in need. This may mean calling 911 in an emergency or calling Safety Escort or a taxi service to get another student home safe. Through Culture of Care events and activities, students are taught how to respond to situations through scenarios and are provided resources such as post cards and key tags with emergency contact information.</td>
<td>Culture of Care: <a href="http://care.indiana.edu/">http://care.indiana.edu/</a></td>
<td>On going</td>
</tr>
</tbody>
</table>
### Domestic Violence
Designed to enhance awareness and response options through discussion of the crimes, causes, effects and solutions associated with Domestic Violence. There is no specific eligibility requirement for this program. These programs generally last about 45 minutes. There is no cost and there are no specific equipment needs. These programs are offered upon request in any location suitable for audience attendance.

IUPD-Bloomington: (812) 855-9525
iupd@indiana.edu
Upon Request

### Drug Awareness
This program is designed to inform and heighten the awareness of university officials who may come into contact with illegal drugs in the course of their work. This program is conducted upon request and can last 45-60 minutes. There is no cost for this program and there are no equipment needs. This program is conducted in a location with good ventilation and secure from the general public.

IUPD-Bloomington: (812) 855-9525
iupd@indiana.edu
Upon Request

### Fatal Vision Goggles (FVG)
This is a program which is designed to enhance awareness of the effects of alcohol consumption on the body’s ability to perform basic physical tasks. This is accomplished by wearing the goggles which are optically designed to create visual impairment and then having subjects attempt tasks as instructed by the officer conducting the program. There currently is no specific eligibility requirement for participation in this program. The program lasts about 30 minutes. There is no cost to the participant. The equipment required to conduct the program is provided by the IU Police Department. The program is offered at a variety of locations both indoors and out.

IUPD-Bloomington: (812) 855-9525
iupd@indiana.edu
Upon Request

### IUPD1
This program is offered to anyone on campus and is designed to present techniques and options for self-defense. We will present this program as often as we are asked to do so. The program is 1-1 1/2 hours long and there is no charge. There are no equipment needs for this program. It is conducted in any room allowing sufficient space for movement and audience participation.

IUPD-Bloomington: (812) 855-9525
iupd@indiana.edu
Upon Request

### IUPD2
This is offered to females only. This is a program for females on campus and is designed to address personal safety awareness and risk minimization issues usually as they pertain to potential sexual assault or attack situations. We will present this program as often as we are asked to do so. The program is 1 1/2 - 2 hours long and there is no charge. There are no equipment needs for this program. It is conducted in any room allowing sufficient space for movement and audience participation.

IUPD-Bloomington: (812) 855-9525
iupd@indiana.edu
Upon Request

### Project Grow & Project Lead
These projects are efforts by the Monroe County Extension Office in conjunction with the Purdue University Cooperative Extension Service to bring the police into elementary schools and facilitate positive interaction and learning between the police and the children through the presentation of a variety of topics. There is no cost to conduct these programs. The equipment needs for these programs consists of subject matter outlines provided by the Purdue University Cooperative Extension Office and the Monroe County Extension Office.

IUPD-Bloomington: (812) 855-9525
iupd@indiana.edu
Upon Request

### Rape Aggression Defense (RAD)
This is offered to females only. This is a program designed to teach self-defense options and awareness to women. It is 12 hours long and is spread out over the course of 3 or 4 days. This program is free, equipment needed is provided by the RAD Instructors of the IU Police Department. The program is conducted in any room allowing sufficient space for movement and audience participation.

IUPD-Bloomington: (812) 855-9525
iupd@indiana.edu
Upon Request

### Step Up! IU
A 90-minute, audience-driven program that uses real-life scenarios to teach the skills needed to intervene in problematic situations. Situations discussed include sexual assault, drug and alcohol abuse, hazing, discrimination, harassment, mental health, and stress management. Participants learn to evaluate difficult situations and how to intervene in a caring and supportive manner. Presentations can be requested by academic instructors, student organizations, residence hall floors, or any other group on campus and are conducted by trained student and staff facilitators. We train over 1,500 students annually in nearly 50 presentations.

Culture of Care at: [Program Request Form](#)
### Evansville— Programs

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Self-Defense Course</strong></td>
<td>IUPD-Southeast: <a href="mailto:sepolice@ius.edu">sepolice@ius.edu</a></td>
<td>Bi-annually &amp; Upon Request</td>
</tr>
<tr>
<td>Students learn basic self-defense techniques. Open to all students but primarily aimed at female students.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Fort Wayne – Programs

IU Fort Wayne campus does not operate any additional programming beyond those listed in the “Programs Available on all IU Campuses”, please check there for programming in addition to the Purdue University Fort Wayne Annual Security and Fire Safety Report contained under [Appendix H](#).

### Gary – Programs

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Coffee with a Cop</strong></td>
<td>IUPD-Northwest: (219) 980-6501</td>
<td>Annually</td>
</tr>
<tr>
<td>Officers meet with students, staff, faculty and residents of the community for coffee and conversation. Conversations included safety and concerns of all.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Student Orientations— Dental, Medical, &amp; New Students</strong></td>
<td>IUPD-Northwest: (219) 980-6501</td>
<td>Each student orientation</td>
</tr>
<tr>
<td>IUPD personnel speaks with both students and parents about campus safety. Attendees are also advised on the services provided by IUPD to increase safety.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Pizza with a Cop</strong></td>
<td>IUPD-Northwest: (219) 980-6501</td>
<td>Annually</td>
</tr>
<tr>
<td>Officers meet with students, staff, faculty and residents of the community for pizza and conversation. Conversations included safety and concerns of all.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Hosts Campuses – Programs

For information on the crime prevention and security awareness programs available, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

<table>
<thead>
<tr>
<th>Host Campus</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Muncie</td>
<td>Please refer to the Ball State University Annual Campus Security Report contained under <a href="#">Appendix D</a>.</td>
</tr>
<tr>
<td>South Bend</td>
<td>Please refer to the University of Notre Dame Annual Security and Fire Safety Report contained under <a href="#">Appendix E</a>.</td>
</tr>
<tr>
<td>Terre Haute</td>
<td>Please refer to the Indiana State University Annual Security and Fire Safety Report contained under <a href="#">Appendix F</a>.</td>
</tr>
<tr>
<td>West Lafayette</td>
<td>Please refer to the Purdue University West Lafayette Annual Security and Fire Safety Report contained under <a href="#">Appendix G</a>.</td>
</tr>
</tbody>
</table>
Alcohol & Drugs

The possession, use, sale, manufacturing or distribution of any controlled substance, including alcohol, on the IU campus is governed by the University’s Substance Free Workplace Policy, Substance-free Workplace for Academic Appointees Policy, IU Code of Student Rights, Responsibilities, and Conduct, Code of Academic Ethics, Service of Alcohol, and the laws of the State of Indiana. The Indiana Alcoholic Beverage Commission (ABC) oversees state laws regarding the possession, use, sale, consumption, or furnishing of alcohol. However, the enforcement of alcohol laws on campus is primarily the responsibility of the IUPD. IU has been designated “drug free,” and the consumption of alcohol on campus is only permitted under certain circumstances as set forth by University policy. The service of alcoholic beverages at university events must be in accordance with applicable state and federal laws, including the legal age for drinking. Approval processes, and university procurement and insurance requirements must also be followed. There are bartending and service requirements for university facilities in accordance with licensing requirements of the Indiana Alcohol & Tobacco Commission.

IU prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol on IU property or as part of any IU sponsored activities. The illegal possession, use, sale, manufacture, or distribution of any controlled substance is against IU policy and enforced under both state and federal laws. The IUPD proactively enforces these laws and University policies, including state underage drinking laws. Violators may be subject to University disciplinary action, criminal prosecution, fine, and/or imprisonment. Additional information and resources can be found on Protect IU.

Underage Drinking

It is unlawful to sell, furnish, or provide alcohol to a person who is under the age of 21. The possession of alcohol by anyone under 21 years of age is illegal. Organizations or groups violating alcohol/substance policies or laws, Indiana Code (IC 7.1-5-7-8), may be subject to sanctions by the University. Please note that under Indiana’s Lifeline Law, individuals are afforded immunity against certain charges for alcohol related crimes in connection with a report of a medical emergency, so long as they cooperate with law enforcement at the scene.

Health Risks

Fact sheets describing the health effects to your body and brain while using drugs and alcohol can be found on the Drug Enforcement Administration’s website at http://www.dea.gov/druginfo/factsheets.shtml.

Legal Sanctions

A description of applicable legal sanctions under local, state (Indiana), or federal law for the unlawful possession or distribution of illicit drugs and alcohol are:

- Laws governing the production, possession, storage, sale, delivery, transportation, or financing of alcohol and drugs are set forth in the Indiana Code, including Offenses Related to Controlled Substances (Indiana Code 35-48-4) and Alcohol and Tobacco-Crime and Infractions (Indiana Code 7.1-5).
IU is committed to promoting the health and safety of its campus community through drug and alcohol education, prevention, and awareness programs, the implementation of relevant policies, and the access to resources. IU encourages members of the community who may be experiencing difficulty with drugs or alcohol to utilize one of the resources identified for your campus. Current education, prevention and awareness programs are identified for each University campus. On the following pages you will locate these programs and the resources specific to your campus.

**University/Campus Policies & Disciplinary Sanctions**

IU will impose disciplinary sanctions on students and employees who violate IU policy, state law and/or federal laws, up to and including expulsion or termination of employment and referral for prosecution. Violators of IU policies are subject to the provisions of applicable laws as well as University disciplinary actions, which may include sanctions such as eviction from campus housing, revocation of other privileges, or suspension, expulsion, or termination from the University. Disciplinary action may also be taken to protect the interests of the University and the rights and safety of others. University and campus policies pertaining to the possession, use, and sale of alcohol and controlled substances are outlined below.

- The IU policy on:
  - Substance-free Workplace (for all staff and hourly employees): [https://policies.iu.edu/policies/hr-07-60-substance-free-workplace/index.html](https://policies.iu.edu/policies/hr-07-60-substance-free-workplace/index.html).

- Alcohol and Drug-Free Campus Policy:

- Residential Living Policies and Procedures:
  - IUPUI: [https://housing.iupui.edu/residents/residential-handbook/index.html](https://housing.iupui.edu/residents/residential-handbook/index.html).

- Student and/or Faculty Code of Conduct/Manuals/Guides:
  - Fort Wayne: [https://studentcode.iu.edu/](https://studentcode.iu.edu/).
    - [https://facultycouncil.iupui.edu/FCCContent/Html/Media/FCCContent/committees/handbook/faculty_guide.pdf](https://facultycouncil.iupui.edu/FCCContent/Html/Media/FCCContent/committees/handbook/faculty_guide.pdf).
## School of Medicine Mental Health Services

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Department of Mental Health Services serves as an inclusive and affirming resource for all members of the Indiana University School of Medicine community. All IU School of Medicine medical and graduate students, residents and fellows can access confidential and free of charge personal counseling and treatment.</td>
<td><a href="https://medicine.iu.edu/mental-health-services">https://medicine.iu.edu/mental-health-services</a></td>
</tr>
</tbody>
</table>

## Indianapolis – Programs & Resources

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Addiction Recovery Support</strong></td>
<td><strong>Addiction Recovery Support</strong></td>
</tr>
<tr>
<td>IUPUI's addiction recovery support initiatives include a Collegiate Recovery Community (CRC) student organization, free access to sessions with a professional Recovery Coach, study-table space in the Campus Center, weekly on-campus support meetings, opportunities to develop social support, and engagement with social norms, stigma reduction, and advocacy campaigns.</td>
<td>Assistant Director, Substance Abuse Prevention 317-274-5199  <a href="mailto:finked@iu.edu">finked@iu.edu</a>  <a href="mailto:recovery@iupui.edu">recovery@iupui.edu</a></td>
</tr>
<tr>
<td><strong>Anonymous Online Self-Screening Tools</strong></td>
<td><strong>Counseling and Psychological Services (CAPS)</strong></td>
</tr>
<tr>
<td>IUPUI Counseling and Psychological Services provides free anonymous online mental health screenings including screening tools for substance use disorder (SUD) and alcohol use disorder (AUD). No identifying information is required or collected. Screening provides feedback on level of risk and referral links.</td>
<td>(317) 274-2548  <a href="mailto:capsindy@iupui.edu">capsindy@iupui.edu</a></td>
</tr>
<tr>
<td><strong>BASICS</strong></td>
<td><strong>Office of Health &amp; Wellness Promotion (HWP)</strong></td>
</tr>
<tr>
<td>BASICS-style motivational interviewing screening interventions are utilized in partial fulfilment of student sanctions for mid-level to elevated alcohol policy violations, and a similar format is utilized for brief motivational interviewing screenings for marijuana. These interventions include an initial 90-minute session that establishes rapport and gathers information about intensity and frequency of use, negative consequences, family history, and the client’s support network. This session is followed by a paper-pencil assessment that includes a bundle of screening instruments that are scored, and the results are interpreted with the student during the second 90-minute session that focuses on goals and risk reduction in the future. Corresponds to NIAAA CollegeAIM IND-16.</td>
<td>Assistant Director, Substance Abuse Prevention (317) 274-5199  <a href="mailto:finked@iu.edu">finked@iu.edu</a></td>
</tr>
<tr>
<td><strong>Perspectives Group Alcohol Class</strong></td>
<td><strong>Office of Health &amp; Wellness Promotion (HWP)</strong></td>
</tr>
<tr>
<td>The Perspectives Program is a group motivational enhancement workshop for mandated students. This indicated prevention strategy emphasizes personal responsibility and self-efficacy of participants, offering personalized feedback on their alcohol use, risks, expectancies, perceptions of social norms, and options for reducing problems and consequences. A trained facilitator guides the group discussion, and goals for behavior change are set by participants. Corresponds to NIAAA CollegeAIM IND-15.</td>
<td>Assistant Director, Substance Abuse Prevention (317) 274-5199  <a href="mailto:finked@iu.edu">finked@iu.edu</a></td>
</tr>
</tbody>
</table>
### Employee Assistance Program (EAP)
The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance, is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug related problems to seek assistance through their health care provider or the EAP. Full-time Academic and Staff employees, Medical Residents, and eligible Graduate Appointees and Fellowship Recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Human Resources</td>
<td>SupportLine Employee Assistance Program</td>
<td>(888) 881-5462</td>
</tr>
<tr>
<td>Health Promotion Specialist</td>
<td></td>
<td>(317) 274-2503</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:anderry@iu.edu">anderry@iu.edu</a></td>
<td></td>
</tr>
</tbody>
</table>

### Peer Education Program
The Office of Health & Wellness Promotion provides education and prevention presentations and outreach initiatives, and trains a team of Health & Wellness Peer Educators. Peer Educators are students that serve as leaders and role models to fellow students regarding making responsible and healthy lifestyle choices. Peer Educators assist with programming and outreach to educate students about relevant issues related to health and wellness that affect our campus community. Relevant topics include alcohol awareness, healthy relationships, bystander intervention, nutrition, physical activity, safer sex and sexual health. Peer Educators volunteer with the Office of Health and Wellness Promotion, co-facilitate classroom presentations, host information tables, and create engaging social media content. **Corresponds to NIAAA CollegeAIM IND-1.**

### Late Night Alcohol Alternative Events
IUPUI hosts alcohol-free events to provide students with social alternatives to parties and bars where alcohol is being served. These late-night alcohol-alternative events take place in the evening and on weekends to offset peak drinking hours, and during high risk times of the year such as move-in weekend, homecoming, Regatta Week, and the end of the semester. Events are planned by the Student Activities Programming Board (SAPB) Late Night & Weekend Committee. **Corresponds to NIAAA CollegeAIM ENV-2.**

### MyStudentBody Essentials
MyStudentBody Essentials is a third-party online alcohol and other drug education and prevention course administered each Fall with incoming and new transfer students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. **Corresponds to NIAAA CollegeAIM IND-18.**

### Social Norms Marketing
IUPUI conducts a campus-wide awareness campaign that informs students about risk and protective factors, stigma reduction, and peer helping behaviors. The Office of Health and Wellness Promotion includes social norms messages into social media and marketing content encouraging students to reduce their risk of negative consequences by planning ahead, respecting those who intervene, and using a designated driver. Examples of campaigns include drunk driving prevention pledge, Recovery Month stigma reduction, Alcohol-Free Weekend, and tobacco-free policy awareness. **Corresponds to NIAAA CollegeAIM ENV-7.**

### Resource Contact Information Availability

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>IUPUI Campus Health</td>
<td>Coleman Hall &lt;br&gt;1140 W. Michigan St. &lt;br&gt;Indianapolis, IN 46202 &lt;br&gt;(317) 274-8214 &lt;br&gt;<a href="http://health.iupui.edu/">http://health.iupui.edu/</a></td>
<td>On-Campus/Students and employees</td>
</tr>
<tr>
<td>Collegiate Recovery Community (CRC)</td>
<td>Addiction Recovery Support &lt;br&gt;Office of Health &amp; Wellness Promotion (HWP) &lt;br&gt;Campus Center, Suite 350 &lt;br&gt;Indianapolis, IN 46202 &lt;br&gt;317-274-4745 &lt;br&gt;<a href="mailto:recovery@iupui.edu">recovery@iupui.edu</a></td>
<td>On campus/Students-current and prospective</td>
</tr>
</tbody>
</table>
| **Counseling and Psychological Services (CAPS)** | Walker Plaza  
719 Indiana Avenue,  
Suite 220, Indianapolis, IN 46202  
(317) 274-2548  
[https://studentaffairs.iupui.edu/health/counseling-psychological/index.html](https://studentaffairs.iupui.edu/health/counseling-psychological/index.html) | On-Campus/Students only |
|---|---|---|
Campus Center, Suite 350  
Indianapolis, IN 46202  
317-274-3699  
hwpindy@iupui.edu | On-Campus/Students |
| **Office for Veterans and Military Personnel** | [http://veterans.iupui.edu/](http://veterans.iupui.edu/)  
Campus Center  
420 University Blvd., Suite 268, Indianapolis, IN 46202  
(317) 278-9163  
gibenefi@iupui.edu | Veterans-military personnel/Referral to on and off campus services |
| **Employee Assistance Program (EAP)** | Learn more by visiting the website [http://hr.iu.edu/benefits/eap.html](http://hr.iu.edu/benefits/eap.html) or by calling the 24/7 Helpline (888) 881-5462 | University Resource/Full time faculty, staff, eligible graduate appointees and fellowship recipients, & household members of covered individuals |
| **Indiana Addiction Treatment Locator** | Find addiction treatment in Indiana at [https://www.in.gov/fssa/addiction/](https://www.in.gov/fssa/addiction/) or call the Indiana Mental Health and Addiction Hotline:  
1-800-662-HELP (4357) | Community resource  
Available to everyone |
| **Registry of Options and Resources (ROAR)** | Guide to on and off campus resources including counseling, mental health, and treatment options within a 5 mile radius of campus. Visit [http://helpmeroar.iupui.edu](http://helpmeroar.iupui.edu) | Student and community resource |
## Program Title & Description

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Employee Assistance Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>The IU Employee Assistance Program (EAP) is a voluntary program that provides professional,</td>
<td>Employee Assistance Program</td>
</tr>
<tr>
<td>confidential counseling to help individuals bring their life into better balance, is offered</td>
<td>(888) 881-5462</td>
</tr>
<tr>
<td>at no cost to eligible IU employees. Indiana University encourages individuals with alcohol</td>
<td></td>
</tr>
<tr>
<td>or other drug related problems to seek assistance through their health care provider or the</td>
<td></td>
</tr>
<tr>
<td>EAP. Full-time Academic and Staff employees, Medical Residents, and eligible Graduate</td>
<td></td>
</tr>
<tr>
<td>Appointees and Fellowship Recipients are eligible to use the services of the EAP. Covered</td>
<td></td>
</tr>
<tr>
<td>individuals also include household members. HR also provides information to employees</td>
<td></td>
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<tr>
<td>related to FMLA as it covers time off associated with employee rehabilitation.</td>
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<td></td>
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</tr>
<tr>
<td><strong>IU Late Nite</strong></td>
<td></td>
</tr>
<tr>
<td>Indiana University offers Late Nite events across campus, providing fun, party</td>
<td></td>
</tr>
<tr>
<td>alternative activities and social events to students that are substance free.</td>
<td></td>
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<tr>
<td></td>
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</tr>
<tr>
<td><strong>It’s On Us: Alcohol and Consent Workshops</strong></td>
<td></td>
</tr>
<tr>
<td>It’s On Us: Alcohol and Consent is a 120-minute audience-driven program that teaches</td>
<td></td>
</tr>
<tr>
<td>participants the skills needed to help in situations involving alcohol and drug use that</td>
<td></td>
</tr>
<tr>
<td>could lead to a sexual assault. Participants practice helping in a real-life scenario and</td>
<td></td>
</tr>
<tr>
<td>discuss how alcohol and drug use influences a person’s ability to give and get consent to</td>
<td></td>
</tr>
<tr>
<td>engage in sexual activity with another person. It’s On Us: Alcohol and Consent is a required</td>
<td></td>
</tr>
<tr>
<td>program for all first-year and transfer undergraduate students and is strongly recommended</td>
<td></td>
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<tr>
<td>for all returning students.</td>
<td></td>
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<tr>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>MyStudentBody</strong></td>
<td></td>
</tr>
<tr>
<td>MyStudentBody is an online risk reduction course. The course covers information on drugs,</td>
<td></td>
</tr>
<tr>
<td>alcohol, sexual violence, and other health and wellness issues that can affect students and</td>
<td></td>
</tr>
<tr>
<td>their success.</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Substance Use Intervention Services (formerly OASIS)</strong></td>
<td></td>
</tr>
<tr>
<td>Substance Use Intervention Services provides campus-wide alcohol and drug prevention,</td>
<td>Substance Use Intervention Services</td>
</tr>
<tr>
<td>education and intervention for students. Examples of workshops include Drug Overdose</td>
<td>(812) 856-3898</td>
</tr>
<tr>
<td>Prevention Education, Recovery Ally Training, Recovery Messaging Training and Alcohol Skills</td>
<td></td>
</tr>
<tr>
<td>Training Program. This includes a collaboration with the Office of Sorority and Fraternity</td>
<td></td>
</tr>
<tr>
<td>Life where all new members are expected to attend workshops on alcohol and drug use and</td>
<td></td>
</tr>
<tr>
<td>harm reduction skills. Substance Use Intervention Services also provides brief interventions</td>
<td></td>
</tr>
<tr>
<td>for substance use and refers students to campus and community resources.</td>
<td></td>
</tr>
</tbody>
</table>

A list of Late Nite events: [https://imu.indiana.edu/activities/late-nite/index.html](https://imu.indiana.edu/activities/late-nite/index.html)

Programs can be requested at [https://studentaffairs.indiana.edu/health-safety/programs-initiatives/drug-alcohol/request-program.html](https://studentaffairs.indiana.edu/health-safety/programs-initiatives/drug-alcohol/request-program.html)

or by emailing Itsonus@indiana.edu

More information at [https://kb.iu.edu/d/avui](https://kb.iu.edu/d/avui)
### Step UP! IU

Step UP! IU bystander intervention workshops are a 120 minute, audience-driven program that uses real-life scenarios to teach the skills needed to intervene in problematic situations related to mental health, drug and alcohol use, hazing, discrimination and sexual assault.

Programs may be requested by email at: stepupiu@indiana.edu

### IU Doin’ It Right

IU Doin It Right is a student athlete peer education group with a focus on sexual misconduct and substance abuse prevention. This particular program promotes positive events and activities for student athletes, provides information on campus resources and educates students on substance use and sexual violence.

Lisa Winters  
Director of Leadership & Life Skills  
lfranz@indiana.edu

### Collegiate Recovery Community

The Collegiate Recovery Community was formally created during the 2018-2019 academic year. The office assists students who are interested in learning more about recovery or who would like to maintain their recovery by providing recovery coaching and support. Staff refer students to campus and community resources and help connect students with a supportive community. The office provides advising and support to Students In Recovery Bloomington (SIRB) student organization.

Email: crcs@iu.edu

### Sex, Drugs and Rock ‘n Roll

Each year, Counseling and Psychological Services (CAPS) and Sexual Assault Crisis Service (SACS) the IU Health Center collaborates to host two interactive events to introduce incoming students to all the resources on campus to make responsible decisions related to sexual behavior, alcohol and other substances. One is provided to student athletics and the second is open to all incoming students. There are approximately 40 booths which contain interactive, educational activities that focus on the abovementioned topics.

Programs may be requested at: https://healthcenter.indiana.edu/counseling/

### Welcome to College Musical and Hoosier Experience Session

The new student orientation program covers important information about sexual misconduct definitions and Title IX, available campus resources, and consent. The Welcome to College musical covers most of these topics and is followed by breakout discussions with the students. Transfer students receive a different orientation but are still provided information on available resources. First Year Experience fye@indiana.edu

Programs may be requested at: https://fye.indiana.edu/index.cfm

### Office of Student Conduct Outreach and Educational Programs

Staff from the Office of Student Conduct regularly present on the Code of Students Rights, Responsibilities, and Conduct on student behavioral expectations regarding personal misconduct, academic misconduct, and sexual misconduct. Staff regularly provide information about policies and procedures related to drug and alcohol use on campus as well as campus resources. In addition to outreach, staff often discuss substance use behavior and expectations in one-on-one conduct in individual and organizational conduct meetings.

Programs may be requested at: https://studentaffairs.indiana.edu/student-conduct/

### Tobacco Cessation Services and Outreach

Staff in the Health and Wellness office in the IU Health Center offers tobacco cessation to students, faculty and staff interested in reducing nicotine use. Staff also provide interactive educational sessions on tobacco, cigarettes, hookah and Juul. Content includes history of use, risks of using substances, the campus tobacco policy and cessation services available.

Programs may be requested at: https://healthcenter.indiana.edu/contact/wellness-form.html

### Resource Contact Information Availability

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling and Psychological Services</td>
<td><a href="http://healthcenter.indiana.edu/counseling/">http://healthcenter.indiana.edu/counseling/</a></td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>(CAPS)</td>
<td>(812) 855-5711</td>
<td></td>
</tr>
<tr>
<td>IU Dean of Students Office</td>
<td><a href="https://studentaffairs.indiana.edu/student-support/dean-of-students/index.html">https://studentaffairs.indiana.edu/student-support/dean-of-students/index.html</a></td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td></td>
<td>(812) 855-8187</td>
<td></td>
</tr>
</tbody>
</table>
| Office of Alternative Screening and Intervention Services (OASIS) | [https://studentaffairs.indiana.edu/oasis/](https://studentaffairs.indiana.edu/oasis/)  
(812) 856-3898 | On-Campus/Students |
| --- | --- | --- |
| Student Health Center | [https://healthcenter.indiana.edu/index.html](https://healthcenter.indiana.edu/index.html)  
(812) 855-4011 | On-Campus/Students |
| Employee Assistance Program (EAP) | Employee Assistance Program  
(888) 881-5462 | University Resource/Full time faculty and staff |
| Amethyst House  
*(Local provider of inpatient, halfway houses, and outpatient substance abuse/addiction treatment.)* | [http://www.amethysthouse.org/](http://www.amethysthouse.org/)  
(812) 336-3570 | Community |
| Cocaine Anonymous | [https://www.indiana-ca.org/](https://www.indiana-ca.org/)  
(317) 909-4514 | Community |
(812) 331-9767 | Community |
| The Recovery Engagement Center  
*(Local drop-in center providing resources to individuals new to recovery or looking to maintain sobriety.)* | [https://centerstone.org/service/addiction-recovery/](https://centerstone.org/service/addiction-recovery/)  
(812) 337-2424 | Community |
## Evansville – Programs

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
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</thead>
<tbody>
<tr>
<td><strong>Educational Outreach</strong></td>
<td></td>
</tr>
</tbody>
</table>
| Educational programming is ongoing and available upon request by various offices at the Southeast campus. Contact the offices to the right for more information. | Campus Life  
Personal Counseling Services |
| **Employee Assistance Program (EAP)** |                     |
| The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance, is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug related problems to seek assistance through their health care provider or the EAP. Full-time Academic and Staff employees, Medical Residents, and eligible Graduate Appointees and Fellowship Recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation. | Employee Assistance Program  
(888) 881-5462 |
| **MyStudentBody** |                     |
| MyStudentBody is an online risk reduction course. The course covers information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect students and their success. | See article for more information at https://kb.iu.edu/d/avui |

### Resource Contact Information

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
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</thead>
</table>
| Personal Counseling                           | [https://medicine.iu.edu/campuses/evansville/student-support](https://medicine.iu.edu/campuses/evansville/student-support)  
IU School of Medicine Mental Health Services  
(317) 278-2383                                      | Students       |
| Employee Assistance Program (EAP)             | [Employee Assistance Program](https://kb.iu.edu/d/avui)  
(888) 881-5462                                      | University Resource/Full time faculty and staff |
| Baptist Hospital East-Chemical Dependency & Family Recovery | [https://kb.iu.edu/d/avui](https://kb.iu.edu/d/avui)  
4000 Kresge Way, Louisville, KY 40207  
(502) 896-7105                                      | Community      |
| Our Place—Drug & Alcohol Education Services   | [https://kb.iu.edu/d/avui](https://kb.iu.edu/d/avui)  
400 East Spring Street, New Albany, IN 47150  
(812) 923-3400                                      | Community      |
| Turning Point Center                          | [https://kb.iu.edu/d/avui](https://kb.iu.edu/d/avui)  
1060 Sharon Drive, Jeffersonville, IN 47130  
(812) 283-7116                                      | Community      |
## Fort Wayne – Programs & Resources

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>3rd Millennium Classrooms</strong></td>
<td>Purdue University Fort Wayne Office of the Dean of Students 260-481-6601 <a href="mailto:dos@pfw.edu">dos@pfw.edu</a></td>
</tr>
<tr>
<td>Third party online alcohol and other drug education and prevention course administered with students going through the conduct process in on-campus housing.</td>
<td></td>
</tr>
<tr>
<td><strong>Employee Assistance Program (EAP)</strong></td>
<td>University Human Resources</td>
</tr>
<tr>
<td>The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance, is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug related problems to seek assistance through their health care provider or the EAP. Full-time Academic and Staff employees, Medical Residents, and eligible Graduate Appointees and Fellowship Recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.</td>
<td>Employee Assistance Program (888) 881-5462</td>
</tr>
<tr>
<td><strong>MyStudentBody</strong></td>
<td><a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a></td>
</tr>
<tr>
<td>Essentials is a third-party online alcohol and other drug education and prevention course administered each Fall with incoming IUFW students. The course includes information about laws and policies, effects of alcohol, social perceptions of college drinking, harm reduction strategies, and healthy choices. Corresponds to NIAAA CollegeAim IND-18.</td>
<td>Jason Spratt IUPUI Dean of Students, Associate Vice Chancellor 317-274-4431 <a href="mailto:jtspratt@iupui.edu">jtspratt@iupui.edu</a></td>
</tr>
<tr>
<td><strong>Alcohol Awareness and Drug Identification Training for Resident Assistants</strong></td>
<td>Purdue University Fort Wayne Office of the Dean of Students 260-481-6601 <a href="mailto:dos@pfw.edu">dos@pfw.edu</a></td>
</tr>
<tr>
<td>This program is presented to resident assistants at the beginning of the fall semester by University Police. It provides education on a wide variety of drug related topics. Information on how to identify an individual under the intoxicating effects of drugs as well as how to identify specific drugs themselves is provided. Corresponds to NIAAA CollegeAim IND-1.</td>
<td></td>
</tr>
</tbody>
</table>
**Peer Education Program**
The Peer Educator Program is designed to offer students health and wellness education, awareness, and support that promotes academic success, student retention, positive health attitudes, and health-enhancing behaviors. Corresponds to NIAAA CollegeAIM IND-1.

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
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</thead>
<tbody>
<tr>
<td>Counseling and Psychological Resources (CAPS)</td>
<td>Walker Plaza&lt;br&gt;719 Indiana Avenue, Suite 220&lt;br&gt;Indianapolis, IN 46202&lt;br&gt;(317) 274-2548&lt;br&gt;<a href="http://studentaffairs.iupui.edu/health-wellness/counseling-psychology/index.shtml">http://studentaffairs.iupui.edu/health-wellness/counseling-psychology/index.shtml</a></td>
<td>On IUPUI campus/students</td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>Office of the Dean of Students&lt;br&gt;Walb Student Union, Room 111&lt;br&gt;Fort Wayne, Indiana 46805&lt;br&gt;260-481-6601&lt;br&gt;<a href="mailto:dos@pfw.edu">dos@pfw.edu</a></td>
<td>Students</td>
</tr>
<tr>
<td>Purdue Fort Wayne Student Assistance Program (SAP) – Counseling Services</td>
<td>Campus Health Clinic&lt;br&gt;Walb Student Union, Room 234&lt;br&gt;2101 East Coliseum Boulevard&lt;br&gt;Fort Wayne, Indiana 46805&lt;br&gt;800-342-5653</td>
<td>Students</td>
</tr>
<tr>
<td>Office of Health and Wellness Promotion</td>
<td>IUPUI Campus Center&lt;br&gt;420 University Blvd., Suite 350&lt;br&gt;Indianapolis, IN 46202&lt;br&gt;<a href="https://studentaffairs.iupui.edu/health/wellness-programs/index.html">https://studentaffairs.iupui.edu/health/wellness-programs/index.html</a>&lt;br&gt;317-274-3699&lt;br&gt;<a href="mailto:hwpindy@iupui.edu">hwpindy@iupui.edu</a></td>
<td>On IUPUI Campus/Students</td>
</tr>
<tr>
<td>Employee Assistance Program (EAP)</td>
<td><a href="http://www.indiana.edu/~uhrs/benefits/eap.html">http://www.indiana.edu/~uhrs/benefits/eap.html</a>&lt;br&gt;(888) 881-5462</td>
<td>University/Full time academic and staff employees</td>
</tr>
</tbody>
</table>
### Gary – Programs & Resources

#### Program Title & Description

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Assistance Program (EAP)</strong></td>
<td>The IU Employee Assistance Program (EAP) is a voluntary program that provides professional, confidential counseling to help individuals bring their life into better balance, is offered at no cost to eligible IU employees. Indiana University encourages individuals with alcohol or other drug related problems to seek assistance through their health care provider or the EAP. Full-time Academic and Staff employees, Medical Residents, and eligible Graduate Appointees and Fellowship Recipients are eligible to use the services of the EAP. Covered individuals also include household members. HR also provides information to employees related to FMLA as it covers time off associated with employee rehabilitation.</td>
</tr>
</tbody>
</table>

| **Student Health 101** | IU Northwest has a subscription to Student Health101, an online wellness magazine that is published monthly. Student Health 101 has articles about many health and wellness issues, including alcohol and drugs. |

| **MyStudentBody** | MyStudentBody is an online risk reduction course. The course covers information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect students and their success. |

<table>
<thead>
<tr>
<th><strong>Resource</strong></th>
<th><strong>Contact Information</strong></th>
<th><strong>Availability</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Dean of Students</td>
<td>Savannah 223: 3400 Broadway, Gary, IN 46408  (219) 981-5660</td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>Office of Counseling Services</td>
<td>Hawthorn Hall, Room 201: 3400 Broadway, Gary, IN 46408  (219) 980-6741</td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>Employee Assistance Program (EAP)</td>
<td>Employee Assistance Program  (888) 881-5462</td>
<td>University Resource/Full time faculty and staff</td>
</tr>
<tr>
<td>Edgewater Systems for Balanced Living (serving Gary)</td>
<td><a href="https://edgewaterhealth.org/services/mental-health-addiction/">https://edgewaterhealth.org/services/mental-health-addiction/</a>  1100 W 6th Ave, Gary, IN 46402  (219) 885-4264</td>
<td>Community</td>
</tr>
</tbody>
</table>
For information on the alcohol and drug programming available, the university and campus policies on alcohol and drug use and the disciplinary sanctions, and the available resources for those who may be experiencing difficulty with drugs or alcohol, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

### Muncie

Please refer to the Ball State University Annual Campus Security Report contained under [Appendix D](#).

### South Bend

Please refer to the University of Notre Dame Annual Security and Fire Safety Report contained under [Appendix E](#).

### Terre Haute

Please refer to the Indiana State University Annual Security and Fire Safety Report contained under [Appendix F](#).

### West Lafayette

Please refer to the Purdue University West Lafayette Annual Security and Fire Safety Report contained under [Appendix G](#).
Sexual Misconduct (Dating Violence, Domestic Violence, Sexual Assault & Stalking)

Indiana University prohibits discrimination on the basis of sex or gender in its educational programs and activities, including the crimes of dating violence, domestic violence, sexual assault, and stalking as those terms are defined for the purposes of the Clery Act, as well as in the state of Indiana and under Indiana University Policy. In addition, Indiana University prohibits sexual harassment, all forms of sexual violence, and sexual exploitation.

Definitions

Domestic Violence, Dating Violence, Sexual Assault, and Stalking not only violate Indiana University policy, but may also be crimes under Indiana law. The relevant definitions under the Indiana Criminal Code can be located in the Indiana Criminal Code Definitions page of this report. Relevant definitions under IU policy may be found in the full copy of the Indiana University Discrimination, Harassment, and Sexual Misconduct Policy in Appendix A. The definitions used for counting the crime statistics found in this report are set by the Clery Act and are located on the Definitions of Crimes & Geography page.

Prevention & Awareness Programs

Indiana University prohibits dating violence, domestic violence, sexual assault, and stalking as those terms are defined for the purposes of the Clery Act, as well as in the state of Indiana and under Indiana University Policy. IU offers educational programs to promote awareness and prevention of such misconduct. These education programs may include: definitions of dating violence, domestic violence, sexual assault and stalking, as well as the definition of consent in reference to sexual activity; information about safe and positive options for bystander intervention; information on risk reduction; and information on University policies and procedures concerning sexual misconduct. Education and awareness programs may also include programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking. Educational programs will also include information on how and where to report incidents of sexual misconduct and available resources. Efforts are made to ensure that educational programs are culturally relevant and inclusive of the diverse communities and identities found on each IU campus, so the specific programs offered each year vary by campus. However, each campus offers programming to incoming students, new employees, and offers ongoing programs for students and employees.

Additional information about the current prevention programs available on each IU campus and the University’s efforts to prevent sexual violence can be found at https://stopsexualviolence.iu.edu/. The chart below lists primary prevention programs for students and employees, as well as examples of the types of ongoing programs and events for both students and employees that are offered every year on each IU campus. Additionally, all campuses hold events and programs that include resource tabling and informational presentations on consent and IU’s Discrimination, Harassment, and Sexual Misconduct Policy. In-person presentations are also given to groups of faculty and staff as requested and needed covering the Discrimination, Harassment, and Sexual Misconduct Policy and the reporting obligations of Responsible Employees.
## Programs

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MyStudentBody online educational program</strong></td>
<td>See article for more information at <a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a></td>
</tr>
<tr>
<td>MyStudentBody (MSB) offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. MSB is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. MSB's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All new incoming and transfer students, regardless of age or experience, are required to complete both the pre- and post- sections of MyStudentBody.</td>
<td></td>
</tr>
<tr>
<td><strong>Orientation</strong></td>
<td>Division of Student Affairs (317) 278-2533</td>
</tr>
<tr>
<td>Information related to sexual misconduct and associated campus resources are included in orientation sessions for incoming undergraduate students. Similar information was provided in a separate session to parents and family members.</td>
<td></td>
</tr>
<tr>
<td><strong>Athletics Training</strong></td>
<td>Assistant Director of Interpersonal Violence Prevention and Response (317) 274-5715</td>
</tr>
<tr>
<td>Trainings are facilitated for IUPUI student-athletes covering important information about consent and recognizing healthy and unhealthy relationships. The training also covers safe and effective bystander intervention options, as well as available resources on the IUPUI campus.</td>
<td></td>
</tr>
<tr>
<td>Program Title &amp; Description</td>
<td>Contact Information</td>
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<tr>
<td>---------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>University Employee Sexual Misconduct Training</strong></td>
<td>University Office of Institutional Equity</td>
</tr>
<tr>
<td>The online training “Sexual Misconduct Policies, Procedures, and Resources: Employee Training” is made available to all employees. Additionally, all employees that the University has designated as “Responsible Employees” are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the University's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the University process, and what happens when information regarding an incident of sexual misconduct is brought to the University's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</td>
<td><a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
</tr>
<tr>
<td><strong>New Employee Orientation</strong></td>
<td>IUPUI Office of Equal Opportunity</td>
</tr>
<tr>
<td>A portion of OEO's New Employee Orientation includes a brief, but direct instruction to every new IUPUI employee about “responsible employee” reporting obligations.</td>
<td>(317) 274-2306</td>
</tr>
<tr>
<td><strong>Athletics Staff Training</strong></td>
<td>IUPUI Office of Equal Opportunity</td>
</tr>
<tr>
<td>IUPUI facilitates training for coaches and staff that focuses on University policy and process, as well as the role and reporting obligations of coaches and athletics staff as Responsible Employees. Throughout the training, coaches and staff are also provided with information to give them the confidence to respond to reports of sexual misconduct in a helpful and meaningful way.</td>
<td>(317) 274-2306</td>
</tr>
<tr>
<td><strong>Select Examples of Ongoing Programs for IUPUI Students &amp; Employees</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Sexual Assault and Interpersonal Violence</strong></td>
<td>Assistant Director of Interpersonal Violence Prevention and Response</td>
</tr>
<tr>
<td>Students learn the definitions of sexual assault and consent. Students also learn the meaning and role of bystander intervention in sexual assault prevention while also gaining specific skills to increase your confidence to intervene during a crisis. Just as importantly, students learn how to respond when others disclose instances of sexual assault. It also helps them understand the difference between confidential and responsible employees, the reporting requirements and options for each.</td>
<td>(317) 274-5715</td>
</tr>
<tr>
<td><strong>Take Off the Blindfold and STEP IN: Bystander Intervention Training</strong></td>
<td>Assistant Director of Interpersonal Violence Prevention and Response</td>
</tr>
<tr>
<td>The training is geared towards developing the awareness, skills and courage needed to intervene in a situation when another individual needs help. The training will educate participants on:</td>
<td>(317) 274-5715</td>
</tr>
<tr>
<td>• The 5 steps decision making model</td>
<td></td>
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<tr>
<td>• The three D's of Bystander intervention</td>
<td></td>
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<tr>
<td>• The rules for Bystander Intervention</td>
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<tr>
<td>• The Bystander effect</td>
<td></td>
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<tr>
<td>Event</td>
<td>Description</td>
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<td>------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
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<tr>
<td>Take Back the Night</td>
<td>IUPUI hosts a glow in the dark march with signs showing statistics of sexual assault, showing support for survivors and a call to action from the campus community. This awareness event provides an opportunity for active participation from students and also an opportunity to provide information around campus and community IPV resources.</td>
</tr>
<tr>
<td>Stalking Awareness Tabling</td>
<td>At this tabling event during Stalking Awareness Month, information is provided about stalking, campus and community intimate partner violence resources, and how to have conversations about consent and healthy relationships.</td>
</tr>
<tr>
<td>Clothesline Project</td>
<td>A public awareness education campaign, and a visual reminder of statistics of violence we often ignore. This event:</td>
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<tr>
<td></td>
<td>- Encourages students to express themselves and voice their thoughts regarding abuse</td>
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<tr>
<td></td>
<td>- Encourages student engagement as empowered bystanders</td>
</tr>
<tr>
<td></td>
<td>- Encourages individual and community support for recovery from victimization</td>
</tr>
<tr>
<td></td>
<td>- Increases awareness and connection with Campus and community IPV Resources</td>
</tr>
<tr>
<td></td>
<td>- Displays that most students have Healthy attitudes about Relationships</td>
</tr>
<tr>
<td></td>
<td>Visual displays will be placed along the railings of the Campus Center for the duration of April sexual assault awareness Month to raise awareness.</td>
</tr>
</tbody>
</table>
### Primary Prevention Programs for Students

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MyStudentBody online educational program</strong></td>
<td></td>
</tr>
<tr>
<td>MyStudentBody (MSB) offers a comprehensive approach to reducing</td>
<td></td>
</tr>
<tr>
<td>the risk of drug and alcohol abuse and sexual violence among</td>
<td></td>
</tr>
<tr>
<td>college students. MSB is available 24/7, all semester long, for</td>
<td></td>
</tr>
<tr>
<td>information on drugs, alcohol, sexual violence, and other health</td>
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</tr>
<tr>
<td>and wellness issues that can affect academic success. MSB's</td>
<td></td>
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<tr>
<td>Essentials is an online prevention education course intended</td>
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<tr>
<td>for incoming students. It covers the three most significant</td>
<td></td>
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<tr>
<td>behavioral risks new college students face: alcohol, illicit</td>
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<tr>
<td>and prescription drugs, and sexual violence. Structured around</td>
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<tr>
<td>a motivational self-assessment in each area, Essentials</td>
<td></td>
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<tr>
<td>incorporates audio, video, and interactive tools and lessons to</td>
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<tr>
<td>teach students key concepts and skills. All first-year, transfer,</td>
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<tr>
<td>and incoming international undergraduate students, regardless of</td>
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<tr>
<td>age or experience, are required to complete both the pre- and</td>
<td></td>
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<tr>
<td>post- sections of the MyStudentBody Essentials course.</td>
<td></td>
</tr>
<tr>
<td>See article for more information at</td>
<td></td>
</tr>
<tr>
<td><a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a></td>
<td></td>
</tr>
<tr>
<td><strong>It's On Us Workshop</strong></td>
<td></td>
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<tr>
<td>The workshop focuses included discussion about what qualifies</td>
<td></td>
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<tr>
<td>as consent before engaging in sexual activity, discussion of</td>
<td></td>
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<tr>
<td>how alcohol affects the body at different levels of consumption,</td>
<td></td>
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<tr>
<td>discussion about the university sexual misconduct policy, and</td>
<td></td>
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<tr>
<td>how to intervene to diffuse incidents that could lead to sexual</td>
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<tr>
<td>assault.</td>
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<tr>
<td>Office of the Vice Provost for Student Affairs and Dean of</td>
<td></td>
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<tr>
<td>Students</td>
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<tr>
<td>(812) 855-8187</td>
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<tr>
<td><strong>Orientation: Welcome to College and Hoosier Experience Session</strong></td>
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<tr>
<td>The Welcome to College Musical and Hoosier Experience Sessions</td>
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<tr>
<td>occur during new student orientation. The workshop discusses</td>
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<tr>
<td>topics of sexual assault, substance use, respect/diversity</td>
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<tr>
<td>and bystander intervention. It’s followed by a more in-depth</td>
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<tr>
<td>discussion facilitated by NSO orientation leaders that covers</td>
<td></td>
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<tr>
<td>IU’s definition of consent, policies, and resources.</td>
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<tr>
<td>First Year Experience</td>
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</tr>
<tr>
<td><a href="mailto:fy@indiana.edu">fy@indiana.edu</a></td>
<td></td>
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<tr>
<td><strong>Student-Athlete Orientation</strong></td>
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<tr>
<td>The Excellence Academy segment of athletics orientation</td>
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<tr>
<td>includes a conversation about The Culture of Care, campus and</td>
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<tr>
<td>departmental expectations as it relates to sexual misconduct,</td>
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<tr>
<td>bystander intervention, the definition of consent, reporting</td>
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<tr>
<td>guidelines and resources.</td>
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</tr>
<tr>
<td>IU Excellence Academy</td>
<td></td>
</tr>
<tr>
<td>(812) 855-9855</td>
<td></td>
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</tbody>
</table>
**Bathroom Stall Posters**

Campus posters providing information on bystander intervention, relationship violence, sexual assault, and consent. Resource information is also provided on each poster.

Office of the Vice Provost for Student Affairs and Dean of Students  
(812) 855-8188

**Sexual Misconduct Policies, Procedures, & Resources for Graduate Students**

The “Sexual Misconduct Policies, Procedures, & Resources for Graduate Students” training module was developed to help graduate students understand how University policies and procedures apply to them as students, and potentially University employees, as well as to learn about available resources and support.

University Office of Institutional Equity  
titleix@iu.edu

<table>
<thead>
<tr>
<th>Primary Prevention Programs for Employees</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| **University Employee Sexual Misconduct Training** | University Office of Institutional Equity  
titleix@iu.edu |

The online training “Sexual Misconduct Policies, Procedures, and Resources: Employee Training” is made available to all employees. Additionally, all employees that the University has designated as “Responsible Employees” are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the University's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the University process, and what happens when information regarding an incident of sexual misconduct is brought to the University’s attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.

| **Athletics Staff Training** | University Office of Institutional Equity  
titleix@iu.edu |

IU Bloomington facilitates training for coaches and staff that focuses on University policy and process, as well as the role and reporting obligations of coaches and athletics staff as Responsible Employees. Throughout the training, coaches and staff are also provided with information to give them the confidence to respond to reports of sexual misconduct in a helpful and meaningful way.

| **Supervisor Legal Compliance Training** | University Office of Institutional Equity  
titleix@iu.edu |

The university encourages all supervisors to receive training on legal compliance. As part of this training, information is provided about IU's Sexual Misconduct Policy, including definitions, and the reporting obligations of Responsible Employees.

<table>
<thead>
<tr>
<th>Select Examples of Ongoing Programs for IU Bloomington Students &amp; Employees</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| **Healthy Relationships** | IUHC Health and Wellness  
(812) 855-7338 |

From Romance to Room-mates, students learn research informed methods for better communication to build and sustain healthy relationships with the important people in their life.
| **Step UP! IU Bystander Intervention Workshop** | Office of the Vice Provost for Student Affairs and Dean of Students  
(812) 855-8188 |
|---|---|
| Step UP! IU is a 90-minute, student-led program designed to help students notice problems and teach them skills so they can step up and intervene in potentially problematic situations such as:  
- Sexual assault  
- Discrimination  
- Harassment  
- Hazing  
- Mental health  
- Drug and alcohol use | |
| **Sex, Drugs, and Rock n Roll** | Office of First Year Experience Programs  
(812) 855-4357 |
| This Welcome Week event introduces incoming students to resources on campus. There are approximately 40 booths which contain interactive, educational activities that focus on topics such as sexual health, sexual assault prevention and bystander intervention. | |
| **Sexual Misconduct Core Messaging Training** | Office of the Vice Provost for Student Affairs and Dean of Students  
(812) 855-8188 |
| Training provided to peer educators who present on topics related to sexual misconduct that provides an overview of the IU Sexual Misconduct Policy, IU definition of consent, Responsible Employee guidelines, and student FAQ’s. | |
| **Huddle Up** | IU Excellence Academy  
(812) 855-9855 |
| Huddle Up leverages the transcendent power of sport to eradicate gender violence, in all of its forms, and the sexism underpinning this abuse. Huddle Up addresses the full continuum of abusive behaviors and empowers participants to understand how misogynistic language, sexual harassment, gendered bullying, sexual assault, rape and domestic violence are linked together. This understanding inspires participants to have the courage to challenge behaviors on all levels of the continuum. | |
## Evansville – Programs

<table>
<thead>
<tr>
<th>Primary Prevention Programs for Students</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MyStudentBody online educational program</strong></td>
<td>See article for more information at <a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a></td>
</tr>
<tr>
<td>MyStudentBody (MSB) offers a comprehensive approach to reducing the risk of drug and alcohol abuse and sexual violence among college students. MSB is available 24/7, all semester long, for information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect academic success. MSB's Essentials is an online prevention education course intended for incoming students. It covers the three most significant behavioral risks new college students face: alcohol, illicit and prescription drugs, and sexual violence. Structured around a motivational self-assessment in each area, Essentials incorporates audio, video, and interactive tools and lessons to teach students key concepts and skills. All first-year, transfer, and incoming international undergraduate students, regardless of age or experience, are required to complete both the pre- and post- sections of the MyStudentBody Essentials course.</td>
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<thead>
<tr>
<th>Primary Prevention Programs for Employees</th>
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<tbody>
<tr>
<td><strong>University Employee Sexual Misconduct Training</strong></td>
<td>University Office of Institutional Equity <a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
</tr>
<tr>
<td>The online training “Sexual Misconduct Policies, Procedures, and Resources: Employee Training” is made available to all employees. Additionally, all employees that the University has designated as “Responsible Employees” are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the University's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the University process, and what happens when information regarding an incident of sexual misconduct is brought to the University's attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</td>
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</table>

<table>
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<tr>
<th>Select Examples of Ongoing Programs for Evansville Students &amp; Employees</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sexual Assault and Interpersonal Violence</strong></td>
<td>Assistant Director of Interpersonal Violence Prevention and Response (317) 274-5715</td>
</tr>
<tr>
<td>Students learn the definitions of sexual assault and consent. Students also learn the meaning and role of bystander intervention in sexual assault prevention while also gaining specific skills to increase your confidence to intervene during a crisis. Just as importantly, students learn how to respond when others disclose instances of sexual assault. It also helps them understand the difference between confidential and responsible employees, the reporting requirements and options for each.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Take Off the Blindfold and STEP IN: Bystander Intervention Training</th>
<th>Assistant Director of Interpersonal Violence Prevention and Response (317) 274-5715</th>
</tr>
</thead>
<tbody>
<tr>
<td>The training is geared towards developing the awareness, skills and courage needed to intervene in a situation when another individual needs help.</td>
<td></td>
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<tr>
<td>The training will educate participants on:</td>
<td></td>
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<tr>
<td>• The 5 steps decision making model</td>
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<tr>
<td>• The three D's of Bystander intervention</td>
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<tr>
<td>• The rules for Bystander Intervention</td>
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<tr>
<td>• The Bystander effect Take Off the Blindfold and STEP IN: Bystander Intervention Training</td>
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Fort Wayne – Programs

<table>
<thead>
<tr>
<th>Primary Prevention Programs for Students</th>
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<tr>
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<tr>
<td>The online training “Sexual Misconduct Policies, Procedures, and Resources: Employee Training” is made available to all employees. Additionally, all employees that the University has designated as “Responsible Employees” are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the University’s prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the University process, and what happens when information regarding an incident of sexual misconduct is brought to the University’s attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees.</td>
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<table>
<thead>
<tr>
<th>Select Examples of Ongoing Programs for IU Fort Wayne Students &amp; Employees</th>
<th>Contact Information</th>
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<tbody>
<tr>
<td>Please refer to the Purdue University Fort Wayne Annual Security and Fire Safety Report contained under <a href="#">Appendix H</a>.</td>
<td></td>
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</table>
### Gary— Programs

<table>
<thead>
<tr>
<th>Primary Prevention Programs for Students</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MyStudentBody online educational program</strong></td>
<td><strong>See article for more information at <a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a></strong></td>
</tr>
<tr>
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<td></td>
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</tbody>
</table>
| **New Student Orientations** | **Dean of Students**  
(219) 981-5660 |
| During New Student Orientation, topics about sexual misconduct, including definitions under the Sexual Misconduct Policy and available resources are covered with students. New Student Orientation also included a presentation that addressed community standards and sexual violence prevention. | |

<table>
<thead>
<tr>
<th>Primary Prevention Programs for Employees</th>
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</tr>
</thead>
</table>
| **University Employee Sexual Misconduct Training** | **University Office of Institutional Equity**  
titleix@iu.edu |
| The online training “Sexual Misconduct Policies, Procedures, and Resources: Employee Training” is made available to all employees. Additionally, all employees that the University has designated as “Responsible Employees” are required to take the online module on an annual basis, and new employees are notified to take the training upon joining the university. The module contains important information to inform employees about the University’s prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, signs of abusive relationships, information about confidentiality and privacy, available supportive measures, and an overview of the University process, and what happens when information regarding an incident of sexual misconduct is brought to the University’s attention. The module also explains reporting options and the specific reporting obligations of those employees designated as Responsible Employees. | |
Supervisor Legal Compliance Training
The university encourages all supervisors to receive training on legal compliance. As part of this training, information is provided about IU’s Sexual Misconduct Policy, including definitions, and the reporting obligations of Responsible Employees.

New Faculty Orientation
As part of New Faculty Orientation, the Office of Equal Opportunity and Affirmative Action Programs presented information on Title IX and IU’s Sexual Misconduct policy, provisions, resources and the role of faculty as Responsible Employees. Time for Q&A is included.

Select Examples of Ongoing Programs for IU Northwest Students & Employees

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
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<tbody>
<tr>
<td>CampusWell</td>
<td>Dean of Students</td>
</tr>
<tr>
<td>Monthly resource sent to students that includes messaging and articles on bystander</td>
<td>(219) 981-5660</td>
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<tr>
<td>intervention and sexual assault prevention. <a href="https://iun.campuswell.com/">https://iun.campuswell.com/</a></td>
<td></td>
</tr>
<tr>
<td>The Clothesline Project</td>
<td>Dean of Students</td>
</tr>
<tr>
<td>The Clothesline Project invites students, faculty and staff to design T-shirts in honor of</td>
<td>(219) 981-5660</td>
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<tr>
<td>someone who has experienced gender violence, perhaps even themselves. The T-shirts are</td>
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<td>then exhibited in the Moraine Student Center as a visual representation of the lasting</td>
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<tr>
<td>impact violence has on abusers, survivors, their families, and communities.</td>
<td></td>
</tr>
<tr>
<td>Think Fast</td>
<td>Dean of Students</td>
</tr>
<tr>
<td>Think Fast is a live interactive production that uses a game show format to stimulate</td>
<td>(219) 981-5660</td>
</tr>
<tr>
<td>thought and discussion about topical social issues, including sexual violence. <a href="https://college.tjohne.com/event/thinkfast/">https://college.tjohne.com/event/thinkfast/</a></td>
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</tbody>
</table>

Host Campuses– Programs
For information on the sexual misconduct policy, and the prevention and awareness programs for new students, new employees, and ongoing programs for students and employees, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

<table>
<thead>
<tr>
<th>Campus</th>
<th>Link to Report</th>
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<tbody>
<tr>
<td>Muncie</td>
<td><a href="#">Appendix D</a></td>
</tr>
<tr>
<td>South Bend</td>
<td><a href="#">Appendix E</a></td>
</tr>
<tr>
<td>Terre Haute</td>
<td><a href="#">Appendix F</a></td>
</tr>
<tr>
<td>West Lafayette</td>
<td><a href="#">Appendix G</a></td>
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</table>
Risk Reduction

The Clery Act defines risk reduction as, “Options designed to decrease perpetration and bystander inaction; increase empowerment for victims in order to promote safety; and help individuals and communities address conditions that facilitate violence.” Like all other forms of violence, dating violence, domestic violence, stalking, and sexual assault are never the fault of the person who experienced it. However, IU encourages all members of the University community to protect themselves and others whenever possible. Below are some general safety tips to consider that may help you avoid or escape situations where someone is trying to harm or take advantage of you sexually or physically:

• Be aware of your surroundings.
• Listen to your intuition. If you feel like something is wrong, it probably is. Try to get out of the situation.
• Don’t be afraid to make a scene and yell, scream, or run for protection.
• Remember, alcohol and drugs can alter your perceptions and reactions. Be especially careful when you drink, and when you’re with someone who has been drinking. If you aren’t sure you have a “yes,” then don’t engage in sexual activity.
• Watch your beverage at all times. Date rape drugs are tasteless, colorless, and odorless. People often don’t know they have ingested these drugs until the effects are well under way.
• Go with a group of friends when you go out to a party or to the bars, and look out for each other.
• Speak up or call authorities if you see someone who could be in trouble. Remember Indiana’s Lifeline law provides legal amnesty from prosecution for underage drinking, and many related drinking offenses, for a person who calls or texts 911, or for persons assisting and reporting a medical emergency, sexual assault or other crime.

Safe and Positive Options for Bystander Interventions

The Clery Act defines bystander intervention as, “Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.”

All members of the IU community have a responsibility to create a safe, supportive, and inclusive learning environment. Bystander Intervention involves taking action in a situation when another individual needs help. This includes when someone may be at medical risk due to using drugs or alcohol, or vulnerable to sexual or intimate partner violence. To actively intervene, follow these steps:

• Notice the event. Pay attention to your surroundings.
• Interpret the event as a problem. Recognize that someone is being taken advantage of, vulnerable, or in danger. When in doubt, trust your gut, and intervene at the earliest possible point.
• Take personal responsibility to intervene. If you don’t intervene, it is unlikely that anyone else will.
• Decide how you are going to intervene. Try not to put yourself at risk or make the situation worse.
• Decide to intervene. Take action and intervene to help prevent or respond to problematic situations at the earliest possible point. If you are not able to fully intervene in a situation, consider responding by asking the person if they need help or assistance, contacting the police, or seeking out others for assistance.
Types of Intervention:

- **Direct intervention**: Directly addressing the situation in the moment to prevent harm.
- **Delegation**: Seeking help from another individual to intervene in the situation. This may be someone who is in a role of authority, such as an appropriate campus official, or in some instances, law enforcement.
- **Distraction**: Interrupting the potentially harmful situation without directly confronting the offender by distracting the offender’s attention or helping direct the individual in the potentially harmful situation away from the situation.

Remember to always call 911 in emergency situations. Most importantly, “If you see something, say something!”

Healthy, Unhealthy, and Abusive Relationships

A relationship is healthy if each individual involved is supported in being the person they want to be. A relationship that limits, manipulates, or damages a person’s sense of self is unhealthy and can be harmful or abusive. Be honest when assessing your relationship on the following factors – you owe it to yourself!

- **Mutual respect** means valuing your partner for who they are, not who you want them to be or become, and receiving the same from your partner. Does your partner say, do, and believe things that you can support? Or, is one of you trying to change the other?
- **Trust** is present if you can share your thoughts and feelings with another person without fear of being hurt physically, cognitively or emotionally. Can you be yourself without fear of criticism or judgment? Can your partner trust you in the same way?
- **Honesty** is about being truthful in your words. Do you tell the truth? Do you believe what your partner tells you?
- **Support** means helping your partner in being their best, and feeling you get the same in return.
- **Fairness/equity**– Do you almost always give? Or give in? Do you expect your partner to do it your way? Healthy relationships involve give and take, compromise, and negotiation by all parties.
- **Separate identities**– Relationships are healthy when each individual shares their true self with their partner. Each continues to grow both in and out of the relationship. If you feel like you are losing yourself or your unique identity, you may be in a harmful relationship.
- **Effective communication is essential**– Don’t get caught in the trap of believing your partner should know what you want, need, mean, or feel. Humans are rarely good mind readers, especially in intimate relationships. Do you and your partner take time to communicate? Does your partner really listen and work to understand you? Do you do this for your partner?

Harmful and abusive behaviors may come in many forms, and may include the following:

- **Intimidation**– actions, gestures, looks used to make another fearful
- **Emotional harm**– name calling or humiliation causing the other to feel unworthy
- **Isolation**– limiting interactions and information in order to establish control
- **Minimizing/Denying/Blaming**– making light of the abusive behaviors causing the other to doubt their own feelings or perceptions
- **Dominance**– treating another as a lesser being and controlling all decisions
- **Economic control**– limiting another’s access to work, money, food, or other resources to exert control
- **Coercion or Threats**– making threats to harm someone in order to control another's behaviors

Here are some rules for healthy sexual relationships:

- It is the responsibility of the person initiating sexual contact to ask for and clearly receive consent before acting.
- If someone is incapacitated by alcohol or another substance, that person is considered unable to make clear decisions about consent.
- If your partner expresses uncertainty or says no, it is your responsibility to STOP. Healthy sexual relationships are based on continuous communication about consent.
Procedures a Victim should follow if a crime occurs

If a crime of Domestic Violence, Dating Violence, Sexual Assault, or Stalking occurs:

**Importance of Preserving Evidence**

After an incident of sexual assault, dating violence or domestic violence, the person who experienced the violence should consider seeking medical attention as soon as possible, and obtaining a forensic exam to preserve evidence that may assist in proving that the alleged criminal offense occurred or that may help in obtaining a protection order. In Indiana, evidence may be collected through a forensic exam even if the person chooses not to make a report to law enforcement. Before obtaining a forensic exam, it is important that the person not bathe, douche, smoke, change clothing or clean the bed/linen/area where the individual was assaulted if the offense occurred within the past 96 hours. In circumstances of sexual assault, if the person does not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Someone who has experienced sexual assault, domestic violence, stalking, and/or dating violence is encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, and other communications, as well as keeping pictures, logs or other copies of documents, if they have any.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, and/or obtaining protection orders related to the incident more difficult. If the person chooses not to make a complaint regarding an incident, they may still consider speaking with the IUPD or other law enforcement to preserve evidence in the event that they decide to report the incident to law enforcement or the University at a later date. This information is also provided in the Sexual Misconduct: Rights, Options, and Resource Guide, which can be found at the end of this report under Appendix C.

**Reporting the Incident**

If you have experienced any violence, including dating violence, domestic violence, sexual assault, or stalking, you are encouraged to seek help immediately. Your campus reporting options are listed on the following pages. Retaliation against anyone who makes a report of sexual misconduct is prohibited by University policy (See Discrimination, Harassment, and Sexual Misconduct Policy in Appendix A).

**Involvement of Law Enforcement**

Although the University strongly encourages all members of its community to report crimes to law enforcement (including on-campus law enforcement and/or local police), it is the choice of the person who experienced dating violence, domestic violence, sexual assault or stalking whether or not to notify law enforcement. Furthermore, the person has the right to decline to notify law enforcement. University offices will assist the person with notifying law enforcement if the they so desire.

If the person chooses to report the incident to the IUPD, an officer will take a statement from the person regarding what happened. The officer will ask them to describe the assailant(s) and may ask questions about the scene of the crime, any witnesses, and what happened before and after
the incident. If the person wishes, they may have a support person with them during the interview. It is important to know, reporting an incident to the police is a separate step from choosing to prosecute. By filing a report, the person is not obligated to continue with legal proceedings or University disciplinary action. (See “Requests for No-University Action” under Confidentiality and Privacy). However, prosecutors could still decide to bring charges and/or the University may still determine a need to proceed with the appropriate resolution procedures.

There are numerous reasons to report to the IUPD, including:

- Assisting the person and helping them access necessary resources;
- Taking actions to prevent further victimization, including issuing a crime notice to warn the campus community of an impending threat to safety;
- Apprehending the assailant;
- Collection and preservation of evidence necessary for prosecution;
- Seeking justice for the wrong that has been done to the person; and
- Having the incident recorded for purposes of reporting statistics about incidents that occurred on campus.

If a crime did not occur on University property, IUPD can still assist in contacting the appropriate law enforcement agency.

**Protection Orders**

IU will recognize all valid orders of protection, no contact orders, restraining orders, or similar lawful orders. If you have a valid order, please inform the IUPD to place the order on file. IUPD has authority to enforce violations of valid lawful orders of protection, no contact orders, restraining orders, or similar lawful orders. In addition, IUPD can serve the respondent of a court order of protection if the respondent is on campus. If you need assistance in obtaining a Protective Order, please see your campus contact supportive and remedial measures below, or in the appropriate Sexual Misconduct: Rights, Options, and Resource Guide in Appendix C. To learn more about protection orders or to get assistance with filing, contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at 1 (800) 332-7385.
**Indianapolis – Reporting Options for Dating Violence, Domestic Violence, Sexual Assault, and Stalking**

<table>
<thead>
<tr>
<th>Contact Type</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| Law Enforcement      | **Indiana University Police Department**  
1232 West Michigan Street  
Indianapolis, IN 46202  
(317) 274-2058 or dial 9-1-1 |
| Campus Authorities   | **IUPUI Office of Student Conduct**  
420 University Boulevard, CE 270  
Indianapolis, IN 46202  
(317) 274-4431 |
| Title IX Coordination| **University Title IX Coordinator**  
Emily Springston, University Director of Institutional Equity & Title IX  
(812) 855-7559  
**Deputy Title IX Coordinator**  
Director of Student Conduct, Office of Student Conduct  
(317) 274-4431  
**Deputy Title IX Coordinator**  
Director of the Office of Equal Opportunity  
(317) 274-2306 |
| StopSexualViolence.iu.edu | A report can be made online under the “Report an Incident” tab at  
StopSexualViolence.iu.edu. |
| Protection Orders (can be obtained by contacting) | Marion County Superior Court:  
200 East Washington Street, Suite W122, Indianapolis, IN 46204  
(317) 327-4740 |

**Bloomington – Reporting Options for Dating Violence, Domestic Violence, Sexual Assault, and Stalking**

<table>
<thead>
<tr>
<th>Contact Type</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| Law Enforcement      | **Indiana University Police Department**  
1469 E. 17th Street  
Bloomington, IN 47408  
(812) 855-4111 or 9-1-1  
iupd@indiana.edu |
| Campus Authorities   | **Office of Student Conduct**  
801 N. Jordan  
Bloomington, IN 47405  
(812) 855-5419  
osc@indiana.edu |
| Title IX Coordination| **University Title IX Coordinator**  
Emily Springston, University Director of Institutional Equity & Title IX  
(812) 855-7559  
**Title IX Deputy Coordinators**  
Director of the Office of Student Conduct  
(812) 855-5419 |
Protection Orders (can be obtained by contacting)

Monroe County Clerk’s Office:
301 N. College, Rm 201
Bloomington, IN 47404
(812) 349-2614

The Protection Order Project (POP) is available to Monroe and surrounding county residents. POP is a law student-directed project at the Indiana University Maurer School of Law designed to help victims of domestic violence, sexual assault, and stalking obtain civil protective orders from the court, with the goal of preventing further abuse, both by restraining the abuser and by empowering the victim.

(812) 855-4800 (emails and voicemails are checked regularly)
pop@indiana.edu

Evansville – Reporting Options for Dating Violence, Domestic Violence, Sexual Assault, and Stalking

<table>
<thead>
<tr>
<th>Contact Type</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Enforcement</td>
<td>Indiana University Police Department</td>
</tr>
<tr>
<td></td>
<td>Stone Family Center for Health Sciences</td>
</tr>
<tr>
<td></td>
<td>515 Walnut St.</td>
</tr>
<tr>
<td></td>
<td>Evansville, IN 47708</td>
</tr>
<tr>
<td></td>
<td>Office: 812-909-7185</td>
</tr>
<tr>
<td>Campus Authorities</td>
<td>Steven G. Becker, MD</td>
</tr>
<tr>
<td></td>
<td>Director and Associate Dean</td>
</tr>
<tr>
<td></td>
<td>515 Walnut St., Fourth Floor</td>
</tr>
<tr>
<td></td>
<td>Evansville, IN 47708</td>
</tr>
<tr>
<td></td>
<td>Assistant: Jamie Henderlong, 812-909-7234</td>
</tr>
<tr>
<td>Title IX Coordination</td>
<td></td>
</tr>
<tr>
<td></td>
<td>University Title IX Coordinator</td>
</tr>
<tr>
<td></td>
<td>Emily Springston, University Director of Institutional Equity &amp; Title IX</td>
</tr>
<tr>
<td></td>
<td>(812) 855-7559</td>
</tr>
<tr>
<td></td>
<td>Deputy Title IX Coordinator</td>
</tr>
<tr>
<td></td>
<td>Director of the Office of Equal Opportunity</td>
</tr>
<tr>
<td></td>
<td>(317) 274-2306</td>
</tr>
<tr>
<td>StopSexualViolence.iu.edu</td>
<td></td>
</tr>
<tr>
<td></td>
<td>A report can be made online under the “Report an Incident” tab at StopSexualViolence.iu.edu.</td>
</tr>
<tr>
<td>Protection Orders (can be obtained by contacting)</td>
<td>Vanderburgh County Clerk’s Office</td>
</tr>
<tr>
<td></td>
<td>825 Sycamore St.</td>
</tr>
<tr>
<td></td>
<td>Civic Center Courts Building, Room 216</td>
</tr>
<tr>
<td></td>
<td>Evansville, IN 47708</td>
</tr>
<tr>
<td></td>
<td>(812) 435-5160</td>
</tr>
</tbody>
</table>
## Fort Wayne – Reporting Options for Dating Violence, Domestic Violence, Sexual Assault, and Stalking

<table>
<thead>
<tr>
<th>Contact Type</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| Law Enforcement            | Purdue University Police Dept.  
2101 East Coliseum Boulevard  
Fort Wayne, IN 46805  
(260)481-6827 or dial 9-1-1 |
| Campus Authorities         | IUPUI Office of Student Conduct  
420 University Boulevard, CE 270  
Indianapolis, IN 46202  
(317) 274-4431 |
| Title IX Coordination      | University Title IX Coordinator  
Emily Springston, University Director of Institutional Equity & Title IX  
(812) 855-7559  
Deputy Title IX Coordinator  
Director of the Office of Student Conduct  
317-274-4431  
Deputy Title IX Coordinator  
Director of the Office of Equal Opportunity  
(317) 278-9230 |
| StopSexualViolence.iu.edu  | A report can be made online under the “Report an Incident” tab at StopSexualViolence.iu.edu. |
| Protection Orders (can be obtained by contacting) | Allen County Clerk’s Office  
1 W. Superior St.  
Fort Wayne, IN 46802  
(260) 449-7130 |

## Gary – Reporting Options for Dating Violence, Domestic Violence, Sexual Assault, and Stalking

<table>
<thead>
<tr>
<th>Contact Type</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| Law Enforcement            | Indiana University Police Department  
Moraine Student Center, Room 116:  
3400 Broadway, Gary, IN 46408  
(219) 980-6501 or 9-1-1 |
| Campus Authorities         | Office of the Vice Chancellor for Student Affairs  
Savannah Center 223  
(219) 980-6586 |
| Title IX Coordination      | University Title IX Coordinator  
Emily Springston, University Director of Institutional Equity & Title IX  
(812) 855-7559  
Title IX Deputy Coordinator  
Office of Equal Opportunity and Affirmative Action Programs  
(219) 980-6705 |
A report can be made online under the “Report an Incident” tab at StopSexualViolence.iu.edu.

https://www.in.gov/judiciary/iocs/2645.htm
Lake County Clerk’s Office:
2293 N. Main Street
Courts Building 1st Floor
Crown Point, IN 46307
(219) 755-3460

Host Campuses

For information on the sexual misconduct policy, and the procedures a victim of sexual misconduct should follow, including the campus and community contacts for reporting and obtaining a protection order, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

Muncie
Please refer to the Ball State University Annual Campus Security Report contained under Appendix D.

South Bend
Please refer to the University of Notre Dame Annual Security and Fire Safety Report contained under Appendix E.

Terre Haute
Please refer to the Indiana State University Annual Security and Fire Safety Report contained under Appendix F.

West Lafayette
Please refer to the Purdue University West Lafayette Annual Security and Fire Safety Report contained under Appendix G.
Written Notification to Student & Employee Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking (regardless if the offense occurred on or off campus), Indiana University will provide written notification to the student and/or employee victim about their rights and options. This includes information about existing resources and services such as counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other available resources and services on campus and in the community. Written notification will also be provided about the victim’s options for the involvement of appropriate local law enforcement, including the option to notify law enforcement authorities, be assisted by campus authorities in notifying such law enforcement authorities if the individual chooses, and the option to decline notifying such authorities. Written notification will also be provided to the person about the applicable complaint resolution processes, as well as their rights and options. This written notification is located in Appendix C of this report.

Support, Remedial & Protective Measures

Students and employees who report experiencing sexual misconduct, including dating violence, domestic violence, sexual assault or stalking, will also be provided written notification for options and requesting assistance in changing academic, living, transportation, and working situations, as well as information about other available protective measures. This written notification is located in Appendix C of this report. If appropriate and reasonably available, the University will provide requested accommodations, regardless of whether the person chooses to report the crime to University police or local law enforcement. The University will maintain as confidential any accommodations or protective measures provided, to the extent maintaining such confidentiality would not impair the ability of the institution to provide accommodations or protective measures. Examples of options for a potential academic change may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours or working location. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc. The University may also impose a No Contact Order during and following any complaint resolution process for Sexual Misconduct. To request a change in academic, living, transportation, working situation or other protective measures, contact one of the offices for your campus listed below:

(See Campus Brochures in Appendix C)
## School of Medicine Mental Health Services

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Department of Mental Health Services</td>
<td><a href="https://medicine.iu.edu/mental-health-services">https://medicine.iu.edu/mental-health-services</a></td>
<td>All IUSM learners</td>
</tr>
<tr>
<td>Serves as an inclusive and affirming resource</td>
<td>24-hour IU School of Medicine crisis line at 317-278-HELP (4357)</td>
<td></td>
</tr>
<tr>
<td>for all members of the Indiana University</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School of Medicine. IU School of Medicine</td>
<td></td>
<td></td>
</tr>
<tr>
<td>students, residents and fellows seeking</td>
<td></td>
<td></td>
</tr>
<tr>
<td>mental health or personal counseling</td>
<td></td>
<td></td>
</tr>
<tr>
<td>services—for any reason—can access</td>
<td></td>
<td></td>
</tr>
<tr>
<td>resources for confidential personal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>consultation and treatment on every IU</td>
<td></td>
<td></td>
</tr>
<tr>
<td>School of Medicine campus.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Indianapolis

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Center Student Health</td>
<td><a href="http://health.iupui.edu/">http://health.iupui.edu/</a></td>
<td>On-Campus/IUPUI</td>
</tr>
<tr>
<td></td>
<td>Campus Center, Suite 213</td>
<td>students</td>
</tr>
<tr>
<td></td>
<td>420 University Blvd.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46202</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(317) 274-2274</td>
<td></td>
</tr>
<tr>
<td>Campus Health</td>
<td>Coleman Hall, Room 100</td>
<td>On-Campus/IUPUI</td>
</tr>
<tr>
<td></td>
<td>1140 West Michigan Street</td>
<td>students</td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46202</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(317) 274-8214</td>
<td></td>
</tr>
<tr>
<td>IU Health Methodist Hospital Center of Hope</td>
<td>1701 N Senate Blvd.</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46202</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(317) 963-3394 (available 24/7)</td>
<td></td>
</tr>
<tr>
<td>Eskenazi Health Center of Hope</td>
<td>720 Eskenazi Avenue (near Ball Residence)</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46202</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(317) 880-8006</td>
<td></td>
</tr>
<tr>
<td>Center of Hope at St. Franciscan Health</td>
<td>8111 S. Emerson Ave.</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46237</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(317) 528-5261</td>
<td></td>
</tr>
<tr>
<td>Other Center of Hope locations in Indianapolis</td>
<td>St. Vincent Hospital:</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td></td>
<td>2001 West 86th St.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46260</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(317) 338-1956</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Riley Hospital for Children:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>705 Riley Hospital Drive</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46202</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(317) 274-2617</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Community Hospital East:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1500 North Ritter Avenue</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46219</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(317) 355-HOPE (4673)</td>
<td></td>
</tr>
</tbody>
</table>

## Counseling and Mental Health Service

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>IU School of Medicine Mental Health Services</td>
<td><a href="https://medicine.iu.edu/indianapolis/student-support">https://medicine.iu.edu/indianapolis/student-support</a></td>
<td>All IUSM learners</td>
</tr>
<tr>
<td></td>
<td>(317) 278-2383</td>
<td></td>
</tr>
<tr>
<td>Service</td>
<td>Contact Information</td>
<td>Campus/Type</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>IUPUI Counseling &amp; Psychological Services (CAPS)</td>
<td><a href="https://studentaffairs.iupui.edu/health/counseling-psychological/index.html">https://studentaffairs.iupui.edu/health/counseling-psychological/index.html</a> 719 Indiana Avenue, Walker Plaza, Suite 220 Indianapolis, IN 46202 (317) 274-2548</td>
<td>On-Campus/IUPUI students</td>
</tr>
<tr>
<td>Employee Assistance Program</td>
<td><a href="http://www.indiana.edu/~uhrs/benefits/eap.html">http://www.indiana.edu/~uhrs/benefits/eap.html</a>  (888) 881-5462 Provides professional and confidential counseling to full time employees, medical residents, and graduate appointees and their household members.</td>
<td>University/Full time employees, medical residents, and graduate appointees and their household members.</td>
</tr>
<tr>
<td>24 Hour Crisis &amp; Suicide Hotline</td>
<td>Families First (317) 251-7575</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td>Community Health Network Behavioral Care Services</td>
<td><a href="http://www.ecommunity.com/behavioralcare">http://www.ecommunity.com/behavioralcare</a> 7165 Clearvista Way Indianapolis, IN 46256 317-621-5700</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td>Sexual Assault Prevention, Intervention &amp; Response Team (SAPIR)</td>
<td><a href="http://sapir.iupui.edu">http://sapir.iupui.edu</a>  (317) 274-5715</td>
<td>On-Campus/IUPUI students</td>
</tr>
<tr>
<td>Indiana Coalition Against Domestic Violence</td>
<td>1915 West 18th Street, Suite B Indianapolis, IN 46202  (317) 917-3685  24hr Hotline (800) 332-7385</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td>Office of Student Financial Services</td>
<td>420 University Blvd., CE 250 Indianapolis, IN 46202  P: (317) 274-4162 F: (317) 274-3664 <a href="mailto:finaid@iupui.edu">finaid@iupui.edu</a></td>
<td>On-Campus/IUPUI students</td>
</tr>
<tr>
<td>VISA and Immigration Resources</td>
<td><a href="mailto:oia@iupui.edu">oia@iupui.edu</a> 902 W. New York St. Education and Social Work building, Rm. 2126 Indianapolis, IN 46202  (317) 274-7000</td>
<td>On-Campus/IUPUI students</td>
</tr>
</tbody>
</table>
### Protective Measures Assistance

| Office of Equal Opportunity | https://oeo.iupui.edu/ | 980 Indiana Avenue, Suite 4443 | Indianapolis, IN 46202 | (317) 274-2306 | On-Campus/Everyone |
| Assistant Director for Interpersonal Violence Prevention and Response | https://studentaffairs.iupui.edu/advocacy-resources/interpersonal-violence-prevention-and-response.html | Walker Plaza | 719 Indiana Ave, Suite 220, Indianapolis, IN 46202 | (317) 274-5715 | On-Campus/Everyone |

### Academic/Housing Resources

| Office of Housing & Residential Life | Housing and Residential Life | 415 Porto Alegre Street, Suite 150 | Indianapolis, IN 46202 | reslife@iupui.edu | (317) 274.7200 | On-Campus/Students |
| Office of Equal Opportunity | https://oeo.iupui.edu/ | 980 Indiana Avenue, Suite 4443 | Indianapolis, IN 46202 | (317) 274-2306 | On-Campus/Everyone |
| Division of Student Affairs | Division of Student Affairs | Campus Center, Suite 370 | 317-278-8511 | osc@indiana.edu | On-Campus/Students |

### Bloomington

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health Service</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IU Health Center</td>
<td><a href="http://healthcenter.indiana.edu/">http://healthcenter.indiana.edu/</a></td>
<td>On-Campus/Student only</td>
</tr>
<tr>
<td>600 N. Jordan Ave.</td>
<td>601 W. 2nd St.</td>
<td>Community</td>
</tr>
<tr>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47403</td>
<td></td>
</tr>
<tr>
<td>(812) 855-4011</td>
<td>(812) 353-9515 Available 24 hours a day</td>
<td></td>
</tr>
<tr>
<td>IU Health Bloomington Hospital Emergency Department</td>
<td><a href="http://iuhealth.org/bloomington/">http://iuhealth.org/bloomington/</a></td>
<td></td>
</tr>
<tr>
<td>601 W. 2nd St.</td>
<td>601 W. 2nd St.</td>
<td></td>
</tr>
<tr>
<td>Bloomington, IN 47403</td>
<td>Bloomington, IN 47403</td>
<td></td>
</tr>
<tr>
<td>(812) 353-9515 Available 24 hours a day</td>
<td>(812) 353-9515 Available 24 hours a day</td>
<td></td>
</tr>
<tr>
<td><strong>Counseling and Mental Health Service</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IU School of Medicine Mental Health Services</td>
<td><a href="https://medicine.iu.edu/campuses/bloomington/student-support/">https://medicine.iu.edu/campuses/bloomington/student-support/</a></td>
<td>All IUSM learners</td>
</tr>
<tr>
<td>(317) 278-2383</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IU Counseling and Psychological Services (CAPS)</td>
<td><a href="http://healthcenter.indiana.edu/counseling/index.shtml">http://healthcenter.indiana.edu/counseling/index.shtml</a></td>
<td>On-Campus/Student only</td>
</tr>
<tr>
<td>IU Sexual Assault Crisis Services (SACS)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>IU Health Center, 4th Floor:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>600 N. Jordan Ave.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bloomington, IN 47405</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(812) 855-8900, 24-hour sexual assault line</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(812) 855-5711, for appointments</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Employee Assistance Program</strong></td>
<td><a href="http://www.indiana.edu/~uhrs/benefits/eap.html">http://www.indiana.edu/~uhrs/benefits/eap.html</a></td>
<td>(888) 881-5462</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
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</tr>
<tr>
<td></td>
<td>Provides professional and confidential counseling to full time employees, medical residents, and graduate appointees and their household members.</td>
<td>University/Full time faculty and staff</td>
</tr>
<tr>
<td><strong>Advocate Service</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Student Advocates Office</strong></td>
<td><a href="http://studentaffairs.indiana.edu/student-advocates/">http://studentaffairs.indiana.edu/student-advocates/</a></td>
<td>(812) 855-0761</td>
</tr>
<tr>
<td></td>
<td><a href="http://www.indiana.edu/~uhrs/benefits/eap.html">http://www.indiana.edu/~uhrs/benefits/eap.html</a></td>
<td>888-881-5462</td>
</tr>
<tr>
<td></td>
<td><a href="http://www.indiana.edu/~uhrs/benefits/eap.html">http://www.indiana.edu/~uhrs/benefits/eap.html</a></td>
<td>Provides professional and confidential counseling to full time employees, medical residents, and graduate appointees and their household members.</td>
</tr>
<tr>
<td><strong>Middle Way House</strong></td>
<td><a href="http://www.middlewayhouse.org/">http://www.middlewayhouse.org/</a></td>
<td>(812) 336-0846 (24 Hour Crisis Intervention)</td>
</tr>
<tr>
<td><strong>Legal Resources</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Protective Order Project</strong></td>
<td><a href="http://www.law.indiana.edu/pop/">http://www.law.indiana.edu/pop/</a></td>
<td>(812) 855-4800</td>
</tr>
<tr>
<td></td>
<td>Maurer School of Law, Room 010: 211 South Indiana Avenue Bloomington, IN 47405</td>
<td>(812) 855-4800</td>
</tr>
<tr>
<td></td>
<td>(812) 855-4800</td>
<td><a href="mailto:pop@indiana.edu">pop@indiana.edu</a></td>
</tr>
<tr>
<td><strong>Student Legal Services</strong></td>
<td><a href="https://studentaffairs.indiana.edu/student-support/legal-services/index.html">https://studentaffairs.indiana.edu/student-support/legal-services/index.html</a></td>
<td>(812) 855-7867</td>
</tr>
<tr>
<td></td>
<td>Poplars Building, Room 712 400 E. Seventh Street Bloomington, IN 47402</td>
<td>(812) 855-7867</td>
</tr>
<tr>
<td></td>
<td>(812) 855-7867</td>
<td><a href="https://studentaffairs.indiana.edu/student-support/legal-services/schedule-appointment.html">https://studentaffairs.indiana.edu/student-support/legal-services/schedule-appointment.html</a></td>
</tr>
<tr>
<td><strong>Monroe County Bar Association</strong></td>
<td><a href="http://monroecountybar.org/">http://monroecountybar.org/</a></td>
<td>(812) 855-4800</td>
</tr>
<tr>
<td></td>
<td>Intakes via: <a href="http://www.indiana.edu/~sls/">http://www.indiana.edu/~sls/</a></td>
<td>(812) 855-4800</td>
</tr>
<tr>
<td><strong>Monroe County Bar Association</strong></td>
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</tr>
<tr>
<td><strong>Community</strong></td>
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</tr>
<tr>
<td><strong>Community</strong></td>
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</tr>
<tr>
<td><strong>Financial Aid Resources</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Student Central on Union</strong></td>
<td><a href="http://studentcentral.indiana.edu/index.shtml">http://studentcentral.indiana.edu/index.shtml</a></td>
<td>(812) 855-6500</td>
</tr>
<tr>
<td></td>
<td>408 N. Union Street Bloomington, IN 47405</td>
<td>(812) 855-6500</td>
</tr>
<tr>
<td><strong>VISA and Immigration Resources</strong></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Poplars 221 400 E. Seventh Street Bloomington, IN 47405</td>
<td>(812) 855-9086</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:ois@iu.edu">ois@iu.edu</a></td>
<td><a href="mailto:ois@iu.edu">ois@iu.edu</a></td>
</tr>
<tr>
<td></td>
<td>151 N. Delaware, St., Suite 1800 Indianapolis, IN 46204</td>
<td>1-866-964-2138</td>
</tr>
<tr>
<td><strong>Community</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Protective Measures Assistance

<table>
<thead>
<tr>
<th>Office of Dean of Students, Division of Student Affairs</th>
<th><a href="https://studentaffairs.indiana.edu/dean-students/">https://studentaffairs.indiana.edu/dean-students/</a></th>
<th>On-Campus/Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana Memorial Union M088</td>
<td>Indiana Memorial Union M088</td>
<td>Indiana Memorial Union M088</td>
</tr>
<tr>
<td>900 E. 7th Street</td>
<td>900 E. 7th Street</td>
<td>900 E. 7th Street</td>
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<tr>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
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<tr>
<td>(812) 855-8187</td>
<td>(812) 855-8187</td>
<td>(812) 855-8187</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Office of Student Conduct</th>
<th><a href="https://studentaffairs.indiana.edu/student-conduct/index.shtml">https://studentaffairs.indiana.edu/student-conduct/index.shtml</a></th>
<th>On-Campus/Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>801 N. Jordan Avenue</td>
<td>801 N. Jordan Avenue</td>
<td>801 N. Jordan Avenue</td>
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<tr>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
</tr>
<tr>
<td>(812) 855-5419</td>
<td>(812) 855-5419</td>
<td>(812) 855-5419</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Office of Institutional Equity</th>
<th><a href="https://equity.iu.edu/affirmative-action/index.html">https://equity.iu.edu/affirmative-action/index.html</a></th>
<th>On-Campus/Students, Faculty &amp; Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poplars 825</td>
<td>Poplars 825</td>
<td>Poplars 825</td>
</tr>
<tr>
<td>400 E. Seventh Street</td>
<td>400 E. Seventh Street</td>
<td>400 E. Seventh Street</td>
</tr>
<tr>
<td>Bloomington, IN 47405-3085</td>
<td>Bloomington, IN 47405-3085</td>
<td>Bloomington, IN 47405-3085</td>
</tr>
<tr>
<td>(812) 855-7559</td>
<td>(812) 855-7559</td>
<td>(812) 855-7559</td>
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</tbody>
</table>

## Academic/Housing Resources

<table>
<thead>
<tr>
<th>Office of Student Conduct</th>
<th>Office of Student Conduct</th>
<th>On-Campus/Students</th>
</tr>
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<tbody>
<tr>
<td>801 N. Jordan Avenue</td>
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<tr>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
</tr>
<tr>
<td>(812) 855-5419</td>
<td>(812) 855-5419</td>
<td>(812) 855-5419</td>
</tr>
<tr>
<td><a href="mailto:osc@indiana.edu">osc@indiana.edu</a></td>
<td><a href="mailto:osc@indiana.edu">osc@indiana.edu</a></td>
<td><a href="mailto:osc@indiana.edu">osc@indiana.edu</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Residential Programs &amp; Services</th>
<th>Residential Programs &amp; Services</th>
<th>On-Campus/Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nelson Administration Building</td>
<td>Nelson Administration Building</td>
<td>Nelson Administration Building</td>
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<tr>
<td>801 N. Jordan Ave.</td>
<td>801 N. Jordan Ave.</td>
<td>801 N. Jordan Ave.</td>
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<tr>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
</tr>
<tr>
<td>(812) 855-1764</td>
<td>(812) 855-1764</td>
<td>(812) 855-1764</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Office of Institutional Equity</th>
<th><a href="https://equity.iu.edu/affirmative-action/index.html">https://equity.iu.edu/affirmative-action/index.html</a></th>
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<tbody>
<tr>
<td>Poplars 825</td>
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<td>400 E. Seventh Street</td>
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<td>400 E. Seventh Street</td>
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<tr>
<td>Bloomington, IN 47405-3085</td>
<td>Bloomington, IN 47405-3085</td>
<td>Bloomington, IN 47405-3085</td>
</tr>
<tr>
<td>(812) 855-7559</td>
<td>(812) 855-7559</td>
<td>(812) 855-7559</td>
</tr>
</tbody>
</table>

## Evansville

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health Service</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deaconess Midtown Hospital</td>
<td><a href="https://www.deaconess.com/Deaconess-Midtown-Hospital">https://www.deaconess.com/Deaconess-Midtown-Hospital</a></td>
<td>Community</td>
</tr>
<tr>
<td></td>
<td>600 Mary St.</td>
<td>600 Mary St.</td>
</tr>
<tr>
<td></td>
<td>Evansville, IN 47747</td>
<td>Evansville, IN 47747</td>
</tr>
<tr>
<td></td>
<td>(812) 450-5000</td>
<td>(812) 450-5000</td>
</tr>
<tr>
<td>St. Vincent Hospital Evansville</td>
<td><a href="https://healthcare.ascension.org/Locations/Indiana/INEVA/Evansville-Ascension-St-Vincent-Evansville">https://healthcare.ascension.org/Locations/Indiana/INEVA/Evansville-Ascension-St-Vincent-Evansville</a></td>
<td>Community</td>
</tr>
<tr>
<td></td>
<td>3700 Washington Ave.</td>
<td>3700 Washington Ave.</td>
</tr>
<tr>
<td></td>
<td>Evansville, IN 47714</td>
<td>Evansville, IN 47714</td>
</tr>
<tr>
<td></td>
<td>(812) 485-4000</td>
<td>(812) 485-4000</td>
</tr>
</tbody>
</table>

<p>| Counseling and Mental Health Service | | |
|-------------------------------------|-----------------------------|
| IU School of Medicine Mental Health Services | <a href="https://medicine.iu.edu/campuses/evansville/student-support/">https://medicine.iu.edu/campuses/evansville/student-support/</a> | All IUSM learners |
| | (317) 278-2383 | (317) 278-2383 |</p>
<table>
<thead>
<tr>
<th>Service</th>
<th>Website/Contact Information</th>
<th>Target Audience</th>
</tr>
</thead>
</table>
| **Lampion Center**              | [https://www.lampioncenter.com/](https://www.lampioncenter.com/)  
655 S. Hebron Ave.  
Evansville, IN 47714  
(812) 471-1776  
Provides individual, family and group counseling with services that focus on victims of crime and counselors who specialize in working with children and youth. Lampion Center staff also facilitate a support group for parents and caregivers of children who have experienced sexual abuse. | Community       |
| **Employee Assistance Program** | [http://www.indiana.edu/~uhrs/benefits/eap.html](http://www.indiana.edu/~uhrs/benefits/eap.html)  
(888) 234-8327  
Provides professional and confidential counseling to full-time employees, medical residents, and graduate appointees and their household members. | University/Full-time faculty and staff |
| **Advocate Service**            |                                                                                             |                 |
| **YWCA Evansville**             | [https://www.ywcaevansville.org/](https://www.ywcaevansville.org/)  
118 Vine Street  
Evansville, IN 4770  
(812) 422-1191  
Housing programs, Youth programming, Racial Justice & Women's Empowerment. | Community       |
| **Holly's House**               | [https://www.hollyshouse.org/](https://www.hollyshouse.org/)  
P.O. Box 4125  
Evansville, IN 47724  
812-437-7233 | Community       |
| **Legal Resources**             |                                                                                             |                 |
| **Evansville Bar Association**  | [https://www.evvbar.org/](https://www.evvbar.org/)  | Community       |
| **Financial Aid Resources**     |                                                                                             |                 |
| **Office of Student Financial Services** | 420 University Blvd., CE 250  
Indianapolis, IN 46202  
(317) 274-4162 (Phone) (317) 274-3664 (Fax)  
finaid@iupui.edu | On-Campus/IUPUI students |
| **VISA and Immigration Resources** |                                                                                             |                 |
| **Office of International Services** | oia@iupui.edu  
902 W. New York St.  
Education and Social Work building, Rm. 2126  
Indianapolis, IN 46202  
(317) 274-7000 | On-Campus/Students |
151 N. Delaware, St., Suite 1800  
Indianapolis, IN 46204  
1-866-964-1238 | Community       |
### Protective Measures Assistance

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
</table>
825 Sycamore St.  
County Courts Building, Room 108  
Evansville, IN 47708 | Community |
| Albion Fellows Bacon Center | [https://www.albionfellowsbacon.org/](https://www.albionfellowsbacon.org/)  
Domestic Violence: 1-812-422-5622  
Sexual Assault: 1-812-424-7273  
1-800-339-7752 | Community |

### Fort Wayne

#### Health Service

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
</table>
| Fort Wayne Sexual Assault Treatment Center | [https://www.fwsatc.org/](https://www.fwsatc.org/)  
1420 Kerrway Ct.  
Fort Wayne, IN 46805  
(260) 423-2222 | Community |
| Dupont Hospital | [https://theduponthospital.com/](https://theduponthospital.com/)  
2520 E Dupont Rd  
Fort Wayne, IN 46825  
(260) 416-3000 | Community |

#### Counseling and Mental Health Service

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
</table>
| IU School of Medicine Mental Health Services | [https://medicine.iu.edu/campuses/fort-wayne/student-support/](https://medicine.iu.edu/campuses/fort-wayne/student-support/)  
(317) 278-2383 | All IUSM learners |
| Student Assistance Program | [https://www.pfw.edu/counseling/](https://www.pfw.edu/counseling/)  
Walb Student Union, Room 234  
2101 East Coliseum Boulevard  
Fort Wayne, Indiana 46805  
(574) 269-0583  
*Purdue University Fort Wayne Student Assistance Program offers free counseling services to students in collaboration with Headwaters Counseling.* | Students |
| Jennifer’s Harbor | [http://www.jennifersharbor.org/home](http://www.jennifersharbor.org/home)  
(260) 443-2103  
*Crisis Counseling, Help with Protective Order Process, support and transportation to legal proceedings, safety planning, support groups, help women and children experiencing domestic and sexual violence, implement prevention efforts for those struggling in a relationship, work with high school and college students as well* | Community |
| Employee Assistance Program | [http://www.indiana.edu/~uhrs/benefits/eap.html](http://www.indiana.edu/~uhrs/benefits/eap.html)  
(888) 881-5462  
*Provides professional and confidential counseling to full time employees, medical residents, and graduate appointees and their household members.* | University/Full-time faculty and staff |
### Community Resources

<table>
<thead>
<tr>
<th>Women’s Bureau</th>
<th><a href="https://womensbureau.org/">https://womensbureau.org/</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>2417 Fairfield Avenue, Fort Wayne, IN 46807 (260) 424-7977</td>
<td>Community</td>
</tr>
<tr>
<td>260-426-7273- 24 Hr hotline</td>
<td></td>
</tr>
<tr>
<td>Free counseling services for women, teens, children, men and entire families who are victims of sexual violence.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>YWCA Northeast Indiana</th>
<th><a href="https://ywcaein.com/">https://ywcaein.com/</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>5920 Decatur Road, Fort Wayne, IN 46816 (260) 424-4908 ext. 224 Crisis Director</td>
<td>Community</td>
</tr>
<tr>
<td>(800) 441-4073 Toll Free-24 Hour Crisis Line</td>
<td></td>
</tr>
<tr>
<td>domestic violence services, 260-426-7273: sexual assault services (listen in the midst of crisis, resource referral to community resources, free counseling), residential programs for addiction</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Allen County Bar Association</th>
<th><a href="http://www.allencountybar.org/">http://www.allencountybar.org/</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Community</td>
<td></td>
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</tbody>
</table>

### Financial Aid Resources

<table>
<thead>
<tr>
<th>Office of Student Financial Services</th>
<th>Neff Hall 110, 2101 East Coliseum Blvd., Fort Wayne, IN 46805 (844) 448.9281</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:fwnfinaid@iufw.edu">fwnfinaid@iufw.edu</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### VISA and Immigration Resources

<table>
<thead>
<tr>
<th>Office of International Services</th>
<th>Education and Social Work Building, Rm. 2126, 902 W. New York Street, Indianapolis, IN 46202 (317) 274-7000</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:oia@iupui.edu">oia@iupui.edu</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Indiana Legal Services Immigration &amp; Language Rights Center</th>
<th><a href="https://www.indianalegalservices.org/node/377/indiana-legal-services-immigrants-language-rights-center">https://www.indianalegalservices.org/node/377/indiana-legal-services-immigrants-language-rights-center</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>151 N. Delaware, St., Suite 1800, Indianapolis, IN 46204 1-866-964-1238</td>
<td>Community</td>
</tr>
</tbody>
</table>

### Protective Measures Assistance

<table>
<thead>
<tr>
<th>Fort Wayne Police Dept. Victim Rights and Assistance</th>
<th><a href="http://www.fwpd.org/working-together/victim-assistance/">http://www.fwpd.org/working-together/victim-assistance/</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>1 East Main St., Suite 108, Rousseau Centre, Fort Wayne, IN 46802 260-427-1205</td>
<td>Community</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Lockefield Village, Suite 1164, 980 Indiana Ave., Indianapolis, Indiana 46202 (317) 278-9230</td>
<td>On-Campus/Everyone</td>
</tr>
</tbody>
</table>
### Health Service

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
</table>
| IU Northwest Campus Health and Wellness Center | [https://www.iun.edu/chhs/health-wellness-center-clinic/index.htm](https://www.iun.edu/chhs/health-wellness-center-clinic/index.htm)  
Dunes Medical/Professional Building, Rm 1027  
210 W 35th Ave.  
Gary, IN 46408  
(219) 980-7250                                              | On-Campus/Students          |
| Methodist Hospital                            | Northlake: 600 Grant Street  
Gary, IN 46402  
(219) 886-4000  
Southlake: 8701 Broadway  
Merrillville, IN 46410  
(219) 738-5500                                                     | Community                |
| Employee Assistance Program                   | [https://www.iu.edu/~uhrs/benefits/eap.html](https://www.iu.edu/~uhrs/benefits/eap.html)  
(888) 881-5462  
*Provides professional and confidential counseling to full time employees, medical residents, and graduate appointees and their household members.*  | University/Full time employees, medical residents, and graduate appointees and their household members. |
| Beacon of Hope Rape Crisis Center (serving Lake County) | Fair Haven Center for Women:  
2645 Ridge Road  
Highland, IN 46322  
(219) 961-4357                                               | Community                |
| Edgewater Behavioral Health Services          | 1100 W 6th Ave.  
Gary, IN 46402  
(219) 885-4264                                                      | Community                |
| Porter Starke Services (serving Porter and Starke Counties) | 601 Wall St.  
Valparaiso, IN 46383  
(219) 531-3500                                                      | Community                |
| Swanson Center (serving LaPorte County)       | 7224 W. 400 N.  
Michigan City, IN 46360  
(219) 879-4621                                                      | Community                |
| Regional Mental Health Center (serving Lake County) | (219) 769-4005  
Strawhun Center  
8555 Taft Street  
Merrillville, IN 46410  
(219) 769-4005  
Starke Center  
3903 Indianapolis Blvd.  
East Chicago, IN 46312  
(219) 769-4005                      | Community                |
Legal Resources

| Lake County Bar Association | http://www.lakecountybar.com | Community |

Financial Aid Resources

| Office of Financial Aid and Scholarship | http://www.iun.edu/financialaid/ Hawthorn Hall, Room 111: 3400 Broadway, Gary, Indiana 46408 (219) 980-6778 finaidnw@iun.edu | On-Campus/Students |

VISA and Immigration Resources

| Office of International Services | (812) 855-9086 ois@iu.edu | On-Campus/Students |
| Indiana Legal Services Immigration & Language Rights Center | https://www.indianalegalservices.org/node/377/indiana-legal-services-immigrants-language-rights-center 151 N. Delaware, St., Suite 1800 Indianapolis, IN 46204 1-866-966-2138 | Community |

Protective Measures Assistance

| Dean of Students | https://www.iun.edu/student-affairs/dean-of-students/index.htm (219) 981-5660 | On-Campus/Students |
| Office of Equal Opportunity & Affirmative Action Programs | https://www.iun.edu/eoaa-programs/index.htm Raintree Hall, Room 213 3415 Adams Street, Gary, Indiana 46408 (219) 980-6705 | On-Campus/Everyone |

Host Campuses

For information on the sexual misconduct policy, and information about your rights, options, and resources, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

Muncie

Please refer to the Ball State University Annual Campus Security Report contained under Appendix D.

South Bend

Please refer to the University of Notre Dame Annual Security and Fire Safety Report contained under Appendix E.

Terre Haute

Please refer to the Indiana State University Annual Security and Fire Safety Report contained under Appendix F.

West Lafayette

Please refer to the Purdue University West Lafayette Annual Security and Fire Safety Report contained under Appendix G.
Procedures the University will follow with reports of Sexual Misconduct

The University’s institutional disciplinary procedures for students and employees consist of a prompt, fair and impartial process from the initial investigation to the final result. Investigators and adjudicators are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking and taught how to conduct an investigation and hearing process that protects the safety of the complainant and promotes fairness and accountability.

The Discrimination, Harassment, and Sexual Misconduct Policy includes the following “Summary of Rights of the Complainant and Respondent in all Complaint Resolution Procedures” which includes:

• To be fully informed of university policies and procedures, as well as the nature and extent of all alleged violations contained within the allegation.
• To be treated with respect.
• To be accompanied by an advisor present during all proceedings, investigation meetings, or related meetings.
• To have adequate, reliable, and impartial investigation and appropriate resolution of all complaints of discrimination, harassment and/or sexual misconduct.
• To be informed by the university of options to notify proper law enforcement authorities including on campus and local police, and the option to be assisted by campus authorities in notifying proper law enforcement, if the individual chooses.
• To be notified of available resources including counseling, mental health, academic, legal and other support services, both at the university and in the community.
• To have allegations investigated and adjudicated by individuals who are properly trained to investigate and resolve allegations of discrimination, harassment and/or sexual misconduct.
• To participate in the investigation and complaint resolution process, including the opportunity to identify witnesses and other appropriate evidence, and to be informed of adverse evidence and provided the opportunity to respond to it through the process.
• To have allegations investigated and adjudicated in a reasonable timeframe given the circumstances of the specific case.
• To have the preponderance of the evidence standard (more likely than not) applied in determining responsibility.
• To have appeal rights as afforded under the applicable complaint resolution procedures.

As indicated in the above summary of rights for both parties, under the Discrimination, Harassment, and Sexual
Misconduct Policy and procedures, the Complainant and Respondent may have the advisor of their choice present at any point of the disciplinary process.

To the extent possible, the Complainant and the Respondent will be notified simultaneously in writing of the outcome and results of any disciplinary proceedings, any changes to the results before they are final, as well as when the results are final. The Complainant and the Respondent will also be notified simultaneously in writing of the University’s procedures for the Complainant or the Respondent to appeal the decision.

The University will, upon written request, disclose to the alleged victim of a crime of violence (as defined in section 16, of title 18, United States Code), or non-forcible sex offense (Incest or Statutory Rape), the results of any disciplinary hearing conducted by the University against the student who is the alleged perpetrator of the offense. If the alleged victim is deceased as a result of the crime or offense, the University will provide the results of the disciplinary hearing to the victim’s next of kin, if so requested. Appendix A of this report provides the full IU Sexual Misconduct Policy and procedures.

Institutional Disciplinary Procedures

The Indiana University Discrimination, Harassment, and Sexual Misconduct Policy (UA-03) includes complaint resolution procedures to address reports and formal complaints of sexual misconduct, including sexual assault, dating violence, domestic violence, and stalking. The procedures applied depend on the association of the individual accused of sexual misconduct, as well as whether the complaint meets the initial criteria of a Title IX complaint. In additions to outlined overarching procedures for responding to reports of sexual misconduct, the policy includes the following four sets of applicable procedures:

- Student Sexual Misconduct—Title IX Complaint Resolution Procedures
- Academic Appointee and Staff Sexual Misconduct—Title IX Complaint Resolution Procedures
- Student Sexual Misconduct—University Complaint Resolution Procedures
- Academic Appointee and Staff Sexual Misconduct—University Complaint Resolution Procedures

See Appendix A for the full Discrimination, Harassment, and Sexual Misconduct Policy and included procedures.

Sanctions

The University may impose sanctions on the respondent after a final determination of responsibility following University procedures. Possible sanctions for cases in which students are found in violation of the Student Code for acts of sexual misconduct include (see Sanctions in Appendix A):

- formal warnings,
- behavioral assessment and/or counseling,
- required educational training,
- housing expulsion,
- no contact order,
- no trespass order,
- disciplinary probation,
- deferred suspension,
- suspension,
- required re-entry meeting, and/or permanent expulsion.

For employees, the University may impose any of the following sanctions (See Sanctions in Appendix A):

- Level One Sanctions include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file (other than to promotion and tenure dossier which is included in Level Two Sanctions below). Level One Sanctions shall not be appropriate in the event the respondent was found responsible for sexual assault or other sexual violence.
- Level Two Sanctions include sanctions that directly modify job duties, salary or job status, including affecting compensation, consideration in tenure or promotion decisions, suspension and termination.

Dating violence, domestic violence, sexual assault and stalking may be found to be criminal acts, which may also subject the perpetrator to criminal or civil penalties under federal and state laws.

Confidentiality & Privacy

Confidential Employees

Certain University employees – based on their own professional licensure and the nature of their role on campus – are available to speak with individuals about incidents of sexual misconduct and maintain the individual’s desire for anonymity and confidentiality. These confidential employees are exempt from the reporting requirements that apply to Responsible Employees regarding sexual misconduct. Individuals who desire confidentiality in discussing and seeking assistance about sexual misconduct should contact and/or be referred to a confidential employee.

The University’s confidential employees include, but are not limited to:

- Licensed, professional mental health counselors working in that capacity, and those they supervise;
- Health care professionals and staff located in on-campus health care centers; and
- Any staff or specialists on a campus specifically designated as non-professional sexual assault advocates.

Certain specifically identified non-professional student advocates and health center staff do not have to share identifying information unless you provide your consent. However, they are obligated to provide non-identifying
information regarding the nature, date, time, and general location of the incident for purposes of compiling aggregate annual crime statistics and assessing the need to alert the University community of potential dangers.

Note: faculty, staff and other employees who are licensed mental health workers or are licensed medical workers, but who are not working in that capacity, such as faculty members in psychology, social work, nursing, etc., are not confidential employees under the University Discrimination, Harassment, and Sexual Misconduct Policy. The University shall identify and publicize confidential employees. See the Stop Sexual Violence website at https://stopsexualviolence.iu.edu/help/confidential_resources.html as well as the following chart for available confidential employees on this University campus. You should discuss your desires regarding the sharing of information with any University employee with whom you speak to ensure you understand their reporting obligations and what information they may be required to share.

Privacy

The University is committed to safeguarding the privacy of the parties in a manner consistent with the objective to effectively investigate and prevent incidents of sexual misconduct, including dating violence, domestic violence, sexual assault, and stalking. In all cases, the University will share the parties’ information and details of the allegation only with University officials, law enforcement personnel, and other individuals who have a legitimate administrative or legal reason to be so informed. Records will not be disclosed outside the University unless required by law or subpoena.

All individuals with knowledge of an alleged incident of sexual misconduct are expected to safeguard the privacy of those involved. To protect privacy, the University completes publicly available recordkeeping, including Clery Act reporting and disclosures such as this Annual Security Report and the daily crime log, without the inclusion of personally identifying information about the victim.

Requests for No-University Action

If an individual discloses that they have experienced an incident of sexual misconduct to the university, but indicates or requests that the university not investigate the particular incident, requests that no disciplinary action be taken, requests that the alleged perpetrator not be notified, or makes any similar request, the university will always consider such request(s), and will, in general, work to honor the request(s). Absent a formal complaint, the university will weigh such request(s) against its obligation to provide a safe, non-discriminatory environment for all, including for the individual who experienced the sexual misconduct.

If the university determines that it is able to honor the individual’s request(s), the individual should understand that the university’s ability to meaningfully investigate the incident and/or respond appropriately may be limited. If, however, the university determines it must proceed under the circumstances, it will work to notify the individual in advance. The university has designated the following official(s) to evaluate an individual’s request for no or limited action by the university in connection with a report of sexual misconduct: the University Sexual Misconduct & Title IX Coordinator or the campus Deputy Sexual Misconduct & Title IX Coordinator. These officials will consult with relevant administrators on their campus and the Office of the Vice President and General Counsel, where appropriate, in making these determinations.

Please note that under Indiana law, any person who has a reason to believe a person under the age of 18 is a victim of abuse or neglect, including relationship violence or assault, must make a report to the Indiana Department of Child Services and/or to local law enforcement. In addition, the University also requires that faculty, staff, students, volunteers, and other University personnel report any suspected abuse or neglect of minors on Indiana University property or as part of an Indiana University program to the IU Superintendent of Public Safety. This information will be shared with the Indiana Department of Child Services.
## Indianapolis

<table>
<thead>
<tr>
<th>Contact Type</th>
<th>Contact Information</th>
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</thead>
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<tr>
<td>Counseling and Psychological Services (CAPS)</td>
<td><a href="https://studentaffairs.iupui.edu/health/counseling-psychological/index.html">https://studentaffairs.iupui.edu/health/counseling-psychological/index.html</a></td>
</tr>
<tr>
<td></td>
<td>Walker Plaza, Suite 220</td>
</tr>
<tr>
<td></td>
<td>719 Indiana Ave., Indianapolis, IN 46202</td>
</tr>
<tr>
<td></td>
<td>(317) 274-2548</td>
</tr>
<tr>
<td>Assistant Director for Interpersonal Violence Prevention and Response</td>
<td><a href="https://studentaffairs.iupui.edu/advocacy-resources/interpersonal-violence-prevention-and-response.html">https://studentaffairs.iupui.edu/advocacy-resources/interpersonal-violence-prevention-and-response.html</a></td>
</tr>
<tr>
<td></td>
<td>Walker Plaza, Suite 220</td>
</tr>
<tr>
<td></td>
<td>719 Indiana Ave., Indianapolis, IN 46202</td>
</tr>
<tr>
<td></td>
<td>(317) 274-5715</td>
</tr>
<tr>
<td>IUPUI Student Health Center</td>
<td><a href="http://health.iupui.edu/">http://health.iupui.edu/</a></td>
</tr>
<tr>
<td></td>
<td>Campus Center, Suite 213:</td>
</tr>
<tr>
<td></td>
<td>420 University Blvd., Indianapolis, IN 46202</td>
</tr>
<tr>
<td></td>
<td>(317) 274-2274</td>
</tr>
<tr>
<td></td>
<td>Coleman Hall, Room 100</td>
</tr>
<tr>
<td></td>
<td>1140 W. Michigan St., Indianapolis, IN 46202</td>
</tr>
<tr>
<td></td>
<td>(317) 274-8214</td>
</tr>
<tr>
<td>Counseling Services</td>
<td><a href="https://medicine.iu.edu/campuses/indianapolis/student-support/">https://medicine.iu.edu/campuses/indianapolis/student-support/</a></td>
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<tr>
<td></td>
<td>IU School of Medicine Mental Health Services</td>
</tr>
<tr>
<td></td>
<td>Gatch Hall, Suite 600, 1120 W. Michigan Street.</td>
</tr>
<tr>
<td></td>
<td>(317) 278-2383</td>
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## Bloomington

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<td><a href="http://healthcenter.indiana.edu/counseling/">http://healthcenter.indiana.edu/counseling/</a></td>
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<tr>
<td>Sexual Assault Crisis Services (SACS)</td>
<td>IU Health Center, 4th Floor:</td>
</tr>
<tr>
<td></td>
<td>600 N Jordan Ave., Bloomington, IN 47405</td>
</tr>
<tr>
<td></td>
<td>(812) 855-5711, for appointments</td>
</tr>
<tr>
<td></td>
<td>(812) 855-8900, 24 hour SACS crisis line</td>
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<tr>
<td>Confidential Victim Advocate</td>
<td><a href="https://studentaffairs.indiana.edu/student-support/sexual-violence/index.html">https://studentaffairs.indiana.edu/student-support/sexual-violence/index.html</a></td>
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<tr>
<td></td>
<td>IU Health Center, 3rd Floor</td>
</tr>
<tr>
<td></td>
<td>600 N Jordan Ave., Bloomington, IN 47405</td>
</tr>
<tr>
<td></td>
<td>(812) 856-2469</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:cva@indiana.edu">cva@indiana.edu</a></td>
</tr>
<tr>
<td>IU Health Center</td>
<td><a href="http://healthcenter.indiana.edu/">http://healthcenter.indiana.edu/</a></td>
</tr>
<tr>
<td></td>
<td>600 N Jordan Ave., Bloomington, IN 47405</td>
</tr>
<tr>
<td></td>
<td>(812) 855-4011</td>
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<tr>
<td>Counseling Services</td>
<td><a href="https://medicine.iu.edu/campuses/bloomington/student-support/">https://medicine.iu.edu/campuses/bloomington/student-support/</a></td>
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<td>IU School of Medicine Mental Health Services</td>
</tr>
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<td>(317) 278-2383</td>
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## Evansville

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<td>(317) 278-2383</td>
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**Fort Wayne**

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<tr>
<td></td>
<td>Purdue University Fort Wayne Community Counseling Center</td>
</tr>
<tr>
<td></td>
<td>Dolnick Learning Center</td>
</tr>
<tr>
<td></td>
<td>100 Baker Drive N., Fort Wayne, IN 46835</td>
</tr>
<tr>
<td></td>
<td>(260) 481-5405</td>
</tr>
<tr>
<td></td>
<td><a href="https://medicine.iu.edu/campuses/fort-wayne/student-support/">https://medicine.iu.edu/campuses/fort-wayne/student-support/</a></td>
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<td></td>
<td>IU School of Medicine Mental Health Services</td>
</tr>
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<td>(317) 278-2383</td>
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**Gary**

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<td>Counseling Services</td>
<td><a href="https://medicine.iu.edu/campuses/gary/student-support/">https://medicine.iu.edu/campuses/gary/student-support/</a></td>
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<tr>
<td></td>
<td>IU School of Medicine Mental Health Services</td>
</tr>
<tr>
<td></td>
<td>(317) 278-2383</td>
</tr>
<tr>
<td></td>
<td><a href="https://www.iun.edu/counseling-services/">https://www.iun.edu/counseling-services/</a></td>
</tr>
<tr>
<td></td>
<td>Hawthorn Hall, Room 201:</td>
</tr>
<tr>
<td></td>
<td>3400 Broadway, Gary, IN 46408</td>
</tr>
<tr>
<td></td>
<td>(219) 980-6741</td>
</tr>
<tr>
<td></td>
<td><a href="http://www.iun.edu/chhs/health-wellness-center-clinic/index.htm">http://www.iun.edu/chhs/health-wellness-center-clinic/index.htm</a></td>
</tr>
<tr>
<td></td>
<td>Dunes Medical/Professional Building, Rm. 1027</td>
</tr>
<tr>
<td></td>
<td>210 W 35th Ave., Gary, IN 46408</td>
</tr>
<tr>
<td></td>
<td>(219) 980-7250</td>
</tr>
<tr>
<td></td>
<td><a href="mailto:health4u@iun.edu">health4u@iun.edu</a></td>
</tr>
</tbody>
</table>

**Host Campuses**

For information on the sexual misconduct policy, and the procedures a victim of sexual misconduct should follow, including the campus and community contacts for reporting and obtaining a protection order, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

**Muncie**

https://medicine.iu.edu/campuses/muncie/student-support/#1476301463718-014ec6c8-9e1a

IU School of Medicine Mental Health Services (317) 278-2383

Also please refer to the Ball State University Annual Campus Security Report contained under Appendix D.

**South Bend**

https://medicine.iu.edu/campuses/south-bend/student-support/

IU School of Medicine Mental Health Services (317) 278-2383

Also please refer to the University of Notre Dame Annual Security and Fire Safety Report contained under Appendix E.

**Terre Haute**

https://medicine.iu.edu/campuses/terre-haute/student-support/

IU School of Medicine Mental Health Services (317) 278-2383

Also please refer to the Indiana State University Annual Security and Fire Safety Report contained under Appendix F.

**West Lafayette**

https://medicine.iu.edu/campuses/west-lafayette/student-support/

Also please refer to the Purdue University West Lafayette Annual Security and Fire Safety Report contained under Appendix G.
Preparation of Crime Statistics

Preparation of the Disclosure of Crime Statistics

The IUPD prepares a disclosure of crime statistics and publishes it as part of this Annual Security Report by October 1 each year, adding new statistics for the previous year. Three years’ worth of statistics are included for certain types of crimes, as defined in the Clery Act, that were reported to have occurred: on campus; in certain non-campus buildings or property owned or controlled by the University; or on public property on or immediately adjacent to the campus. Reported crimes that occur in IU owned or controlled housing that are occupied by students, or in IU owned or controlled student apartments, are reported as occurring in on-campus residential units, a subset of the reported crimes already included in the on-campus category. Reports of crimes and attempted crimes are listed according to the calendar year in which the crime was reported, as required by the Clery Act, as are arrests and referrals for illegal alcohol, drug, and weapons violations. Statistics are based on IUPD records and those gathered annually by written request from cooperating law enforcement agencies and campus security authorities.

Each year, enrolled students, faculty, and staff are notified via email when the new Annual Security Report is available, which is generally on or before October 1. Prospective students and prospective employees are notified of the report during application processes.

Statistics are reported using the Uniform Crime Reporting (UCR) Program and other definitions determined in the Clery Act. Definitions for Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Weapons: Carrying, Possessing, etc. Law Violations, Drug Abuse Violations, and Liquor Law Violations are from the Summary Reporting System (SRS) User Manual from the FBI’s Uniform Crime Reporting (UCR) program. The definitions of Fondling, Incest, and Statutory Rape are from the FBI’s National Incident-Based Reporting System (NIBRS) Data Collection Guidelines edition of the UCR. Hate Crimes are classified according to the FBI’s Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual. Definitions for the categories of Domestic Violence, Dating Violence and Stalking, are obtained from the Violence Against Women Act of 1994 and repeated in the Department’s Clery Act regulations.
**Crimes at Non-Campus Locations**

The IUPD uses University records to identify and monitor activity at non-campus property. Non-campus property, for this purpose, is defined as (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. The IUPD sends annual requests to the law enforcement agencies with jurisdiction over these locations to request crime statistics and to be alerted when a serious or ongoing threat is occurring at any non-campus location.

If IU students are implicated in criminal activity occurring off-campus, including non-campus locations of student organizations officially recognized by IU (with or without housing facilities), the law enforcement agency with jurisdiction may notify the IUPD; however, there is no official policy requiring such notification. Students in these cases may be subject both to arrest by the law enforcement officers and to the University’s disciplinary action through:

- Bloomington—Office of Student Conduct at: (812) 855-5419
- IUPUI—Office of Student Conduct at: (317) 274-4431
- Northwest—Office of the Vice Chancellor of Student Affairs at: (219) 980-6586

No IU campus operates off-campus housing or off-campus student organization facilities.

**Obtaining Registered Sex Offender Information**

Effective January 1, 2003, Zachary’s Law requires sheriffs’ departments to jointly establish and maintain the Indiana Sheriffs’ Sex Offender Registry to provide detailed information about individuals who register as sex or violent offenders. The purpose of the registry is to inform the general public about the identity, location, and appearance of sex and violent offenders who live, work, or study in Indiana. This law is also in compliance with section 121 of Adam Walsh Child Protection and Safety Act of 2006 (42U.S.C 16921). Under the federal Campus Sex Crimes Prevention Act, any sex offender who is already required to register in any U.S. state must provide notice to any institution of higher education in the state(s) in which that person is employed, carries on a vocation, and/or is a student.

The Indiana Sex and Violent Offender Registry can be accessed via: [http://www.icrimewatch.net/indiana.php](http://www.icrimewatch.net/indiana.php). The National Sex Offender Registry links public state, territorial, and tribal sex offender registries together and can be accessed via: [https://www.nsopw.gov](https://www.nsopw.gov).
Definitions of Crimes & Geography

**Crimes**

**Murder/Non-negligent Manslaughter:** the willful (non-negligent) killing of one human being by another.

**Manslaughter by Negligence:** the killing of another person through gross negligence.

**Rape:** the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

**Fondling:** the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

**Incest:** sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**Statutory Rape:** sexual intercourse with a person who is under the statutory age of consent.

**Robbery:** the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

**Aggravated Assault:** an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

**Burglary:** the unlawful entry of a structure to commit a felony or a theft.

**Motor Vehicle Theft:** the theft or attempted theft of a motor vehicle.

**Arson:** any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Hate Crimes:** a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. For the purposes of this section, the categories of bias include the victim’s actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability. Hate Crimes reported include all of the crimes listed here, plus destruction/damage/vandalism of property, intimidation, larceny/theft, and simple assault which are motivated by bias.

**Simple Assault:** an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

**Larceny-Theft:** the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.

**Intimidation:** to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

**Destruction/Damage/Vandalism of Property:** to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

**Domestic Violence:** a felony or misdemeanor crime of violence committed—(A) By a current or former spouse or intimate partner of the victim; (B) By a person with whom the victim shares a child in common; (C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (E) By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Dating Violence:** violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—(A) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (B) Dating violence does not include acts covered under the definition of domestic violence.

**Stalking:** engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition—(A) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes,
surveils, threatens, or communicates to or about a person, or interferes with a person's property. (B) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. (C) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

**Unfounded Crimes:** A crime reported to a campus security authority including campus law enforcement, but omitted from the crime statistics because it was later determined through investigation by sworn or commissioned law enforcement personnel to have been false or baseless when made (meaning the crime did not occur and/or was never attempted).

**Arrest:** persons processed by arrest, citation or summons.

**Referral for Disciplinary Action:** the referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

**Weapons Law Violations:** carrying, possessing, etc.: the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

**Drug Abuse Violations:** the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

**Liquor Law Violations:** the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

**Residential Facilities:** Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within a reasonably contiguous geographic area that makes up the campus.

*Some IU campuses do not operate residential facilities, these campuses will not include a column for crimes committed in a residential facility.*

**On-Campus Total:** This category is a total of all the on-campus statistics, combining the statistics from residential facilities located on-campus, and all other on-campus property.

**Non-Campus:** Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

**Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

**Geography**

**On-Campus:** Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.
## Annual Crime Statistics

**Indianapolis**

The IUSM is headquartered on the Indiana University-Purdue University Indianapolis (IUPUI) campus. Statistics in this table are for the entire IUPUI Clery reportable geography.

<table>
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<th>Offense</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
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The IUSM is headquartered on the Indiana University-Purdue University Indianapolis (IUPUI) campus. Statistics in this table are for the entire IUPUI Clery reportable geography.
IUSM-Bloomington students have full campus privileges at the Indiana University-Bloomington (IUB). Statistics in this table are based on the entire on-campus, on-campus residential, and public property reported by IUB. There are on-campus locations for IUSM-Bloomington that are only utilized by IUSM students and not general students of IU. There are no non-campus locations for IUSM-Bloomington.

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**Unfounded Crimes**

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### Hate Crimes

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<td>One (1) crime of simple assault characterized by a bias of sexual orientation occurred on campus in an on-campus residential facility.</td>
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<td>One (1) intimidation characterized by a bias of sexual orientation that occurred on campus in an on-campus residential facility.</td>
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</table>
For 2018 IUSM-Evansville students had full campus privileges at the University of Southern Indiana (USI) before moving to the Stone Family Center for Health Sciences in July of that year. Statistics in this table combined from the entire on-campus, on-campus residential and public property reported by USI from 1/1/2018 to 6/30/2018 and the Stone Family Center for Health Sciences from 6/30/2018 to 12/31/2018. For 2019 all crime statistics are for the Stone Family Center. All Non-campus locations are based only on locations used by IUSM-Evansville students. All Non-campus locations are based only on locations used by IUSM-Evansville students. Please note that the Stone Family Center for Health Sciences does not have on-campus residential facilities.

### Crime Statistics

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<td>One (1) intimidation characterized by a bias of disability on campus.</td>
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</table>
IUSM-Fort Wayne students at Fort Wayne have classes at Indiana University-Fort Wayne (IUFW) but also have full campus privileges to Purdue University-Fort Wayne (PFW). Statistics in this table are based on the entire on-campus, on-campus residential, and public property reported by PFW. Non-campus locations are based only on locations used by IUSM-Fort Wayne and IUPUI separate campus program students.

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</table>

Unfounded Crimes

- **2019**: Zero (0) unfounded crimes.
- **2018**: Zero (0) unfounded crimes.
- **2017**: Zero (0) unfounded crimes.

Hate Crimes

- **2019**: One (1) reported vandalism characterized by a Bias of Sexual Orientation on campus.
- **2018**: Zero (0) reported hate crimes.*
- **2017**: Zero (0) reported hate crimes.

*Revised from one (1) to zero (0) on the 2020 Purdue FW ASFSR
## Gary

IUSM-Gary students have full campus privileges at Indiana University-Northwest (IUN). Statistics in this table are based on the entire on-campus and public property reported by IUN. Non-campus locations are based only on locations used by IUSM-Gary students.

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*Increased from five (5) last year to six (6) due to omitted case.
### Muncie (Host Campus)

IUSM-Muncie students have full campus privileges at Ball State University (BSU). Statistics in this table are based on the entire on-campus, on-campus residential, and public property reported by BSU. Non-campus locations are based only on locations used by IUSM-Muncie students in 2019.

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<tr>
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<td>There was one (1) reported vandalism characterized by a bias of race that occurred on campus.</td>
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<tr>
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<td>There was one (1) reported larceny characterized by a bias of race that occurred on public property. There was one (1) reported intimidation characterized by a bias of gender that occurred on campus. There was one (1) reported intimidation characterized by a bias of gender that occurred on campus in an on campus residential facility. There was one (1) reported vandalism characterized by a bias of race that occurred on campus in an on campus residential facility.</td>
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</tbody>
</table>

** Burglary increased from 14 to 15 on campus, motor vehicle thefts increased from 2 to 3 on campus, stalking increased from 4 to 8 on campus, and drug law arrests increased from 15 to 18 on campus all due to revised stats received from IU Health Police Dept.
South Bend (Host Campus)

IUSM-South Bend students have full campus privileges at the University of Notre Dame (ND), excluding the use of on-campus residential facilities and counseling services. Statistics in this table are based on the entire on-campus and public property reported by ND. Non-campus locations are based only on locations used by IUSM-South Bend students.

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>2019: 0</td>
<td>2018: 0</td>
<td>2017: 0</td>
</tr>
<tr>
<td>Manslaughter by Negligence</td>
<td>2019: 0</td>
<td>2018: 0</td>
<td>2017: 0</td>
</tr>
<tr>
<td>Rape</td>
<td>2019: 1</td>
<td>2018: 2</td>
<td>2017: 1</td>
</tr>
<tr>
<td>Fondling</td>
<td>2019: 8</td>
<td>2018: 6</td>
<td>2017: 9</td>
</tr>
<tr>
<td>Incest</td>
<td>2019: 0</td>
<td>2018: 0</td>
<td>2017: 0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>2019: 0</td>
<td>2018: 0</td>
<td>2017: 0</td>
</tr>
<tr>
<td>Robbery</td>
<td>2019: 0</td>
<td>2018: 0</td>
<td>2017: 0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>2019: 0</td>
<td>2018: 0</td>
<td>2017: 0</td>
</tr>
<tr>
<td>Unfounded Crimes</td>
<td>Zero (0) unfounded crimes.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hate Crimes</td>
<td>One (1) unfounded crime.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>One (1) unfounded crime.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arson</td>
<td>2019: 0</td>
<td>2018: 0</td>
<td>2017: 2</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>2019: 2</td>
<td>2018: 0</td>
<td>2017: 1</td>
</tr>
<tr>
<td>Dating Violence</td>
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<td>2018: 0</td>
<td>2017: 0</td>
</tr>
<tr>
<td>Stalking</td>
<td>2019: 9</td>
<td>2018: 0</td>
<td>2017: 0</td>
</tr>
<tr>
<td>Arrests—Weapon Law Violations</td>
<td>2019: 0</td>
<td>2018: 2</td>
<td>2017: 0</td>
</tr>
</tbody>
</table>

Zero (0) unfounded crimes.
One (1) reported hate crimes.
One (1) reported hate crimes.
## Terre Haute (Host Campus)

IUSM-Terre Haute students have full campus privileges at Indiana State University (ISU). Statistics in this table are based on the entire on-campus, on-campus residential, and public property reported by ISU. There are no non-campus locations for IUSM-Terre Haute.

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>2019: 0</td>
<td>0</td>
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<tr>
<td></td>
<td>2017: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Manslaughter by Negligence</td>
<td>2019: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
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<td>10</td>
<td>10</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018: 0</td>
<td>21</td>
<td>21</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017: 0</td>
<td>6</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>2019: 0</td>
<td>6</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018: 1</td>
<td>8</td>
<td>9</td>
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<tr>
<td></td>
<td>2017: 5</td>
<td>5</td>
<td>10</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>2019: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018: 0</td>
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</tr>
<tr>
<td></td>
<td>2017: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>2019: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018: 0</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td></td>
<td>2017: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>2019: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017: 0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
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<td>5</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018: 0</td>
<td>10</td>
<td>10</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017: 2</td>
<td>4</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>Burglary</td>
<td>2019: 6</td>
<td>10</td>
<td>16</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018: 4</td>
<td>12</td>
<td>16</td>
<td>0</td>
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<tr>
<td></td>
<td>2017: 0</td>
<td>12</td>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
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<td>3</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018: 5</td>
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</tr>
<tr>
<td></td>
<td>2017: 1</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

### Unfounded Crimes

- **2019**: One (1) unfounded crime.
- **2018**: Zero (0) unfounded crimes.
- **2017**: Two (2) unfounded crimes.

### Hate Crimes

- **2019**: Zero (0) reported hate crimes.
- **2018**: Zero (0) reported hate crimes.
- **2017**: Zero (0) reported hate crimes.
West Lafayette (Host Campus)

IUSM-West Lafayette students have full campus privileges at Purdue University (PU). Statistics in this table are based on the entire on-campus, on-campus residential, and public property reported by PU. Non-campus locations are based only on locations used by IUSM-West Lafayette students.

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
<td>2019 0 0 0 0 0</td>
<td>2018 0 0 0 0 0</td>
<td>2017 0 0 0 0 0</td>
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<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Manslaughter by Negligence</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 0 0 0 0 0</td>
<td>2018 0 0 0 0 0</td>
<td>2017 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rape</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
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</thead>
<tbody>
<tr>
<td>2019 1 16 17 0 0</td>
<td>2018 2 14 16 0 0</td>
<td>2017 3 15 18 0 0</td>
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</table>

<table>
<thead>
<tr>
<th>Fondling</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 3 2 5 0 1</td>
<td>2018 6 8 14 0 0</td>
<td>2017 3 12 15 0 0</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Incest</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 0 0 0 0 0</td>
<td>2018 0 0 0 0 0</td>
<td>2017 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Statutory Rape</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 0 0 0 0 0</td>
<td>2018 0 0 0 0 0</td>
<td>2017 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Robbery</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 3 0 3 0 0</td>
<td>2018 0 0 0 0 0</td>
<td>2017 1 0 1 0 0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Aggravated Assault</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 0 1 1 0 0</td>
<td>2018 2 0 2 0 0</td>
<td>2017 1 4 5 0 0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Burglary</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 12 10 22 0 0</td>
<td>2018 4 3 7 0 0</td>
<td>2017 6 3 9 0 0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Motor Vehicle Theft</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 5 0 5 0 0</td>
<td>2018 1 0 1 0 1</td>
<td>2017 11 0 11 0 0</td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arson</td>
<td>2019 0 0 0 0 0</td>
<td>2018 1 1 2 0 1</td>
<td>2017 1 1 2 0 0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Domestic Violence</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 0 2 2 0 0</td>
<td>2018 0 1 1 0 1</td>
<td>2017 0 2 2 0 0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Dating Violence</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 6 6 12 0 0</td>
<td>2018 8 9 17 0 0</td>
<td>2017 4 5 9 0 0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Stalking</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 14 6 20 0 0</td>
<td>2018 12 2 14 0 0</td>
<td>2017 10 6 16 0 0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Arrests—Weapon Law Violations</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 0 0 0 0 0</td>
<td>2018 0 0 0 0 0</td>
<td>2017 0 0 0 0 1</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Arrests—Drug Law Violations</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 26 46 72 0 43</td>
<td>2018 40 83 123 0 47</td>
<td>2017 89 63 152 0 45</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Arrests—Liquor Law Violations</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 20 27 47 0 29</td>
<td>2018 15 25 40 0 9</td>
<td>2017 24 20 44 0 13</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Referrals for Disciplinary Action—Weapon Law Violations</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 1 0 1 0 0</td>
<td>2018 0 0 0 0 0</td>
<td>2017 0 0 0 0 0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Referrals for Disciplinary Action—Drug Law Violations</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 0 45 45 0 0</td>
<td>2018 31 54 85 0 0</td>
<td>2017 115 66 181 0 4</td>
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<td></td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Referrals for Disciplinary Action—Liquor Law Violations</th>
<th>On Campus</th>
<th>Residential Facilities</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019 23 638 661 0 0</td>
<td>2018 17 837 854 0 2</td>
<td>2017 9 805 814 0 3</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Hate Crimes</th>
<th>2019 Zero (0) reported hate crimes.</th>
<th>2018 One (1) Intimidation characterized by a bias of sexual orientation that occurred on campus in an on-campus residential facility.</th>
<th>Two (2) vandalisms characterized by a bias of sexual orientation that occurred on campus in on-campus residential facilities.</th>
<th>One (1) vandalism characterized by a bias of race that occurred on campus in an on-campus residential facility</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2017 One (1) simple assault characterized by a bias of ethnicity that occurred on campus in an on-campus residential facility.</td>
<td>One (1) larceny characterized by a bias of ethnicity that occurred on campus in an on-campus residential facility.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
IU Emergency Management and Continuity (IUEMC) assists departments and campuses with developing, maintaining, and implementing emergency operations plans, developing and conducting exercises, hazard and risk education, and building partnerships with external response agencies. IUEMC is responsible for assisting with and coordinating the University’s overarching mitigation, preparedness, response and recovery programs.


**Training for Students, Faculty, & Staff**

Training on student housing evacuation procedures is provided at student orientation and reinforced throughout the year by: Resident Assistants at IU Bloomington, IUPUI, and IU South Bend, and Community Advisors at IU Southeast. IUPUI’s Housing and Residence Life live–in student/professional staff receive annual training on emergency response/preparedness from the following units: IUPUI Police Department; Office of Insurance, Loss Control & Claims; IU Emergency Management & Continuity; CAPS Staff; Office of Student Conduct (Clery, Title IX response); and HRL Staff.

The Office of Insurance, Loss Control and Claims also provides training in large group situations covering the operation of portable fire extinguishers, alarms systems and sprinkler systems and emergency evacuations.

**Reporting a Fire**

In the event of an emergency, occupants should call local responders via 911, and activate the evacuation alarm, then exit the building. After the emergency has been abated, persons that must be notified are:

**Bloomington**

- IUPD: (812) 855-4111
- Office of Insurance, Loss Control and Claims: (812) 855-9758.

**IUPUI**

- IUPD: (317) 274-2058
- Office of Insurance, Loss Control and Claims: (812) 855-9758.
**Student Evacuation Procedures**

In general, Indiana University policy includes the posting of “EMERGENCY EVACUATION” signage in prominent locations in all buildings. On these signs are instructions for evacuation procedures from a student’s individual room: Call 911, get dressed, take room key, feel door, check for smoke, alert others while exiting and be accounted for in your predetermined “safe location” are all included in evacuation signage, along with a “You Are Here” drawing of the building.

All residents who live in on-campus housing, owned by Indiana University, are provided with a handbook that outlines the fire safety requirements for those units. These handbooks are reviewed and updated annually. Inspections are conducted on student housing to ensure safe fire practices are followed.

All residents are reminded to take all fire alarms seriously. For the safety of individuals and others in the community, it is important to exit in a calm and orderly manner to prevent accidents. Exiting the building allows fire personnel in emergencies to concentrate on those unable to leave, and saving the structure and possessions within the building.

**IUPUI Residential Facilities**

The procedures are located here: [https://housing.iupui.edu/residents/residential-handbook/index.html](https://housing.iupui.edu/residents/residential-handbook/index.html). See your RA for specific fire evacuation instructions. Familiarize yourself with the fire safety instructions.

**Bloomington Residential Facilities**

The procedures are located here: [https://rps.indiana.edu/resources/policies/Residence%20Hall%20Rules%20and%20Regulations/index.html](https://rps.indiana.edu/resources/policies/Residence%20Hall%20Rules%20and%20Regulations/index.html).

**Fort Wayne**

- Please refer to the Purdue University Fort Wayne Annual Security and Fire Safety Report contained under Appendix H.

**Host Campuses**

For information on the emergency response and evacuation procedures, including training and fire reporting, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

**Muncie**

- Please refer to the Ball State University Annual Campus Security Report and the Ball State University Campus Fire Safety Report contained under Appendix D.

**South Bend**

- Please refer to the University of Notre Dame Annual Security and Fire Safety Report contained under Appendix E.

**Terre Haute**

- Please refer to the Indiana State University Annual Security and Fire Safety Report contained under Appendix F.

**West Lafayette**

- Please refer to the Purdue University West Lafayette Annual Security and Fire Safety Report contained under Appendix G.
**Fire Safety**

Please visit: [https://inlocc.iu.edu/Policies/HousingFireSafety.cfm](https://inlocc.iu.edu/Policies/HousingFireSafety.cfm)

**Fire Safety Policies**

In order to minimize the potential for fires at University student housing facilities, and place the safety of all residents and guests first, the following items are prohibited in all residence facilities, including the apartments/rooms within:

- Any open flame device or object including candles, incense sticks and related accessories.
- Barbeque grills, hibachis, smokers (open-flame stoves/cooking devices), and other related accessories including lighter fluids and similar types of products.
- Fireworks or explosive materials, whether factory or homemade.
- Flammable liquids and other similar materials, including but not limited to turpentine, shellacs, varnishes, etc.
- Gas engines.
- Halogen lamps, sometimes called torchieres.
- Hoverboards, mopeds, motorcycles, and other similar vehicles.
- Live Christmas trees or non-fire retardant artificial Christmas trees.
- Smoking anywhere inside the building, unit, or apartment.
- Portable space heaters.
- Tanning beds.

For a complete list of Fire Safety policies please visit: [https://inlocc.iu.edu/Policies/policiespage.cfm](https://inlocc.iu.edu/Policies/policiespage.cfm)

**Campus-Specific Prohibited Items**

In addition to the list to the left, the following items are prohibited in all residence facilities, including the apartments/rooms within for specific campuses:

**IUPUI-Additional Prohibited Items**

- Ceiling fans.
- Electronic cigarettes, vaporizing devices, or items designed or altered for the use of illegal drugs.
- Fog machines.
- Hookah.
- Lofts/Loft kits.

**Additional Safety Requirements**

Some additional fire safety requirements include, but are not limited to:

- Avoid the use of extension cords.
- Never prop open fire-rated doors.
- Do not cover your apartment door with wrapping paper or other flammable materials. Do not hang...
decorations from the ceiling, sprinkler or fire strobe systems. Do not hang decorations from patios and balconies, or any location which may obstruct visibility in windows.

- Do not use charcoal grills inside apartments, on balconies, or any place smoke may enter the building. Never empty hot coal ashes into trash bins.

Other items that are identified as posing health or safety risks to the campus community, may be prohibited at your campus residential facility. Check with your RA or Community Advisor for additional information.

**Residential Safety Considerations**

**Bloomington Housing**
- The only permitted electrical appliances in apartment housing must be the Underwriters Laboratory (UL) listed, equipped with thermostatic controls, and rated at 700 watts (6 amps) or less. Such electrical items include extension cords and outlet strips. You may use type “S”, “SJ”, or 14–gauge wire. Extension cords, surge protectors, and using LCDI technology, such as FireShield®, are strongly recommended.

**Fort Wayne**
- Please refer to the Purdue University Fort Wayne Annual Security and Fire Safety Report contained under Appendix H.

**Host Campuses**

For information on fire safety policies; tests, drills, and exercises; fire safety improvements; and special event requirements, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

**Muncie**
- Please refer to the Ball State University Annual Campus Security Report and the Ball State University Campus Fire Safety Report contained under Appendix D.

**South Bend**
- Please refer to the University of Notre Dame Annual Security and Fire Safety Report contained under Appendix E.

**Terre Haute**
- Please refer to the Indiana State University Annual Security and Fire Safety Report contained under Appendix F.

**West Lafayette**
- Please refer to the Purdue University West Lafayette Annual Security and Fire Safety Report contained under Appendix G.

**Special Events**

Special events, inside or out, must receive an Amusement & Entertainment Permit from Indiana State Fire Marshal’s Office before approval to hold the event is granted by the university. See: https://inlocc.iu.edu/Policies/epermit.cfm?what=sm.

**Future Fire Safety Improvements**

All campuses with residential facilities will have the addition of NFPA 13 compliant fire suppression systems and the replacement of non-voice fire alarm systems throughout as buildings and units are refurbished.

**Tests, Drills, and Exercises**

Announced and/or unannounced drills are scheduled and executed annually to test evacuation and emergency procedures. Drills are an important exercise in ensuring safe behavior should an actual emergency occur.

Although the number may vary, in most instances, there is one evacuation fire drill each Fall and Spring semester for campus residential facilities; and three evacuation fire drills from September 1 to August 31 for year-round housing units. There are typically four or five evacuation fire drills in total per year.

An announced test of the IU-Notify emergency notification system is conducted at least once per calendar year. This test also publicizes the https://protect.iu.edu/ website, which contains information about emergency procedures.

Each test, drill, and exercise is designed to evaluate IU’s emergency plans and capabilities and is documented in writing. The documentation includes a description of the test/drill/exercise, the date held, the time started and ended, whether the test/drill/exercise was announced or unannounced, and includes any follow-through activities designed for assessment and evaluation of emergency plans and capabilities. Data on IU’s tests, drills, and exercises is maintained by IU’s office of Emergency Management and Continuity, with the following exceptions:
Fort Wayne – Tests, Drills, Exercises

Please refer to the Purdue University Fort Wayne Annual Security and Fire Safety Report contained under Appendix H.

Host Campuses – Tests, Drills, Exercises

For information on the tests, drills, and exercises conducted including date, time, location, and if there were announced or unannounced, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

<table>
<thead>
<tr>
<th>Campus</th>
<th>Report Reference</th>
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<tbody>
<tr>
<td>Muncie</td>
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<td>South Bend</td>
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</tr>
<tr>
<td>West Lafayette</td>
<td>Please refer to the Purdue University West Lafayette Annual Security and Fire Safety Report contained under Appendix G.</td>
</tr>
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</table>

Fire Safety System Definitions

A “Full Sprinkler System” is defined as having a sprinkler system installed that complies with NFPA 13 standard in force at the time of construction.

A “Partial Sprinkler System” is defined as having a sprinkler system in common areas only, or in high hazard areas, e.g., kitchens.
<table>
<thead>
<tr>
<th>Facility Name</th>
<th>Address</th>
<th>Fire Alarm</th>
<th>Sprinkler System</th>
<th>Portable Extinguishers</th>
<th>Evacuation Plans</th>
<th>Evacuation Drills</th>
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<td>North Hall</td>
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<td>Orvis House</td>
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<td>University Tower</td>
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<td>Candlewood Suites</td>
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### Indianapolis – Fire Statistics

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<th>Fire Incident</th>
<th>Cause</th>
<th>Injuries requiring Medical Treatment</th>
<th>Related Deaths</th>
<th>Value of Property Damaged</th>
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<td><strong>Ball Annex 1232 W. Michigan St.</strong></td>
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- **Rubins House 420 Limestone St.**
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- **Sewall House 1344 W. Hine St.**
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- **Stewart House 1334 W. Hine St.**
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- **Stout House 1324 W. Hine St.**
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- **Thornbrough House 435 W. Porto Alegre St.**
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- **University Tower 911 W. North St.**
  - 2019: 1
  - 2018: 0
  - 2017: 0

- **Walker House 1341 W. Vermont St.**
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- **Warthin House 333 Porto Alegre St.**
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- **The Tyler 1201 Indiana Ave. – 2019 only**
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  - 2018: N/A
  - 2017: N/A

- **Candlewood Suites 1152 N. White River Parkway W. Dr. – starting in 2018**
  - 2019: 0
  - 2018: 0
  - 2017: N/A

For University Tower 911 W. North St., there was one occurrence in 2019:
- **Intentional–Student lit hairspray from an aerosol can on fire with a lighter**
  - Occurrences: 1
  - Loss Amount: $0 - 99
## Bloomington – Fire Safety Systems

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<th>Facility Name</th>
<th>Address</th>
<th>Fire Alarm</th>
<th>Sprinkler System</th>
<th>Portable Extinguishers</th>
<th>Evacuation Plans</th>
<th>Evacuation Drills</th>
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<td>3rd &amp; Union Apartments</td>
<td>290 S. Union St.</td>
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<td>Full</td>
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<td>Teter Quad</td>
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*Torn down in 2020
**Inadvertently omitted from 2019 Annual Security & Fire Safety Report

### Bloomington – Fire Statistics

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Fires</th>
<th>Fire Incident</th>
<th>Cause</th>
<th>Injuries requiring Medical Treatment</th>
<th>Related Deaths</th>
<th>Value of Property Damaged</th>
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*Updated from 0 to 2 to reflect injuries from accidental fire.
**Inadvertently omitted from 2019 Annual Security & Fire Safety Report

## Host Campuses – Fire Safety Systems

For information on the fire safety systems located in residential facilities, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

### Fort Wayne

Please refer to the Purdue University Fort Wayne Annual Security and Fire Safety Report contained under Appendix H.

### Muncie

Please refer to the Ball State University Annual Campus Fire Safety Report contained under Appendix D.

### South Bend

On Campus Residential Facilities are not used by the IU School of Medicine.

### Terre Haute

Please refer to the Indiana State University Annual Security and Fire Safety Report contained under Appendix F.

### West Lafayette

Please refer to the Purdue University West Lafayette Annual Security and Fire Safety Report contained under Appendix G.
## Host Campuses – Fire Statistics

For information on the fire statistics for residential facilities, please reference the documents below for each of the host campuses for IUSM and IUPUI separate campus programming.

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For any emergency dial 9-1-1.

Protect IU
Administrative: (812) 855-2004
Office of Public Safety & Institutional Assurance
2427 East 2nd Street, Bloomington, IN 47401
Email: psiaadmin@iu.edu
Webpage: https://protect.iu.edu/

Emergency Management & Continuity
Administrative: (317) 274-8152
Email: iuemc@iu.edu
Webpage: https://protect.iu.edu/emergency

Environmental Health & Safety
Administrative: (812) 856-2871
Webpage: https://protect.iu.edu/environmental-health

Office of Insurance Loss Control & Claims (INLOCC)
Administrative: (812) 855-9758
Webpage: https://inlocc.iu.edu/index.cfm#

Office of Institutional Equity & Title IX
Email: titleix@iu.edu
Webpage: http://stopsexualviolence.iu.edu/
**IUPD-Bloomington**
Emergency: 9-1-1
Non-Emergency: (812) 855-4111
1469 East 17th Street, Bloomington, IN 47405
Email: iupd@indiana.edu
Webpage: https://iupd.indiana.edu/
Anonymous Reporting: https://protect.iu.edu/unauth-forms/iub-pd/anonymous.html

**IUPD-Indianapolis**
Emergency: 9-1-1
Non-Emergency: (317) 274-2058
1232 West Michigan Street, Indianapolis, IN 46202
Email: police@iupui.edu
Webpage: https://iupd.iupui.edu/
Anonymous Reporting: https://protect.iu.edu/machform/view.php?id=50797

**IUPD-Gary**
Emergency: 9-1-1
Non-Emergency: (219) 980-6501
Moraine Hall, Room 116:
105 West 33rd Ave., Gary, IN 46408
Email: iupdnw@iun.edu
Webpage: https://www.iun.edu/police/

**Indiana University Fort Wayne**
Purdue University Police Dept.
Emergency: 9-1-1
Administrative: (260)481-6827
Support Services Building
2101 East Coliseum Boulevard, Fort Wayne, IN 46805
Webpage: https://www.pfw.edu/police/

**Muncie—Ball State University**
Emergency: 9-1-1 or (765) 285-1111
Administrative: (765) 285-1222
200 North McKinley Avenue. Muncie, IN 47303
Email: police@bsu.edu
Webpage: https://www.bsu.edu/about/administrativeoffices/police

**South Bend—University of Notre Dame**
Emergency: 9-1-1
Non-Emergency: (574) 631-5555
Hammes Mowbry Hall, Notre Dame, IN 46556
Email: ndsp@nd.edu
Webpage: https://ndsp.nd.edu/

**Terre Haute—Indiana State University**
Emergency: 9-1-1
Non-Emergency: (812) 237-5555
210 North 6th Street, Terre Haute, IN 47809
Webpage: http://www2.indstate.edu/pubsafety/index.php

**West Lafayette—Purdue University**
Emergency: 9-1-1
Non-Emergency: (765) 494-8221
205 South Martin Jischke Drive,
West Lafayette, IN 47907
Email: police@purdue.edu
Webpage: https://www.purdue.edu/ehps/police/
Discrimination, Harassment, and Sexual Misconduct
UA-03

About This Policy

Effective Dates:
03-01-2015

Last Updated:
08-14-2020

Responsible University Administrator:
President, Indiana University University Faculty Council

Policy Contact:
Emily Springston
University Director of Institutional Equity & Title IX Coordinator
cie@iu.edu

Scope

1. This policy applies to all members of the Indiana University community, including:
   a. All students
   b. All academic appointees, staff and temporary (hourly) employees
   c. All others while on Indiana University property, including employees of third-party vendors and contractors, volunteers, and visitors, and others while involved in an off-campus Indiana University program or activity.

2. Other university policies and codes related to misconduct remain in effect for complaints of misconduct other than discrimination, harassment and/or sexual misconduct. However, any report or complaint of misconduct that includes elements of the covered behaviors below may be addressed in accordance with this policy and its related complaint resolution procedures.

Policy Statement

1. OVERARCHING POLICY TENETS
   a. Indiana University prohibits discrimination and harassment on the basis of age, color, disability, ethnicity, sex, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sexual orientation, or veteran status (“protected classes”) in matters of admission, employment, housing, services, and in its educational programs and activities.
   b. This policy governs the university’s response to all forms of discrimination and harassment, and sexual misconduct. Such behaviors are unacceptable under Indiana University policy. (See UA-01, Indiana University Non-Discrimination Policy.) The university does not tolerate conduct in violation of this policy and will take action to prevent and address such misconduct.
   c. It is the policy of the university to comply with all applicable federal and state laws regarding unlawful discrimination and harassment against protected classes. Procedures for reporting incidents of discrimination, harassment and/or sexual misconduct, and for investigating and adjudicating formal complaints, are part of this policy and are included below. These complaint resolution processes may vary depending on applicable law and policies relevant to the specific misconduct. In appropriate cases, and upon consultation with the Vice President and General Counsel, the university reserves the right to take prompt action in accordance with other university procedures. Questions about this policy, as well as the
applicable complaint and complaint resolution processes, may be directed to the appropriate contacts set forth in this policy. (See Additional Contacts.)

d. Individuals who believe they have experienced discrimination, harassment and/or sexual misconduct in violation of this policy, and all members of the university community who may be aware of such incidents, are encouraged to promptly report incidents of discrimination, harassment, and/or sexual misconduct to the appropriate designated officials. (See Additional Contacts.)

e. Some employees may have reporting obligations based on their role and responsibilities under this and other policies (See Employee Reporting Obligations.)

f. Retaliation against anyone who makes a report of discrimination, harassment and/or sexual misconduct, or who participates in an investigation under any of the complaint resolution procedures set forth herein, is prohibited. (See Retaliation.)

g. For every report, the university will review the circumstances of the reported conduct to determine whether the university has jurisdiction over the parties involved, and to take steps within its control to eliminate, prevent, and address the reported conduct. The university will respond promptly to all reports and assess all information available; the potential Complainant(s) will be offered information regarding resources and supportive measures as well as options regarding reporting and applicable complaint resolution procedures. Where a formal complaint is filed or initiated, the university will provide a fair and impartial investigation and resolution, provide supportive and interim measures, and, in the event a policy violation is found, impose appropriate sanctions and provide remedial measures. The appropriateness and severity of the sanctions imposed, up to and including termination or expulsion of the offender, will depend on the circumstances of the particular case. If the Respondent is not a member of the university community or is no longer affiliated with the university at the time of the report or at the time a formal complaint is initiated (including when the Respondent has graduated or left the university), the university typically is unable to take disciplinary action or conduct an investigation through the complaint resolution procedures herein.

2. JURISDICTION

a. This policy applies to any reported discrimination, harassment and/or sexual misconduct that is alleged to have occurred on campus, in the context of any university program or activity, or among current members of the university community off campus. This policy also applies to reported discrimination, harassment and/or sexual misconduct that has a continuing adverse effect or creates a hostile environment for one or more individuals.

b. The applicable complaint resolution process for addressing a formal complaint will depend on a number of factors, including the type and nature of the alleged conduct, the role of the parties, where the alleged conduct occurred, and applicable law.

c. In situations not covered above, but where the reported discrimination, harassment and/or sexual misconduct undermines the security of the university community or the integrity of the educational process or poses a serious threat to self or others, other applicable university procedures for general misconduct may be applied.

3. COVERED BEHAVIORS

This policy applies to the following behaviors and conduct. A formal complaint that a member of the university community engaged in one or more of these covered behaviors will be addressed pursuant to the applicable complaint resolution procedures.

a. **Discrimination**: Prohibited discrimination is treating someone differently based on their membership in a protected class, or any other classification protected by law, in matters of admissions, employment, education, or in the programs or activities of the university.

   1. In determining whether discrimination occurred, the university considers whether there was an adverse impact on the individual’s work or education environment and whether individuals outside of the protected class received more favorable treatment. If there was an adverse impact on the individual’s work or education environment, the university considers whether there is a legitimate, non-discriminatory reason for the action.
2. Examples of discrimination can include refusing to hire or promote someone because of their membership in a protected class; denying someone a raise or employment benefit because of their membership in a protected class; reducing someone’s job responsibilities because of their membership in a protected class; denying someone access to an educational program based on their membership in a protected class; or denying someone access to a university facility based on their membership in a protected class.

b. Harassment: Harassment prohibited under this policy is verbal or physical conduct, or conduct using technology, directed toward someone because of their membership in a protected class (or a perception that someone is a member of a protected class) that has the purpose or effect of substantially interfering with the individual’s access to education or work, or creating an intimidating, hostile or offensive working environment or academic experience.

1. An individual's subjective belief that behavior is intimidating, hostile, or offensive does not make that behavior harassment. The behavior must create a hostile environment from both a subjective and objective perspective such that it unreasonably interferes with, limits, or deprives a member of the university community of the ability to participate in or to receive benefits, services, or opportunities from the university’s education or employment programs and/or activities.

2. In determining whether a hostile environment exists, the university will examine the context, nature, scope, frequency, duration, and location of incidents, as well as the relationships of the individuals involved, and apply the appropriate standard according to the applicable complaint resolution procedures.

3. Examples of harassment can include offensive jokes, slurs, name-calling, intimidation, ridicule or mockery, or displaying or circulating offensive objects and pictures that are based on a protected class, including sex and gender-based harassment.

c. Sexual Misconduct: All forms of Sexual Misconduct, which are more fully defined within this policy:

1. Sexual Harassment
2. Sexual Assault
3. Sexual Exploitation
4. Dating Violence
5. Domestic Violence
6. Stalking

4. INTELLECTUAL INQUIRY AND DEBATE

a. In determining whether discrimination, harassment and/or sexual misconduct has occurred and what type of remedy, if any, might be appropriate in a given case, the university will also consider the fact that free intellectual inquiry, debate, and constructive dialogue are vital to the university’s academic mission and must be protected even when the views expressed are unpopular or controversial. Accordingly, any form of speech or expressive conduct that is protected by state or federal law, including the First Amendment, is not subject to this policy.

b. This policy is meant neither to proscribe nor to inhibit discussions, in or out of the classroom, of complex, controversial, or sensitive matters, including matters involving protected characteristics, when, in the judgment of a reasonable person, they arise for legitimate academic and pedagogical purposes. This includes intellectual inquiry, debate, and dialogue on related issues. The mere expression of views, words, symbols, or thoughts that some people find offensive does not by itself create a hostile environment.

5. EDUCATION, PREVENTION, AND TRAINING

a. Every Indiana University campus shall publicize and provide ongoing educational programming for students, employees and other members of the university community to promote awareness of the problems caused by discrimination, harassment and sexual misconduct and to help prevent and attempt to reduce its occurrence. Educational programs and information will include campus-specific information on how and where to report, resources available, and safe and positive options for bystander intervention to address,
intervene, and prevent such conduct. Efforts will be made to ensure that educational programs are culturally relevant and inclusive of the diverse communities and identities found at each campus.

b. Employee training shall be provided to those involved in reporting, receiving reports, investigating, adjudicating, reviewing, and otherwise responding to charges of discrimination, harassment and/or sexual misconduct at the university. Certain training may be mandated by applicable federal or state law. The appropriate training will be tailored to the audience and will include reporting and response obligations, available resources, and information about how to prevent and identify discrimination, harassment and/or sexual misconduct. Individuals specifically involved in implementing this policy and its procedures will be trained regarding their application, conducting the investigations, hearings and other decision-making processes, conflict of interest and unconscious bias, and other aspects of this policy.

Reason For Policy

1. Indiana University is committed to the success, safety and well-being of all members of the university community, including students, academic appointees, and staff. Indiana University recognizes that discrimination, harassment, and/or sexual misconduct may result in grave and often long-lasting effects on those involved and is committed to conducting timely investigation of allegations and to taking appropriate actions and consequences following investigations.

2. Indiana University is committed to compliance with state and federal laws regarding discrimination, harassment and/or sexual misconduct, to making required reporting to state and federal agencies, and to working with law enforcement officials and agencies where applicable. The university is also committed to using its resources in research and education to improve programs aimed at preventing and reducing discrimination, harassment and sexual misconduct in our community and ensuring safe, diverse, equitable, and inclusive communities.

Procedure

1. TENETS APPLICABLE TO ALL COMPLAINT RESOLUTION PROCESSES
   a. University Provided Information:
      1. The appropriate designated official will promptly contact anyone who reports to the university that they have experienced discrimination, harassment, and/or sexual misconduct and will offer to meet and provide written information about:
         a. Potentially applicable university procedures, including to whom and how a formal complaint can be filed, as well as the individual's rights and options within the university proceedings;
         b. If the conduct is of a potential criminal nature, options about the involvement of and reporting to law enforcement, and information about the importance of preserving evidence that may assist in proving the alleged criminal offense occurred, as well as how to preserve such evidence;
         c. Civil orders of protection issued by courts and how to obtain such orders; and
         d. Available campus and community resources, including the availability of supportive measures.
   b. Reporting an Incident:
      1. In an emergency or where immediate help is needed, call 911.
      2. Anyone wishing to report an incident of discrimination, harassment and/or sexual misconduct that may be of a criminal nature can do so by contacting local law enforcement. If the incident did not occur on campus, IUPD can help direct the individual to the appropriate law enforcement agency.
      3. The university encourages anyone who has experienced discrimination, harassment and/or sexual misconduct to report what happened to the university, to ensure they are informed of the available supportive measures, on and off campus resources, options to make a formal complaint, and applicable complaint resolution processes, and to allow the university to respond appropriately. Anyone wishing to report can do so by contacting the designated official on their campus. (See Additional Contacts.)
      4. Reports of sexual misconduct made to a Responsible Employee that are not initially reported to the University Sexual Misconduct & Title IX Coordinator and/or Deputy Sexual Misconduct & Title IX Coordinator(s) for the respective campus will be shared with those officials in a timely manner.
5. If a report of discrimination, harassment and/or sexual misconduct is not made initially to the Indiana University Police Department (IUPD), and the information indicates it may be a crime reportable under the Clery Act, non-identifying information regarding the date, time, location and nature of the crime will be shared with IUPD for purposes of complying with the Clery Act.

6. If the university receives a report that indicates law enforcement should be informed and involved due to the potential threat to health and safety of an individual or the university community, the university may also share the identifying information needed for appropriate response by IUPD or law enforcement agency with jurisdiction.

c. Sexual Misconduct Involving a Child/Minor:
   Sexual misconduct involving a child/minor (anyone under 18 years of age) must be reported. Indiana state law requires that any individual who has reason to believe that a child/minor is a victim of child abuse or neglect (including sexual misconduct) has an affirmative duty to make an oral report to the Indiana Department of Child Services hotline 1-800-800-5556 or to their local law enforcement or to IUPD. Failure to report may result in criminal charges. (See PS-01, Programs Involving Children for more information.)

d. Amnesty:
   1. The university strongly encourages students to report instances of discrimination, harassment and/or sexual misconduct. Therefore, students who report an incident pursuant to this policy will not be disciplined by the university for violations of the Code of Students Rights, Responsibilities & Conduct related to their drug and/or alcohol consumption in connection with the reported incident.
   2. Students are also afforded immunity against certain charges for alcohol-related crimes under Indiana’s Lifeline Law in connection with a report of a medical emergency, so long as they cooperate with law enforcement at the scene. (See IC 7.1-5-1-6.5.)

e. Retaliation:
   Protections against retaliation are critical to reducing the prevalence of discrimination, harassment, and sexual misconduct within the university community. Retaliation against anyone who has reported an incident of discrimination, harassment and/or sexual misconduct, provided information, or participated in procedures or an investigation into a report of discrimination, harassment and/or sexual misconduct, is prohibited by the university and may be considered and addressed as a potential violation of this policy or other applicable university policies. Acts of retaliation include intimidation, threats, and/or harassment, whether physical or communicated verbally or via written communication (including the use of e-mail, texts, and social media), as well as adverse changes in work or academic environments, or other adverse actions or threats. The university will take steps to prevent retaliation and will impose sanctions on anyone or any group who is found to have engaged in retaliation in violation of this policy. Concerns about potential retaliation in connection with a report of sexual misconduct should be reported to the designated officials under this policy. (See Additional Contacts.)

f. Roles, Duties and Obligations of Certain Employees:
   1. Sexual Misconduct & Title IX Coordinators (“Coordinator(s)“):
      a. The University Sexual Misconduct & Title IX Coordinator (“University Coordinator”) will be promptly informed of all reports of sexual misconduct and will oversee the university’s review, investigation, and resolution of those reports to ensure the university’s compliance with applicable law and this policy.
      b. Deputy Sexual Misconduct & Title IX Coordinators (“Deputy Coordinators”) will be promptly informed of all reports of sexual misconduct for their campus and pursuant to their specific delegated role, and will assist the University Coordinator in ensuring that outreach, response, investigation and adjudication occurs in accordance with applicable law and this policy.
      c. Deputy Coordinators and other officials within the university will work with the University Coordinator to ensure that adequate education, training, and appropriate resources are available and provided on their respective campus.

   2. Equity Officials:
a. The University Director of Institutional Equity will be promptly informed of all reports of discrimination and harassment and will oversee the university’s review, investigation, and resolution of those reports to ensure the university’s compliance with applicable law and this policy.

b. Campus Equity Officials will be promptly informed of all reports of discrimination and harassment for their campus and will assist the University’s Director of Institutional Equity to ensure that outreach, response, investigation and adjudication occurs in accordance applicable law and this policy.

c. Campus Equity Officials will work with the University’s Director of Institutional Equity and other officials within the university to ensure that adequate education, training, and appropriate resources are available and provided on their respective campus.

g. **Employee Reporting Obligations:**

Certain employees within the university, based on the nature of their role and the type of information known to them, may have a duty to report discrimination, harassment and/or sexual misconduct to the appropriate designated university officials to ensure the university can respond promptly. These obligations are set forth below:

1. **Discrimination & Harassment:** University employees with teaching responsibility or supervisory authority within the university are obligated to promptly report incidents of discrimination or harassment, to the designated campus Equity Official. (See Additional Contacts.)

2. **Sexual Misconduct:**

   a. Employees designated as “Responsible Employees” are obligated to promptly report incidents of sexual misconduct to the University Coordinator or their designated campus Deputy Coordinator. (See Additional Contacts.)

   b. Responsible Employees include:

      1. All employees with teaching responsibility, including academic appointees, student academic appointees, and any others who offer instruction (whether in-person or online) or office hours to students;
      2. All advisors;
      3. All coaches and other athletic staff who interact directly with students;
      4. All student affairs administrators;
      5. All residential hall staff;
      6. All employees who work in offices that interface with students; and
      7. All supervisors and university officials.

h. **Exempt Disclosures:**

   1. Employees who otherwise have reporting obligations under this policy are exempt from reporting disclosures of discrimination, harassment and/or sexual misconduct when made during limited situations, including:

      a. Disclosures made as part of participation in research activities that have received human subjects approval through the university’s Institutional Review Board (IRB);
      b. Disclosures made as part of an academic assignment;
      c. Disclosures made at public awareness events;
      d. Disclosures made during the course of communications protected as privileged communications under applicable law, including attorney-client privilege and medical professional privilege.

   2. Following such disclosures, and when appropriate given the circumstances, the Responsible Employee should offer resources and reporting information and options.
3. These limited exemptions from reporting do not relieve a university employee from the obligation to report a disclosure of child abuse or neglect, which must be reported to appropriate officials in all instances. (See Sexual Misconduct Involving a Child/Minor.).

4. Responsible Employees who are also Campus Security Authorities may still have an obligation to report information as required by the Clery Act and university policy UA-16 (Clery Act Compliance).

i. Confidential Employees

1. Certain university employees – based on their own professional licensure and the nature of their role on campus – have been identified by the university as Confidential Employees and are available to speak with individuals and maintain the individual’s desire for anonymity and absolute confidentiality. These Confidential Employees are exempt from the reporting requirements that apply under this policy. Individuals who desire anonymity in discussing and seeking assistance should contact and/or be referred to a Confidential Employee.

2. Confidential Employees include, but are not limited to:
   a. Licensed, professional mental health counselors working in that capacity for the campus, and those they supervise;
   b. Health care professionals and staff located in on-campus health care centers; and
   c. Any staff or specialists on a campus specifically designated as non-professional sexual assault advocates.

3. Faculty, staff, and other employees who are licensed mental health workers or are licensed medical workers, but who are not working in that capacity, such as faculty members in psychology, social work, nursing, etc., are not Confidential Employees under this policy.

4. Any Confidential Employee who is not a licensed mental health counselor or pastoral counselor serving in those roles must provide non-identifying aggregate information regarding any Clery crime known to them directly to IUPD.

5. Employees who are uncertain whether they have a reporting obligation under this section are encouraged to contact the designated officials for their campus to seek guidance.

j. Role of Law Enforcement

1. Any individual who has experienced discrimination, harassment and/or sexual misconduct that may be of a criminal nature is encouraged to contact IUPD or local law enforcement.

2. IUPD responds to emergency situations on Indiana University campuses and typically communicates and works with the appropriate designated officials to assist in investigations and incident response, as well as to track statistics for Clery Act reporting.

3. Individuals with a possible criminal case who have not made their initial complaint via the police will be provided with information about how to file a complaint with law enforcement. Individuals may also request assistance from campus authorities in notifying law enforcement. Individuals may decide not to notify law enforcement authorities and proceed only with a university investigation.

4. A university investigation under the complaint resolution procedures identified in this policy may be initiated and/or proceed simultaneously with a criminal case. The university will cooperate with law enforcement and, if requested by law enforcement, defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. However, the university will not consider its investigation on hold pending a criminal prosecution or investigation, and will continue to communicate with individuals, address the need for any supportive measures regarding safety and well-being and resume its own fact gathering as soon as permitted.

5. The determination by law enforcement whether or not to prosecute a Respondent or the outcome of a criminal proceeding does not determine whether a violation of university policy has occurred. Records of university proceedings may be subpoenaed for a criminal prosecution.

k. Privacy
1. The university is committed to safeguarding the privacy of the parties in a manner consistent with the objective to effectively investigate and prevent incidents of discrimination, harassment and/or sexual misconduct. In all cases, the university will share the parties’ information and details of the allegation only with university officials, law enforcement personnel, and other individuals who have a legitimate administrative or legal reason to be so informed. Records will not be disclosed outside the university unless required by law or subpoena.

2. All individuals with knowledge of a reported incident of discrimination, harassment and/or sexual misconduct are expected to safeguard the privacy of those involved and are encouraged to report such knowledge to the appropriate officials.

I. Requests for No-University Action

1. If an individual discloses that they have experienced an incident of discrimination, harassment and/or sexual misconduct to the university, but indicates or requests that the university not investigate the particular incident, requests that no disciplinary action be taken, requests that the alleged perpetrator not be notified, or makes any similar request, the university will always consider such request(s), and will, in general, work to honor the request(s). Absent a formal complaint, the university will weigh such request(s) against its obligation to provide a safe, non-discriminatory environment for all, including for the individual who experienced the discrimination, harassment, or sexual misconduct. If the university determines that it is able to honor the individual’s request(s), the individual should understand that the university's ability to meaningfully investigate the incident and/or respond appropriately may be limited. If, however, the university determines it must proceed under the circumstances, it will work to notify the individual in advance.

2. The university has designated the following official(s) to evaluate an individual’s request for no or limited action by the university in connection with a report of discrimination, harassment and/or sexual misconduct: i) the University Director of Institutional Equity and campus Equity Officials for reports of harassment or discrimination; and ii) the University Coordinator or or the campus Deputy Coordinator for reports of sexual misconduct. These officials will consult with relevant administrators on their campus and the Office of the Vice President and General Counsel, where appropriate, in making these determinations.

m. Determination of Procedures in Response to Reports of Discrimination, Harassment or Sexual Misconduct

1. Determination by the university of applicable complaint resolution procedures upon receipt of a formal complaint after a report of discrimination, harassment and/or sexual misconduct will follow the steps identified below, depending on whether the Respondent is a student or employee, and whether the matter falls within the scope of Title IX or the other provisions of this policy. Employees who are also students may be subject to procedures for students or employees, or both.

2. If the individual reported as having been engaged in discrimination, harassment and/or sexual misconduct is not a student or employee of the university, the university shall take all appropriate measures to determine information regarding the individual, what occurred, whether another entity needs to be contacted to join in or assume an investigation (e.g., another institution of higher education), and to provide assistance in notifying the proper law enforcement authorities, if applicable. The university will also provide supportive and remedial measures, to the extent possible, to protect the reporting individual and eliminate any hostile environment.

3. The university reserves the right to investigate circumstances that may involve discrimination, harassment and/or sexual misconduct in situations where no complaint, formal or informal, has been filed. In limited circumstances, the university reserves the right to reopen a case previously considered closed in the event of new information or other appropriate circumstances.

n. Supportive and Interim Measures

1. Upon receiving a report of discrimination, harassment, or sexual misconduct, the university will offer and provide appropriate and necessary supportive measures, regardless of whether a formal complaint is filed, according to the specific needs and circumstances of the situation. These measures may vary
depending on an individual’s campus, an individual’s needs and specific circumstances; assistance in changing academic, living, transportation, and/or work situations; counseling services; advocacy and advising services; and assistance in obtaining protective orders.

2. In the event a formal complaint is filed and an investigation is initiated according to the complaint resolution procedures below, all parties will be offered supportive measures, and interim measures may be taken, depending on the specific allegations and circumstances, and may include suspension of the Respondent from campus or some portion of campus, pending completion of the investigation. When contemplating interim suspension of a student under this policy, campus interim suspension procedures will be followed.

3. In the event of a finding of responsibility following the university’s adjudication of a formal complaint, the university will take any additional and necessary measures with respect to the Complainant and other members of the community, as well as the appropriate disciplinary action with respect to the individual found responsible.

2. SUMMARY OF RIGHTS OF THE COMPLAINANT AND RESPONDENT IN ALL COMPLAINT RESOLUTION PROCEDURES
   The rights of the parties in any of the complaint resolution procedures under this policy include:
   a. To be fully informed of university policies and procedures, as well as the nature and extent of all alleged violations contained within the allegation.
   b. To be treated with respect.
   c. To be accompanied by an advisor present during all proceedings, investigation meetings, or related meetings.
   d. To have adequate, reliable, and impartial investigation and appropriate resolution of all complaints of discrimination, harassment and/or sexual misconduct.
   e. To be informed by the university of options to notify proper law enforcement authorities including on campus and local police, and the option to be assisted by campus authorities in notifying proper law enforcement, if the individual chooses.
   f. To be notified of available resources including counseling, mental health, academic, legal and other support services, both at the university and in the community.
   g. To have allegations investigated and adjudicated by individuals who are properly trained to investigate and resolve allegations of discrimination, harassment and/or sexual misconduct.
   h. To participate in the investigation and complaint resolution process, including the opportunity to identify witnesses and other appropriate evidence, and to be informed of adverse evidence and provided the opportunity to respond to it through the process.
   i. To have allegations investigated and adjudicated in a reasonable timeframe given the circumstances of the specific case.
   j. To have the preponderance of the evidence standard (more likely than not) applied in determining responsibility.
   k. To have appeal rights as afforded under the applicable complaint resolution procedures.

III. STUDENT DISCRIMINATION & HARASSMENT COMPLAINT RESOLUTION PROCEDURES
   Complaints of discrimination and harassment alleged against a university student will be addressed according to the Code of Student Rights, Responsibilities & Conduct and the campus specific conduct procedures.

IV. ACADEMIC APPOINTEES & STAFF DISCRIMINATION & HARASSMENT COMPLAINT RESOLUTION PROCEDURES
   1. Covered Behaviors
      These procedures cover discrimination against or harassment of an individual based on their age, color, disability, ethnicity, sex, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sexual orientation, or veteran status.
2. Initial Assessment

   a. Upon receipt of a report or complaint of discrimination and/or harassment, the Equity Official or other designated investigator will conduct an initial assessment to determine whether it falls within the scope of this policy, whether the conduct alleged rises to the level of an allegation of discrimination or harassment, and whether these procedures apply. If the allegations on their face do not rise to the level of a policy violation, but do indicate a matter of concern, the Equity Official and other offices will work to address the concern through other appropriate avenues. If a report or complaint raises allegations that are outside the scope of this policy, but may violate other university policy(ies), the matter will be referred to the appropriate university office.

   b. Where it is determined that the allegations fall under this part of the policy, the following complaint resolution procedures apply, except that allegations of sexual harassment may be addressed by the appropriate sexual misconduct complaint resolution procedures in this policy.

   c. When the initial assessment results in a decision not to proceed with the complaint under any university procedures, once notice is given to the parties, either party may appeal that decision to the Decisional Official (see below).

3. Discrimination Complaints Against a Unit or Department:

   a. In response to a complaint of discrimination, the Investigator will gather relevant information from the Complainant, the respective unit/department at issue, other university offices, and potential witnesses.

   b. After gathering all relevant information, the Investigator will make a determination whether discrimination occurred.

   c. The Investigator will issue a letter setting forth the relevant findings and, if applicable, any necessary remedial actions or other recommendations to the Complainant and the unit/department. In the event the findings include evidence of discrimination, the Investigator will advise the unit/department in taking any necessary and appropriate remedial action.

4. Discrimination or Harassment Complaints Against Academic Appointees or Staff:

   a. For the purpose of these procedures, relevant officials with key responsibilities are:

      1. Investigator – The Equity Official for the respective campus, or an appropriate designee, will conduct fact-finding as the Investigator and may coordinate the investigation with other offices such as human resources, academic affairs, and student affairs.

      2. Decisional Official (DO) – The DO will issue the decision determining responsibility and assigning appropriate sanctions, if applicable. The DO will be as follows, or an appropriate designee:

         a. For complaints against staff employees, including temporary (hourly), the DO will be the university employee relations director.

         b. For complaints against academic appointees, the DO will be the campus Vice Provost/Vice Chancellor for Academic Affairs.

         c. For complaints against a Dean, a Vice Provost, or a Vice Chancellor, the DO will be the campus Provost/Chancellor.

         d. For complaints against a University Vice President, a Provost, a Chancellor, or equivalent, the DO will be the President.

         e. For complaints against the President, the DO will be the Board of Trustees.

   3. Appellate Official (AO) – The AO may review the decision of the campus DO, following appeal by either party, and make a subsequent determination. The AO will be as follows, or an appropriate designee:

      a. For an appeal in a complaint against staff employees, including temporary (hourly), the Vice President of Human Resources.

      b. For an appeal in a complaint against academic appointees, the campus Provost/Chancellor.

      c. For an appeal in a complaint against a Dean, a Vice Provost, or a Vice Chancellor, the President.
d. For an appeal in a complaint against a Vice President, a Provost, a Chancellor, or equivalent, the Board of Trustees.

4. **Faculty Board of Review (FBR)** - In faculty cases, following the determination of the AO, the faculty member may request a review by the campus FBR, which may review and issue a recommendation to the AO.

b. **Interim Action**

   If, upon the receipt of a complaint, the Equity Official determines a need for immediate interim action, e.g. removal, reassignment, administrative leave, or suspension, they shall consult with the DO and any other appropriate university officials. The DO may administer such interim action at any point in this process pending final outcome.

c. **Informal & Alternative Resolutions**

   1. **Informal Action:**

      In appropriate cases, the university may pursue informal actions in connection with reported discrimination or harassment, including when the individual who may have experienced the conduct does not wish to pursue a formal complaint, and/or when there is not enough information to proceed with a formal complaint resolution process against a known Respondent. Informal actions will not result in findings related to responsibility or in sanctions, nor will an informal action preclude further steps, including formal resolution, if a complaint is later made or additional information is received by the university. Informal actions can include, but are not limited to, educational meetings, additional training, and/or continued monitoring.

   2. **Alternative Resolution Options:**

      In appropriate cases, the university may pursue alternative resolution with the consent of all parties at any point in the complaint resolution process. These resolution options may include, but are not limited to facilitated mediation, development of an action plan, and other voluntary steps to resolve the matter. Under alternative resolution, the Complainant will not be required to resolve the problem directly with the Respondent, unless desired by the Complainant. All parties must be notified of the right to end the alternative resolution process at any time and to begin the formal process. Face-to-face mediation may not be required in cases involving any violence or where the complaint is made against an employee with a position of authority over the Complainant. The Investigator shall document the outcome of any alternative resolution and share with the Equity Official and the DO.

   3. **Acceptance of Responsibility:**

      In cases where the Respondent expresses a willingness to accept responsibility for any or all allegations, the Respondent may be offered the opportunity to bypass the remainder of the investigatory stage of the complaint resolution process and agree to receive a sanction from the DO. In such situations, the parties will each be provided the opportunity to submit a written statement to the DO for consideration in determining appropriate sanctions. In determining sanctions in such cases, the DO shall consider only the allegations and parties' written statements, the relevant facts gathered from the investigation, and past conduct history of the Respondent (if applicable). The right to appeal will be limited to an appeal on the grounds that the sanction is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

d. **Investigation**

   1. Following the initial assessment, if a formal investigation is initiated, the Investigator(s) will notify the Complainant and the Respondent. The Respondent will be informed of the allegations made against them and shall be provided the opportunity to respond. The Respondent will be provided a date by which an appointment must be made to discuss the matter.

   2. The Investigator will conduct fact-finding as to the allegations made against the Respondent and preserve all evidence collected.
3. The investigation may include, but is not limited to, interviews with the Complainant, the Respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by Complainant, Respondent, witnesses identified by any party, or the university. The Investigator shall ensure that the Respondent has been informed of all allegations raised and the name of the Complainant(s), and is provided the opportunity to respond.

4. Prior or subsequent conduct of the Respondent may be included in the investigation and considered in determining pattern, knowledge, intent, or motive. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicates a pattern of similar prohibited conduct.

5. All members of the university are expected to cooperate fully with the investigative process. Interference with the investigation may result in disciplinary measures pursuant to applicable university policy and procedure. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter.

e. Report of Investigation

1. Following the investigation, the Investigator will provide a Preliminary Investigation Report to the parties. At that time, the parties will be provided access to the Investigation File. The parties will be provided 10 calendar days to review the Preliminary Investigation Report and provide any additional and/or clarifying information to the Investigator. This period of 10 days will be the final opportunity for parties to submit any additional information to the Investigator.

2. The Preliminary Investigation Report will include:
   a. The specific allegation(s);
   b. The Respondent’s response to the allegation(s);
   c. A summary of the relevant information gathered from the parties, witnesses and other sources; as well as explanation for any information submitted or received that was determined not relevant for inclusion; and
   d. An analysis of the information.

3. At the conclusion of the 10-day period, the Investigator will review the information submitted by either party and determine whether and to what extent to incorporate such information into a Final Investigation Report. The Investigator will then finalize the Final Investigation Report and include a recommendation as to whether the Respondent is responsible or not responsible for the alleged violation(s) of this policy, using a preponderance of the evidence standard (more likely than not); and a recommendation as to appropriate sanctions, if any, as set forth below.

4. The Investigator will provide the Final Investigation Report to the DO, as well as to each party.

f. Finding and Decision

1. Upon receiving the Final Investigation Report, the DO shall issue a finding. The DO may consult with the Investigator concerning the investigation and recommendations. The DO will provide each party the opportunity to meet and provide comment and make a statement. If the DO wishes further consultation with the parties, the Investigator will facilitate consultations to ensure equal opportunities are provided for the parties.

2. The DO will issue one of the following findings, using a preponderance of the evidence standard:
   a. Finding of “No Violation”:
      If there is a determination that the behavior alleged and investigated did not violate the discrimination and harassment policy, the DO shall provide the parties written notice of the finding. In the event the investigation reveals that the employee may have violated a different university policy, the DO may address any such potential violation through other applicable university
policies. Documentation regarding a finding of “No Violation” shall be maintained with the campus Equity Official’s office, and not in the employee’s personnel file.

b. Finding of a “Violation”
   If there is a determination that the behavior alleged and investigated was in violation of the discrimination and harassment policy, the DO shall issue the finding and sanction(s) based on the level of sanctions set forth below.

3. The DO shall provide the parties written notice of the finding and any sanctions, if applicable.

g. Sanctions
   1. Sanctions for a violation of the university’s discrimination and harassment policy include the following:
      a. Level One Sanctions include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file or other similar corrective action (other than to promotion and tenure dossier, which is included in Level Two Sanctions below). Level One sanctions are not appropriate if Respondent is found responsible for a physical act of violence.
      b. Level Two Sanctions include sanctions that directly modify job duties, salary or job status, including affecting compensation, consideration in tenure or promotion decisions, suspension, and termination.
   2. When determining the appropriate sanctions, consideration shall be given to the nature and severity of the behavior and the existence of any prior incidents or violations.

h. Appeals
   1. Following the decision, either party may appeal to the Appellate Officer (AO) on the basis of:
      a. Significant procedural error that reasonably would have affected the outcome.
      b. Newly discovered evidence that reasonably would have affected the outcome.
      c. Significant bias in the process.
      d. The finding of responsibility is not supported by the evidence in the Investigation Report.
      e. The appropriateness of the sanctions.
   2. A request for appeal must be submitted in writing to the AO within 10 calendar days of receiving the DO’s decision. The request must set forth the basis(es) for seeking an appeal and must include information to support such basis(es). If an appeal is submitted, all parties will be notified.
   3. Upon receipt of appeal, the AO shall notify the other party in writing that an appeal has been filed and the basis(es) of the appeal, and shall allow the opportunity for other party to submit written statement in support or challenging the outcome to the AO within 5 calendar days.
   4. The AO shall first determine whether the basis of appeal has been met, and if so, shall review the findings and any applicable sanctions, in making a determination.
   5. The AO shall make a final determination within 15 calendar days of the receipt of any appeal, indicating one of the following:
      a. Affirming the DO’s original finding(s).
      b. Setting aside the DO’s original finding(s) and imposing a new finding and/or sanctions.
      c. Setting aside the DO’s original finding(s) and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).
   6. To the extent possible, the parties will be notified simultaneously in writing of the final determination following an appeal.

i. Request for Faculty Board of Review
1. In cases involving a faculty member as a party, a faculty member sanctioned under this policy may submit a request for review by the Faculty Board of Review (FBR) following the determination of the AO. The request for review should be made according to the specific campus FBR policy, and campus FBR procedures will apply except as modified by the provisions below.

2. The basis(es) for appeal are the same as those for appeal to the AO. The request for a FBR must set forth the basis(es) for seeking review and must be submitted in writing within 15 calendar days of receiving the AO’s determination. For good cause shown, and bearing in mind the need for timely resolution, the timeframes set forth within these procedures may be extended. If a request for a FBR is submitted, the FBR shall notify the other party(ies), as well as the DO and the AO.

3. The FBR will only receive the Final Investigation Report; the written findings of the DO, along with comments submitted to the DO by any party named in the report; the written findings of the AO; and any sanctions. The FBR may not conduct new fact-finding. The FBR may seek training and additional information from the University Director of Institutional Equity.

4. Throughout the FBR process, hearing members and participants shall ensure that the privacy of the matter and the parties is upheld. If a hearing is held, it shall be closed to the public to protect the privacy of all parties. In addition to faculty members serving on the FBR hearing panel, others present during a hearing may include the party requesting review and that individual's advisor, the other party(ies) named in the report and their advisor(s), the DO, the University Director of Institutional Equity, the Equity Official, and other university officials necessary to the proceedings. No witnesses will be allowed in the FBR. The faculty grievant, the Complainant, and one designated university official have the right to present a statement to the FBR in writing or orally, either personally or through an advisor. If any participant elects to make a statement, the FBR may pose questions related to their statement, but the other participants may not.

5. The FBR must be concluded promptly, and generally within 60 days of the request, absent special circumstances. After review, the FBR may recommend one of the following to the AO:
   a. Affirm the AO’s determination.
   b. Recommend an alternative finding and/or sanction.
   c. Recommend that the determination be set aside and a new investigation be conducted. (This option will generally be reserved for cases where significant procedural error has been identified and determined to have affected the outcome).

6. To the extent possible, the parties will be notified simultaneously in writing of the FBR’s recommendation to the AO.

7. Upon receipt of the FBR’s recommendation, along with any materials considered by the FBR, the AO will make a final determination within 10 calendar days, indicating one of the following:
   a. Affirming the prior determination on appeal.
   b. Setting aside the prior determination on appeal and imposing a new finding and/or sanctions.
   c. Setting aside the prior determination on appeal and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).

8. If the FBR recommends that the AO’s prior determination be modified, but the AO affirms the prior determination, the final determination shall be made by the President. To the extent possible, the parties will be notified simultaneously in writing of the President’s final determination. This concludes the appeal process.

j. **Expectations for a Respectful Process**
   Every individual involved in a proceeding under this policy is entitled to be treated with respect. All parties and their advisors are required to follow the rules and procedures put in place to ensure a fair and respectful process. No one may intentionally harass or intimidate any party or witness, and university officials are authorized to halt such behavior.
V. OVERARCHING PROCEDURES FOR RESPONDING TO REPORTS OF SEXUAL MISCONDUCT

1. Covered Behaviors

Covered sexual misconduct behaviors include sexual harassment, sexual assault, sexual exploitation, domestic violence, dating violence, and stalking. Some covered behaviors will have different definitions depending on whether the complaint is proceeding under Title IX or University Complaint Resolution Procedures.

2. Complaint

   a. When the campus Deputy Sexual Misconduct & Title IX Coordinator (“Coordinator”) receives a report alleging that a student or employee has engaged in sexual misconduct, and a Complainant can be identified, the Coordinator (or designee) will reach out to the Complainant and offer supportive measures and information about campus complaint procedures.

   b. The Coordinator will determine if the Complainant would like to submit a formal written complaint. If the Complainant does not wish to submit a formal written complaint, the Coordinator will assess this as a request for no university action (see Request for No University Action) and, if necessary and appropriate, may choose to be the named Complainant. If the neither the Complainant nor the Coordinator chooses to submit a formal written complaint, the allegations must not be heard under Title IX Complaint Resolution Procedures, but may be reviewed under other university procedures.

   c. If a formal written complaint has been submitted and signed by Complainant, the Coordinator will determine if the complaint meets the following criteria to proceed with the Title IX Complaint Resolution Procedures:

      1. At the time the formal written complaint is submitted and signed, the Complainant is a current IU student, employee, or is currently attempting to participate in an IU program or activity;
      2. The behavior alleged occurred as part of an IU program or activity; and
      3. The behavior alleged occurred against a individual in the United States.

   d. If these criteria are not met either initially or as determined later in the process, or if the Complainant withdraws their complaint, the complaint must be dismissed under the Title IX Complaint Resolution Procedures; however, the allegations may be assessed under the University Complaint Resolution Procedures or other procedures.

   e. Based on the allegations in the formal written complaint, the initial inquiry, and meeting with the Complainant, the Coordinator will also determine if the allegations fall into at least one of the following categories:

      1. The allegations include sexual assault, and/or dating violence, and/or domestic violence, and/or stalking;
      2. The allegations include quid pro quo sexual harassment;
      3. The allegations include sexual harassment that, if true, would be pervasive and severe and objectively offensive.

   f. If the allegations do not fall into any of the above categories, the complaint may be dismissed under the Title IX Complaint Resolution Procedures. In that event, the complaint may be investigated under University Complaint Resolution Procedures or other procedures if applicable. If the allegations include behavior in one or more of the above categories, or if the Coordinator needs more information to make this determination, then the complaint may proceed to the investigation stage under Title IX Complaint Resolution Procedures.

   g. In the event the complaint is dismissed under Title IX Complaint Resolution Procedures at any point, once notice of Title IX dismissal is given to the parties, either party may appeal that decision to the designated official. If the Coordinator chooses not to proceed with the complaint under any university procedures, once notice is given to the parties, either party may appeal that decision to the designated official on the following bases:

      1. Procedural irregularity that affected the outcome;
      2. New evidence that was not reasonably available at time determination of dismissal was made, that reasonably could have affected the determination; and/or
      3. The Title IX Coordinator(s), Investigator, or other official designated to make the determination of dismissal, had a conflict of interest or bias for or against the party(ies) that affected their determination.
h. When allegations implicate both University and Title IX Complaint Resolution Procedures, as well as other policies and procedures, the investigation may proceed under the Title IX Complaint Resolution Procedures and include charges under other processes within this policy or other university procedures.

VI. STUDENT SEXUAL MISCONDUCT – TITLE IX COMPLAINT RESOLUTION PROCEDURES

1. Covered Behaviors
   The following behaviors, as defined below, are covered under these procedures:

   a. Sexual Harassment
   b. Sexual Assault
   c. Dating Violence
   d. Domestic Violence
   e. Stalking

2. Officials
   For the purpose of these procedures, relevant officials with key responsibilities are:

   a. Investigator – An Investigator for the campus student affairs office, or an appropriate designee, will conduct fact-finding as the Investigator and will issue the Preliminary and Final Investigation Report.
   b. Hearing Panel – The hearing panel will review the case at the hearing and make a decision regarding whether or not the Respondent is found responsible and propose sanctions, if applicable. The Hearing Panel Chair will coordinate the process and make any determinations of relevance regarding questions asked by advisors.
   c. Sanctioning Official – Upon a finding of responsibility by the Hearing Panel, the Sanctioning Official will review the proposed sanctions and make the final determination of the sanctions to be applied to the Respondent.
   d. Student Affairs Official – The Student Affairs Official, which may be the campus dean of students, or an appropriate designee, may review the decision and sanction following an appeal by either party, and make a subsequent determination.

3. Investigation
   a. Upon receipt of a formal complaint of an allegation of Title IX sexual misconduct, the Investigator(s) will notify the Complainant and the Respondent. The Respondent will be provided a date by which an appointment must be made to discuss the matter. The Respondent shall be informed of the allegations made against them and shall be provided the opportunity to respond.
   b. The investigation may include, but is not limited to interviews with the Complainant, the Respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by Complainants, Respondents, witnesses identified by any party, or the university. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter. The university shall determine what information and evidence will be included in the Investigation Report, and all information submitted will be included in the Investigation File.
   c. Prior or subsequent conduct of the Respondent may be included in the investigation and considered in determining pattern, knowledge, intent, or motive. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicated a pattern of similar prohibited conduct.
   d. All members of the university community, including the parties and witnesses, are expected to cooperate with the investigative and hearing process. Failure to comply with a request to make and/or keep an appointment related to an investigation may result in a disciplinary hold being placed on a student’s account and/or the initiation of student conduct charges for failure to comply.
e. Following the investigation, the Investigator will provide a Preliminary Investigation Report and Investigation File to each party and their advisor. The parties will be provided 10 calendar days to review the Preliminary Investigation Report and the Investigation File and provide any additional and/or clarifying information to the Investigator. This period of 10 days will be the final opportunity for parties to submit any additional information to the Investigator.

f. At the conclusion of the 10-day period, the Investigator will review the information submitted by either party and determine whether and to what extent to incorporate such information into a Final Investigation Report. The Investigator will provide the Final Investigation Report and Investigation File to each party and their advisor at least 10 days prior to the scheduled hearing.

g. When preparing the Final Investigation Report, the Investigator will determine the appropriate charge(s), if any, under this policy, to be placed on Respondent, and include the charge(s) in the Final Investigation Report. If the Investigator places a charge(s), the Final Investigation Report will be submitted to a hearing panel for the determination of responsibility, and the parties will be provided the Final Investigation Report and notified of next steps. If the Investigator determines that there is insufficient evidence to support placing a charge under the Title IX Complaint Resolution Procedures, the parties will be provided the Final Investigation Report and notified that no charges will be placed under Title IX sexual misconduct. If there are remaining charges under this policy or the Student Code, those may proceed according to the applicable procedures.

h. If it is determined at any time during this process that the allegations do not fit within Title IX sexual misconduct, the complaint will be dismissed under these procedures. The complaint may then be referred to other procedures within this policy or Student Code, if appropriate. The Complainant and Respondent will be notified of this dismissal and referral to other procedures (if applicable) in writing. The Complainant and Respondent will have the opportunity to appeal the dismissal to the designated Student Affairs official.

i. The Complainant may request to withdraw the complaint prior to the conclusion of the investigation by contacting the Investigator or appropriate Deputy Title IX Coordinator in writing. The Investigator or Deputy Title IX Coordinator will then determine whether to close the case or refer the complaint to other procedures within this policy or Student Code.

j. The investigation and determination of responsibility will be conducted in a reasonable timeframe given the circumstances of the specific case.

4. Selection of Advisors

a. The Complainant and Respondent must have a Hearing Advisor that will be present during the hearing to conduct questioning of other parties. If the party does not identify in advance an advisor for this purpose, one will be appointed by the university. The university-provided Hearing Advisor is selected by the university and will not necessarily be an attorney, even if the other party is represented by an attorney. The Hearing Advisor may not participate or speak for the parties except during the questioning of other parties or witnesses. The Hearing Advisor is permitted to review the Investigation File.

b. The Complainant and Respondent may have another advisor throughout the complaint resolution process that may accompany them during proceedings. The non-hearing advisor is not permitted to conduct any questioning at the hearing. Any advisor(s) engaged that is external to the university is at the expense of that party.

5. Alternative Resolution Options

a. In appropriate cases, including cases where the Respondent expresses a willingness to accept responsibility for any or all charges, the university may pursue alternative resolution with the consent of all parties at any point in the complaint resolution process. Alternative resolution options may include, but are not limited to, acceptance of responsibility (see below), mediation, development of action plans, voluntary resolutions, appropriate sanctions, and/or appropriate remedies.

b. Under any alternative resolution, the Complainant will not be required to resolve the problem directly with the Respondent, unless desired by the Complainant. All parties must be notified of the right to end the alternative resolution process at any time and to begin or resume the complaint resolution process. Face-
to-face mediation may not be used in cases involving physical or sexual violence. The Investigator shall document the outcome of any alternative resolution and share with the parties.

c. In cases where the Respondent expresses a willingness to accept responsibility for any or all charges in a case, the Respondent may be offered the opportunity to waive the right to a formal hearing as to the specific charge(s) and all related procedural guarantees, and agree to receive a sanction from the designated student affairs officer. In such situations, the parties will each be provided the opportunity to submit a written statement to the conduct officer for consideration in determining appropriate sanctions. The conduct officer shall consider only the parties’ written statements regarding sanctions, the relevant facts from the investigation, and past conduct history of the Respondent (if applicable). In such cases, the right to appeal will be limited to an appeal on the grounds that the sanction is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

6. **Sexual Misconduct Hearing**

a. A three-person hearing panel will be assembled to make a determination of Respondent’s responsibility as to the specific charge(s) set forth in the Final Investigation Report.

b. Hearing panel members will be drawn from the pool of faculty, staff, graduate students, and/or hearing officers retained by the university for purposes of adjudicating these hearings. At a minimum, at least one panel member shall be a student affairs administrator.

c. Upon review of the Final Investigation Report, all witnesses deemed relevant to the specific allegations will be called to the hearing.

d. The hearing is closed except for the parties, their advisor(s), the hearing panelists and other university officials necessary to facilitate the proceedings.

e. The hearing will take place in-person or will be conducted remotely via secure university software. Complainant and Respondent are expected to be available in-person or via video and audio for the duration of the hearing. Witnesses are expected to be available in-person or via video and audio for the portion of the hearing relevant to their statement.

f. The Chair of the hearing panel shall review the charge(s) placed against the Respondent and the specific facts alleged.

g. Both the Complainant and the Respondent will have equal opportunity to provide a statement to the hearing panel.

h. No one other than the hearing panel members and the each party’s Hearing Advisor may pose questions during the hearing. The Complainant and Respondent may not directly question each other, but may provide questions to their Hearing Advisor to be asked of the other party on their behalf. The Chair, in consultation with hearing panelists and appropriate university officials, will determine if questions are relevant to the case.

i. The sexual misconduct hearing is recorded. Deliberations by the panel, following the hearing, are not recorded.

j. If any party or witness does not participate in the sexual misconduct hearing, the hearing may proceed; however, when deliberating, the panel may not consider the non-participating individual’s statements during the investigation in the determination. Evidence provided that is something other than a statement by the party or witness may be considered. The panel may consult with legal counsel to determine questions of admissibility. If Complainant or Respondent does not appear at the hearing, their Hearing Advisor should still ask any relevant questions of other party(ies) and witness(es) on their behalf.

7. **Decision & Sanctions**

a. At the conclusion of a hearing, the panel shall deliberate without the parties present to determine responsibility for the specific charge(s) based on the evidence.

b. If, after deliberations, the hearing panel determines that the information contained in the Final Investigative Report and gathered during the hearing does not support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of this policy and the Student Code, the hearing
panel will notify both the Respondent and the Complainant by means of a written notice. The Complainant and/or Respondent may request an appeal (see below).

c. If, after deliberations, the hearing panel determines that the information contained in the Final Investigative Report and gathered during the hearing does support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of this policy and the Student Code, the hearing panel will propose sanctions. The proposed sanctions will be reviewed by the Sanctioning Official (or designee) to ensure that the sanctions are proportional to the severity of the violation and consistent with university standards. In the event of a conflict between the hearing panel and the Sanctioning Official, the Sanctioning Official will make the final decision regarding appropriate sanctions. The hearing panel will then notify the parties of the decision and sanctions by means of a written notice. The Respondent and/or the Complainant may request an appeal (see below).

d. Possible sanctions for cases in which a student is found in violation of this policy and the Student Code for acts of sexual misconduct include, but are not limited to formal warnings, behavioral assessment and/or counseling, required educational training, disciplinary probation, suspension, and/or permanent expulsion.

8. Appeal

a. The Respondent or the Complainant may appeal the decision of the Title IX hearing panel to the campus Student Affairs official (or designee). To initiate an appeal, a party must send written notice of appeal to the designated official. The written notice must include the basis(es) for seeking the appeal and include information to support such basis(es) (see below).

b. **Timing:**
The notice of appeal must be filed no later than ten calendar days after the date the written decision sent. If an appeal is submitted by a party, all parties will be notified and given the opportunity to submit a written statement, and the underlying decision and any corresponding sanction will be held in abeyance until final notice of the appeal outcome. During this time, supportive measures in place will remain in effect (e.g., no contact order). If no written request for an appeal is received by the university within the time specified, the decision of the hearing panel and any sanction(s) imposed will be final and in effect.

c. **Basis(es) for Appeal:**
The designated Student Affairs official will have the sole discretion in determining whether the basis for appeal has been met and whether the appeal can move forward. An appeal must be based on one or more of the following criteria:

1. Procedural irregularity that affected the outcome;
2. New evidence that was not reasonably available at time determination or dismissal made, that reasonably could have affected the outcome;
3. The Title IX Coordinator(s), Investigator(s), or hearing panelists had a conflict of interest or bias for or against the party(ies) that affected the outcome; and/or
4. The sanction imposed is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

d. **Determination and Sanction**

1. If the basis for appeal has been met, the designated Student Affairs official will review the written appeal and the pertinent part of the sexual misconduct hearing panel record only. The designated Student Affairs official will not consider new evidence or information that is not a part of that record, unless the appeal is submitted on the basis of newly available information. The designated Student Affairs official must render a determination within 15 calendar days of receipt of the appeal and may take any of the following actions:
   a. Affirm the original decision regarding responsibility.
   b. Affirm the original decision concerning the disciplinary sanction(s) to be imposed.
   c. Set aside the original decision regarding responsibility and impose a new decision.
d. Set aside the original decision regarding responsibility and order that a new sexual misconduct hearing be held before a new hearing panel.

e. Set aside the original decision concerning the disciplinary sanction(s) to be imposed and impose a different sanction or set of sanctions.

2. The designated Student Affairs official will notify the Respondent and the Complainant, in writing, of the determination and will initiate the necessary procedures to effectuate the determination.

3. The determination of the designated Student Affairs official is final and there will be no further appeals.

9. Notice
   The Complainant and the Respondent will be provided written notice of the outcome of the sexual misconduct hearing, the appeals process, and the appeal determination, if applicable. Written notice will be provided electronically through Indiana University email accounts.

10. Requests for Accommodations and Special Circumstances
    a. Just as students with disabilities may be eligible for accommodations in their classes, accommodations may be available for these procedures as well. Students with disabilities requesting accommodations and services under these procedures will need to present a current accommodation verification letter from the campus disability services office before accommodations can be considered and provided.
    b. In appropriate circumstances, the university may utilize language translation services to assist in the investigation and/or hearing proceedings.

11. Expectations for a Respectful Process
    Every individual involved in a proceeding under this policy is entitled to be treated with respect. All parties and their advisors are required to follow the rules and procedures put in place to ensure a fair and respectful process. No one may intentionally harass or intimidate any party or witness, and university officials are authorized to halt such behavior.

VII. ACADEMIC APPOINTEE AND STAFF SEXUAL MISCONDUCT – TITLE IX COMPLAINT RESOLUTION PROCEDURES

1. Covered Behaviors
   The following behaviors, as defined below, are covered under these procedures:
   a. Sexual Harassment
   b. Sexual Assault
   c. Dating Violence
   d. Domestic Violence
   e. Stalking

2. Officials
   For the purpose of these procedures, relevant officials with key responsibilities are:
   a. Investigator – The Deputy Coordinator(s) for the respective campus, or an appropriate designee, will conduct fact-finding as the Investigator and may coordinate with other offices such as human resources, academic affairs, and student affairs.
   b. Hearing Official - A hearing official will be responsible for assisting the DO during the hearing process including reviewing the Investigation File, assisting with determinations of relevancy during questioning, and coordinating a fair and respectful hearing.
   c. Decisional Official (DO) – The DO will be present at the sexual misconduct hearing and, following the hearing, will issue the decision determining responsibility and assign appropriate sanctions, if applicable. The DO will be as follows, or an appropriate designee:
      1. For complaints against staff employees, including temporary (hourly), the DO will be the university employee relations director.
2. For complaints against academic appointees, the DO will be the campus Vice Provost/Vice Chancellor for Academic Affairs.

3. For complaints against a Dean, a Vice Provost, or a Vice Chancellor, the DO will be the campus Provost/Chancellor.

4. For complaints against a University Vice President, a Provost, a Chancellor, or equivalent, the DO will be the President.

5. For complaints against the President, the DO will be the Board of Trustees.

d. **Appellate Official (AO)** – The AO may review the decision of the DO, following appeal by either party, and make a subsequent determination. The AO will be as follows, or an appropriate designee:

1. For an appeal in a complaint against staff employees, including temporary (hourly), the Vice President of Human Resources.
2. For an appeal in a complaint against academic appointees, the campus Provost/Chancellor.
3. For an appeal in a complaint against a Dean, a Vice Provost, or a Vice Chancellor, the President.
4. For an appeal in a complaint against a Vice President, a Provost, a Chancellor, or equivalent, the Board of Trustees.

e. **Faculty Board of Review (FBR)** – In faculty cases, following the determination of the AO, the faculty member may request a review by the campus FBR, which may review and issue a recommendation to the AO.

3. **Interim Action**

If, upon the receipt of a complaint, the Coordinator or Deputy Coordinator determines a need for immediate interim action, e.g. removal, reassignment, administrative leave, or suspension, they shall consult with DO and any other appropriate university officials. The DO may administer such interim action at any point in this process pending final outcome.

4. **Informal & Alternative Resolutions**

a. **Informal Action:**

In appropriate cases, the university may pursue informal actions in connection with reported sexual misconduct, including when the individual who may have experienced the conduct does not wish to pursue a formal complaint, and/or when there is not enough information to proceed with a formal complaint resolution process against a known Respondent. Informal actions will not result in findings related to responsibility or in sanctions, nor will an informal action preclude further steps, including formal resolution, if a complaint is later made or additional information is received by the university. Informal actions can include, but are not limited to, educational meetings, additional training, and/or continued monitoring.

b. **Alternative Resolution Options:**

In appropriate cases, the university may pursue alternative resolution with the consent of all parties at any point in the complaint resolution process. These resolution options may include, but are not limited to facilitated mediation, development of an action plan, and other voluntary steps to resolve the matter. Under alternative resolution, the Complainant will not be required to resolve the problem directly with the Respondent, unless desired by the Complainant. All parties must be notified of the right to end the alternative resolution process at any time and to begin the formal process. Face-to-face mediation may not be required in cases involving any physical or sexual violence or where the complaint is made against an employee with a position of authority over the Complainant. The Investigator shall document the outcome of any alternative resolution and share with the Coordinator and the DO.

c. **Acceptance of Responsibility:**

In cases where the Respondent expresses a willingness to accept responsibility for any or all allegations in a case, the Respondent may be offered the opportunity to bypass the remainder of the investigatory stage of the complaint resolution process and agree to receive a sanction from the DO. In such situations, the parties will each be provided the opportunity to submit a written statement to the DO for consideration in determining appropriate sanctions. In determining sanctions in such cases, the DO shall consider only the allegations and parties' written statements, the relevant facts gathered from the investigation, and past...
conduct history of the Respondent (if applicable). The right to appeal will be limited to an appeal on the grounds that the sanction is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

5. **Investigation**

a. Upon receipt of a signed formal complaint of sexual misconduct that falls within the scope of this policy, the university will take immediate and appropriate steps to investigate the allegations.

b. The Investigator(s) will notify the Complainant and the Respondent.

c. The Respondent shall be informed of the allegations made against them and shall be provided the opportunity to respond. The Respondent will be provided a date by which an appointment must be made to discuss the matter.

d. The Investigator will conduct fact-finding as to the allegations made against the Respondent and will preserve all evidence collected.

e. The investigation may include, but is not limited to, interviews with the Complainant, the Respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by Complainant, Respondent, witnesses identified by any party, or the university. The Investigator shall ensure that the Respondent has been informed of all allegations raised and the name of the Complainant(s), and is provided the opportunity to respond.

f. Prior or subsequent conduct of the Respondent may be included in the investigation and considered in determining pattern, knowledge, intent, or motive. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicates a pattern of similar prohibited conduct.

g. All members of the university are expected to cooperate fully with the investigative process. Interference with the investigation may result in disciplinary measures pursuant to applicable university policy and procedure. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter.

6. **Report of Investigation**

a. Following the investigation, the Investigator will provide a Preliminary Investigation Report to the parties. At that time, the parties will be provided access to the Investigation File. The parties will be provided 10 calendar days to review the Preliminary Investigation Report and provide any additional and/or clarifying information to the Investigator. This period of 10 days will be the final opportunity for parties to submit any additional information to the Investigator.

b. The Preliminary Investigation Report will include:
   1. the specific allegation(s);
   2. the Respondent’s response to the allegation(s);
   3. a summary of the relevant information gathered from the parties, witnesses and other sources; as well as explanation for any additional and/or clarifying information submitted or received that was determined not relevant for inclusion;
   4. an analysis of the information.

c. At the conclusion of the 10-day period, the Investigator will review any additional information submitted that is directly related and make it available to both parties. The Investigator may incorporate such information into a Final Investigation Report.

d. The Final Investigation Report will be submitted to the DO, and the parties will be provided the Final Investigation Report and notified of next steps in regard to the hearing.

e. The investigation will be conducted in a reasonable timeframe given the circumstances of the specific case.

7. **Selection of Advisors**

   At any point in the investigation, but prior to the hearing, the Complainant and Respondent may select an advisor of their choice, and at their expense, to advise them throughout the sexual misconduct process. If a party does
not have an advisor for the hearing, the university will provide one for them. The university-provided Hearing Advisor is selected by the university and will not necessarily be an attorney, even if the other party is represented by an attorney. The Hearing Advisor will have the opportunity to review all evidence collected in the investigation.

8. Hearing

a. The complaint resolution process will include a live hearing. The hearing will be closed except for the parties, their advisors, the DO and Hearing Official, and other university officials necessary to facilitate the proceedings. Witnesses will be expected to be available in-person or via video and audio for the portion of the hearing relevant to their statement. The hearing will be recorded. Deliberations following the hearing are not recorded.

b. At the request of either party, the hearing may occur with the parties located in separate locations using technology for those involved to see and hear each other.

c. Complainants and Respondents are not permitted to personally conduct questioning. Each party’s Hearing Advisor may ask the other party and any witnesses all relevant questions, including those challenging credibility. Questions must be verbal, direct, and in real time. The Hearing Official and the DO will make determinations as to the relevance of questions and may exclude a question as not relevant.

d. If a party or witness does not submit to cross-examination at the live hearing, the DO must not rely on any statement of that party or witness in making a determination of responsibility and may not draw any inference based solely on the non-participation of any party or witness.

9. Finding and Decision

a. At the conclusion of a hearing, the DO, in consultation with the Hearing Official, shall deliberate without the parties present to determine responsibility for the specific allegations based on the evidence.

b. If, after deliberations, the DO determines that the information contained in the Final Investigative Report and gathered during the hearing, does not support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of university policies, the DO will notify both the Respondent and the Complainant by means of a written notice. The Complainant and/or Respondent may request an appeal (see below).

c. If, after deliberations, the DO determines that the information contained in the Final Investigative Report and gathered during the hearing, does support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of university policies, the DO will make the final determination regarding appropriate sanctions. The DO will then notify the parties of the determination and sanctions by means of a written notice. The Respondent and/or the Complainant may request an appeal (see below).

d. The DO will issue one of the following findings, using a preponderance of the evidence standard:

   1. Finding of “No Violation” of the university’s policies:
      If there is a determination that the behavior alleged and investigated did not violate the university’s policies, the DO shall provide the parties written notice of the finding. Documentation regarding a finding of “No Violation” shall be maintained with the Deputy Title IX Coordinator’s office, and not in the employee’s personnel file.

   2. Finding of a “Violation” of the university’s policies:
      If there is a determination that the behavior alleged and investigated was in violation of the university’s policies, the DO shall issue the finding and sanction(s) based on the level of sanctions set forth below.

e. The DO shall provide the parties written notice of the finding and any sanctions, if applicable.

10. Sanctions

a. Sanctions for violations of this policy include the following:

   1. Level One Sanctions include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file (other than to promotion and tenure dossier which is included in Level Two Sanctions below). Level One Sanctions shall not be appropriate in the event the Respondent was found responsible for sexual assault or other sexual violence.
2. Level Two Sanctions include sanctions that directly modify job duties, salary or job status, including affecting compensation, consideration in tenure or promotion decisions, suspension, and termination.

b. When determining the appropriate sanctions, consideration shall be given to the nature and severity of the behavior and the existence of any prior incidents or violations.

11. Appeals

a. Following the decision, either party may request an appeal to the Appellate Officer (AO) on the basis of:
   1. Procedural irregularity that affected the outcome;
   2. New evidence that was not reasonably available at the time the determination was made and that reasonably could have affected the outcome;
   3. The Title IX Coordinator(s), Investigator(s), DO or hearing official had a conflict of interest or bias for or against the party(ies) that affected the outcome; and/or
   4. The sanction imposed is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

b. A request for appeal must be submitted in writing to the AO within 10 calendar days of receiving the DO’s decision. The request must set forth the basis(es) for seeking an appeal and must include information to support such basis(es). If an appeal is requested, all parties will be notified and provided an opportunity to submit a written statement.

c. The AO shall first determine whether the basis of appeal has been met, and if so, shall review the findings and any applicable sanctions, in making a decision.

d. The AO shall make a final determination within 15 calendar days of the receipt of any appeal, indicating one of the following:
   1. Affirming the DO’s original finding(s).
   2. Setting aside the DO’s original finding(s) and imposing a new finding and/or sanctions.
   3. Setting aside the DO’s original finding(s) and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).

e. To the extent possible, the parties will be notified simultaneously in writing of the final decision following an appeal.

12. Request for Faculty Board of Review following the AO’s Determination

a. In cases involving a faculty member as a party, a faculty member sanctioned under this policy may submit a request for review by the Faculty Board of Review (FBR) following the determination of the AO. The request for review should be made according to the specific campus FBR policy, and campus FBR procedures will apply except as modified by the provisions below.

b. The basis(es) for appeal are the same as those for appeal to the AO. The request for a FBR must set forth the basis(es) for seeking review and be submitted in writing within 15 calendar days of receiving the AO’s determination. For good cause shown, and bearing in mind the need for timely resolution, the timeframes set forth within these procedures may be extended. If a request for a FBR is submitted, the FBR shall notify the other party(ies), as well as the DO and the AO.

c. The FBR will only receive the Final Investigation Report; the Investigation File; the written findings of the DO, along with comments submitted to the DO by any party named in the report; the written findings of the AO; and any sanctions. The FBR may not conduct new fact-finding. The FBR may seek training and additional information from the University Coordinator.

d. Throughout the FBR process, hearing members and participants shall ensure that the privacy of the matter and the parties is upheld. If a hearing is held, it shall be closed to the public to protect the privacy of all parties. In addition to faculty members serving on the FBR hearing panel, others present during a hearing may include the party requesting review and that individual’s advisor, the other party(ies) named in the report and their advisor(s), the DO, the University Coordinator, Deputy Coordinator, and other university officials necessary to the proceedings. No witnesses will be allowed in the FBR. The grievant, the Complainant,
and one designated university official have the right to present a statement to the FBR in writing or orally, either personally or through an advisor. If any participant elects to make a statement, the FBR may pose questions related to their statement, but the other participants may not.

e. The FBR must be concluded promptly, and generally within 60 days of the request, absent special circumstances. After review, the FBR may recommend one of the following to the AO:

1. Affirm the AO’s determination.
2. Recommend an alternative finding and/or sanction.
3. Recommend that the determination be set aside and a new investigation be conducted. (This option will generally be reserved for cases where significant procedural error has been identified and determined to have affected the outcome).

f. To the extent possible, the parties will be notified simultaneously in writing of the FBR’s recommendation to the AO.

g. Upon receipt of the FBR’s recommendation, along with any materials considered by the FBR, the AO will make a final determination within 10 calendar days, indicating one of the following:

1. Affirming the prior determination on appeal.
2. Setting aside the prior determination on appeal and imposing a new finding and/or sanctions.
3. Setting aside the prior determination on appeal and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).

h. If the FBR recommends that the AO's prior determination be modified, but the AO affirms the prior determination, the final determination shall be made by the President. To the extent possible, the parties will be notified simultaneously in writing of the President’s final determination. This concludes the appeal process.

13. **Expectations for a Respectful Process**

Every individual involved in a proceeding under this policy is entitled to be treated with respect. All parties and their advisors are required to follow the rules and procedures put in place to ensure a fair and respectful process. No one may intentionally harass or intimidate any party or witness, and university officials are authorized to halt such behavior.

**VIII. STUDENT SEXUAL MISCONDUCT – UNIVERSITY COMPLAINT RESOLUTION PROCEDURES**

1. **Covered Behaviors**

   The following behaviors, as defined below, are covered under these procedures:

   a. Sexual Harassment
   b. Sexual Assault
   c. Sexual Exploitation
   d. Dating Violence
   e. Domestic Violence
   f. Stalking

2. **Officials**

   For the purpose of these procedures, relevant officials with key responsibilities are:

   a. **Investigator** – An Investigator for the campus student affairs office, or an appropriate designee, will conduct fact-finding as the Investigator and will issue the Preliminary and Final Investigation Report.

   b. **Hearing Panel** – The hearing panel will review the case at the hearing and make a decision regarding whether or not the Respondent is found responsible and propose sanctions, if applicable. The Hearing Panel Chair will coordinate the process and make any determinations of relevance regarding questions posed.
c. **Sanctioning Official** – Upon a finding of responsibility by the Hearing Panel, the Sanctioning Official will review the proposed sanctions and make the final determination of the sanctions to be applied to the Respondent.

d. **Student Affairs Official** – The Student Affairs Official, which may be the campus dean of students, or an appropriate designee, may review the decision and sanction following an appeal by either party, and make a subsequent determination.

3. **Investigation**

a. If sexual misconduct proceedings are initiated, the Investigator(s) will notify the Complainant and the Respondent. The Respondent will be provided a date by which an appointment must be made to discuss the matter. The Respondent shall be informed of the allegations made against them and shall be provided the opportunity to respond. The Respondent is expected to participate in the investigation and all related procedures, including the sexual misconduct hearing.

b. The investigation may include, but is not limited to interviews with the Complainant, the Respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by Complainants, Respondents, witnesses identified by any party, or the university. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter. The university shall determine what information and evidence will be included in the Investigation File.

c. Prior or subsequent conduct of the Respondent may be included in the investigation and considered in determining pattern, knowledge, intent, or motive. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicates a pattern of similar prohibited conduct.

d. All members of the university community, including the parties and witnesses, are expected to cooperate with the investigative and hearing process. Failure to comply with a request to make and/or keep an appointment may result in a disciplinary hold being placed on the student’s account and/or the initiation of student conduct charges for failure to comply.

e. Following the investigation, the Investigator will provide a Preliminary Investigation Report and Investigation File to each party and their advisor. The parties will be provided 10 calendar days to review the Preliminary Investigation Report and the Investigation File and provide any additional and/or clarifying information to the Investigator. This period of 10 days will be the final opportunity for parties to submit additional information to the Investigator. At the conclusion of the 10-day period, the Investigator will review the information submitted by either party and determine whether and to what extent to incorporate such information into a Final Investigation Report.

f. When preparing the Final Investigation Report, the Investigator will determine the appropriate charge(s), if any, under this policy, to be placed on Respondent, and include the charge(s) in the Final Investigation Report. If the Investigator places a charge(s), the Final Investigation Report will be submitted to a hearing panel for the determination of responsibility, and the parties will be provided the Final Investigation Report and notified of next steps. If the Investigator determines that there is insufficient evidence to support placing a charge, the parties will be provided the Final Investigation Report and notified that no charges will be placed. If there are remaining charges under the Student Code, those may proceed according to the applicable procedures.

g. The investigation and determination of responsibility will be conducted in a reasonable timeframe given the circumstances of the specific case.

4. **Selection of Advisors**

   The Complainant and Respondent may have an advisor throughout the complaint resolution process that may accompany them during proceedings. Advisors are not permitted to speak on behalf of the parties or conduct any questioning at the hearing.

5. **Alternative Resolution Options**
6. Sexual Misconduct Hearing

a. A three-person hearing panel will be assembled for a sexual misconduct hearing to make a determination of Respondent’s responsibility as to the specific charge(s) set forth in the Final Investigation Report.

b. Hearing panel members will be drawn from the pool of faculty, staff and graduate students who have completed the university’s required annual training on issues related to sexual misconduct and university policies and procedures. At a minimum, at least one panel member shall be a student affairs administrator.

c. Upon review of the Final Investigation Report, the hearing panel will determine witnesses who may be called, if any, to participate in the hearing.

d. The sexual misconduct hearing is closed, except for the parties, their advisor, the hearing panelists and other university officials necessary to facilitate the proceedings.

e. The hearing will take place in-person or will be conducted remotely via secure university software. Complainant and Respondent are expected to be available in-person or via video and audio for the duration of the hearing. Witnesses are expected be available in-person or via video and audio for the portion of the hearing relevant to their statement.

f. The Chair of the hearing panel shall review the charge(s) placed against the Respondent and the specific facts alleged.

g. Both the Complainant and the Respondent will have equal opportunity to provide a statement to the hearing panel.

h. No one other than the hearing panel members, the Complainant, and the Respondent may pose questions during the hearing. The Complainant and Respondent may not directly question each other, but may submit questions to the Chair to be asked of the other party. The Chair or other panel members will review questions prior to posing to the other party to prevent questioning that is not permitted under these proceedings.

i. The sexual misconduct hearing is recorded. Deliberations by the panel, following the hearing, are not recorded.

7. Decision & Sanctions

a. At the conclusion of a hearing, the panel shall deliberate without the parties present to determine responsibility for the specific charge(s) based on the evidence.

b. If, after deliberations, the hearing panel determines that the information contained in the Final Investigative Report and gathered during the hearing, does not support by a preponderance of the evidence (more likely
than not) that the Respondent is responsible for a violation of this policy and the Student Code, the hearing panel will notify both the Respondent and the Complainant by means of a written notice. The Complainant and/or Respondent may request an appeal (see below).

c. If after deliberations, the hearing panel determines that the information contained in the Final Investigative Report and gathered during the hearing, does support by a preponderance of the evidence (more likely than not) that the Respondent is responsible for a violation of this policy and the Student Code, the hearing panel will propose sanctions. The proposed sanctions will be reviewed by the Sanctioning Official (or designee) to ensure that the sanctions are proportional to the severity of the violation and consistent with university standards. In the event of a conflict between the hearing panel and the Sanctioning Official, the Sanctioning Official will make the final determination regarding appropriate sanctions. The hearing panel will then notify the parties of the determination and sanctions by means of a written notice. The Respondent and/or the Complainant may request an appeal (see below).

d. Possible sanctions for cases in which a student is found in violation of this policy and the Student Code for acts of sexual misconduct include, but are not limited to formal warnings, behavioral assessment and/or counseling, required educational training, disciplinary probation, suspension, and/or permanent expulsion.

8. Appeal

a. The Respondent or the Complainant may appeal the decision of the sexual misconduct hearing panel to the designated Student Affairs official (or designee). To initiate an appeal, a party must send written notice of appeal to the designated Student Affairs official. The written notice must include the basis(es) for seeking the appeal and include information to support such basis(es) (see below).

b. Timing:
The notice of appeal must be filed no later than ten calendar days after the date the written decision of the sexual misconduct hearing panel is sent. If an appeal is submitted by either party, all parties will be notified and the underlying decision and any corresponding sanction will be held in abeyance until final notice of the appeal outcome. During this time, any interim measures in place will remain in effect (e.g., no contact order, no trespass). If no written request for an appeal is received by the university within the time specified, the decision of the hearing panel and any sanction(s) imposed will be final and in effect.

c. Basis(es) for Appeal:
The designated Student Affairs official will have the sole discretion in determining whether the basis for appeal has been met and whether the appeal can move forward. An appeal must be based on one or more of the following criteria:

1. Procedural irregularity that affected the outcome;
2. New evidence that was not reasonably available at time determination or dismissal made, and that reasonably could have affected the outcome;
3. The Coordinator(s), investigator(s), or hearing panelists had a conflict of interest or bias for or against the party(ies) that affected the outcome; and/or
4. The sanction imposed is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

d. Determination and Sanction:

1. If the basis for appeal has been met, the designated Student Affairs official will review the written appeal and the pertinent part of the sexual misconduct hearing panel record only. The designated Student Affairs official will not consider new evidence or information that is not a part of that record. The designated Student Affairs official must render a determination within 15 calendar days of receipt of the appeal and may take any of the following actions:

   a. Affirm the original decision regarding responsibility.
   b. Affirm the original decision concerning the disciplinary sanction(s) to be imposed.
   c. Set aside the original decision regarding responsibility and impose a new decision.
   d. Set aside the original decision regarding responsibility and order that a new sexual misconduct hearing be held before a new hearing panel.
e. Set aside the original decision concerning the disciplinary sanction(s) to be imposed and impose a different sanction or set of sanctions.

2. The designated Student Affairs official will notify the Respondent and the Complainant, in writing, of the determination and will initiate the necessary procedures to effectuate the determination.

3. The determination of the designated Student Affairs official is final and there will be no further appeals.

9. Notice
The Complainant and the Respondent will be provided written notice of the outcome of the sexual misconduct hearing, the appeals process, and the appeal determination, if applicable. Written notice will be provided electronically through Indiana University email accounts.

10. Requests for Accommodations and Special Circumstances
   a. Just as students with disabilities may be eligible for accommodations in their classes, accommodations may be available for these procedures as well. Students with disabilities requesting accommodations and services under these procedures will need to present a current accommodation verification letter from the campus disability services office before accommodations can be considered and provided.
   b. In appropriate circumstances, the university may utilize language translation services to assist in the investigation and/or hearing proceedings.

11. Expectations for Respectful Process
Every individual involved in a proceeding under this policy is entitled to be treated with respect. All parties and their advisors are required to follow the rules and procedures put in place to ensure a fair and respectful process. No one may intentionally harass or intimidate any party or witness, and university officials are authorized to halt such behavior.

IX. ACADEMIC APPOINTEE AND STAFF SEXUAL MISCONDUCT – UNIVERSITY COMPLAINT RESOLUTION PROCEDURES

1. Covered Behaviors
The following behaviors, as defined below, are covered under these procedures:
   a. Sexual Harassment
   b. Sexual Assault
   c. Sexual Exploitation
   d. Dating Violence
   e. Domestic Violence
   f. Stalking

2. Officials
For the purpose of these procedures, relevant officials with key responsibilities are:

   a. Investigator – The Deputy Coordinator for the respective campus, or an appropriate designee, will conduct fact-finding as the Investigator and may coordinate with other offices such as human resources, academic affairs, and student affairs.

   b. Decisional Official (DO) – The DO will issue the decision determining responsibility and assigning appropriate sanctions, if applicable. The DO will be as follows, or an appropriate designee:
      1. For complaints against staff employees, including temporary (hourly), the DO will be the university employee relations director.
      2. For complaints against academic appointees, the DO will be the campus Vice Provost/Vice Chancellor for Academic Affairs.
      3. For complaints against a Dean, a Vice Provost, or a Vice Chancellor, the DO will be the campus Provost/Chancellor.
4. For complaints against a University Vice President, a Provost, a Chancellor, or equivalent, the DO will be the President.

5. For complaints against the President, the DO will be the Board of Trustees.

c. **Appellate Official (AO)** – The AO may review the decision of the campus DO, following appeal by either party, and make a subsequent determination. The AO will be as follows, or an appropriate designee:
   1. For an appeal in a complaint against staff employees, including temporary (hourly), the Vice President of Human Resources.
   2. For an appeal in a complaint against academic appointees, the campus Provost/Chancellor.
   3. For an appeal in a complaint against a Dean, a Vice Provost, or a Vice Chancellor, the President.
   4. For an appeal in a complaint against a Vice President, a Provost, a Chancellor, or equivalent, the Board of Trustees.

d. **Faculty Board of Review (FBR)** – In faculty cases, following the decision of the AO, the faculty member may request a review by the campus FBR, which may review and issue a recommendation to the AO.

3. **Initial Assessment**
   a. Upon receipt of a report alleging that an employee has engaged in sexual misconduct, an Investigator will conduct an initial assessment to determine whether it falls within the scope of this policy, and whether the conduct alleged rises to the level of an allegation of sexual misconduct. If a complaint raises allegations that are outside the scope of this policy, but may violate other university policy(ies), the Investigator will refer the complaint to the appropriate university office.

   b. In the event the Investigator determines not to pursue an investigation under this policy, that decision may be appealed by either party to the DO, requesting a review of the decision not to proceed with an investigation. Upon review, the DO may uphold that decision or order an investigation to proceed.

   c. In the event the Investigator determines that the allegations fall within the scope of this policy, the process that follows shall apply.

4. **Informal & Alternative Resolutions**
   a. **Informal Action:**
      In appropriate cases, the university may pursue informal actions in connection with reported sexual misconduct, including when the individual who may have experienced the conduct does not wish to pursue a formal complaint, and/or when there is not enough information to proceed with a formal resolution process against a known Respondent. Informal actions will not result in findings related to responsibility or in sanctions, nor will an informal action preclude further steps, including formal resolution, if a complaint is later made or additional information is received by the university. Informal actions can include, but are not limited to, educational meetings, additional training, and/or continued monitoring.

   b. **Alternative Resolution Options:**
      In appropriate cases, the university may pursue alternative resolution with the consent of all parties at any point in the investigation process. These resolution options may include, but are not limited to mediation, development of an action plan, and voluntary resolution of the matter. Under alternative resolution, the Complainant will not be required to resolve the problem directly with the Respondent, unless desired by the Complainant. All parties must be notified of the right to end the alternative resolution process at any time and to begin the formal process. Face-to-face mediation may not be used in cases involving any physical or sexual violence or where the complaint is made against an employee with a position of authority over the Complainant. The Investigator shall document the outcome of any alternative resolution and share with the University Coordinator and the DO.

   c. **Acceptance of Responsibility:**
      1. In cases where the Respondent expresses a willingness to accept responsibility for any or all allegations in a case, the Respondent will be offered the opportunity to bypass the remainder of the investigatory stage of the grievance process and agree to receive a sanction from the DO. In such situations, the
parties will each be provided the opportunity to submit a written statement to the DO for consideration in determining appropriate sanctions.

2. In determining sanctions in such cases, the DO shall consider only the allegations and parties’ written statements, the relevant facts gathered from the investigation, and past conduct history of the Respondent, if applicable. The right to appeal will be limited to an appeal on the grounds that the sanction is disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines.

5. Interim Action

If, upon the receipt of a complaint, the Coordinator, or their designee, determines a need for immediate interim action, e.g. removal, reassignment, administrative leave, or suspension, they shall consult with the DO and any other appropriate university officials. The DO may administer such interim action at any point in this process pending final outcome.

6. Investigation

a. Following the initial assessment, if a formal investigation is initiated, the Investigator(s) will notify the Complainant and the Respondent. The Respondent shall be informed of the allegations made against them and shall be provided the opportunity to respond. The Respondent will be provided a date by which an appointment must be made to discuss the matter.

b. The Investigator will conduct fact-finding as to the allegations made against the Respondent and will preserve all evidence collected.

c. The investigation may include, but is not limited to, interviews with the Complainant, the Respondent, and other witnesses identified as having information relevant to the allegations made, as well as the examination of written statements by the parties, relevant documents, and other relevant information. Information for the investigation may be provided by Complainant, Respondent, witnesses identified by any party, or the university. The Investigator shall ensure that the Respondent has been informed of all allegations raised and the name of the Complainant(s), and is provided the opportunity to respond.

d. Prior or subsequent conduct of the Respondent may be included in the investigation and considered in determining pattern, knowledge, intent, or motive. The determination of the relevance of pattern evidence will be based on an assessment of whether the previous or subsequent conduct was substantially similar to the conduct under investigation or indicates a pattern of similar prohibited conduct.

e. All members of the university are expected to cooperate fully with the investigative process. Interference with the investigation may result in disciplinary measures pursuant to applicable university policy and procedure. Any individual believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter.

7. Report of Investigation:

a. Following the investigation, the Investigator will provide a Preliminary Investigation Report to the parties. At that time, the parties will be provided access to the Investigation File. The parties will be provided 10 calendar days to review the Preliminary Investigation Report and provide additional and/or clarifying information to the Investigator. This period of 10 days will be the final opportunity for parties to submit any additional information to the Investigator.

b. The Preliminary Investigation Report will include:

1. The specific allegation(s);
2. The Respondent’s response to the allegation(s);
3. A summary of the relevant information gathered from the parties, witnesses and other sources; as well as explanation for any information submitted or received that was determined not relevant for inclusion; and

c. At the conclusion of the 10-day period, the Investigator will review the information submitted by either party and determine whether and to what extent to incorporate such information into a Final Investigation
Report. The Investigator will then finalize the Final Investigation Report and include a recommendation as to whether the Respondent is responsible or not responsible for the alleged violation(s) of this policy, using a preponderance of the evidence standard (more likely than not); and a recommendation as to appropriate sanctions, if any, as set forth below.

d. The Investigator will provide the Final Investigation Report to the DO, as well as to each party.

8. Finding and Decision

a. Upon receiving the Final Investigation Report, the DO shall issue a finding. The DO may consult with the Investigator concerning the investigation and recommendations. The DO will provide each party the opportunity to meet and provide comment and make a statement. If the DO wishes further consultation with the parties, the Investigator will facilitate consultations to ensure equal opportunities is provided for the parties.

b. The DO will issue one of the following findings, using a preponderance of the evidence standard:

1. Finding of “No Violation”:
   If there is a determination that the behavior alleged and investigated did not violate this policy, the DO shall provide the parties written notice of the finding. In the event the investigation reveals that the employee may have violated a different university policy, the DO may address any such potential violation through other applicable university policies. Documentation regarding a finding of “No Violation” shall be maintained with the campus Deputy Title IX Coordinator’s office, and not in the employee’s personnel file.

2. Finding of a “Violation”:
   If there is a determination that the behavior alleged and investigated was in violation of this policy, the DO shall issue the finding and sanction(s) based on the level of sanctions set forth below.

c. The DO shall provide the parties written notice of the finding and any sanctions, if applicable.

9. Sanctions

a. Sanctions for a violation of this policy include the following:

1. Level One Sanctions include sanctions that do not directly modify job duties or actual salary, such as informal discussions, additional training, periodic review, letter to personnel file (other than to promotion and tenure dossier which is included in Level Two Sanctions below). Level One Sanctions shall not be appropriate in the event the Respondent was found responsible for sexual assault or other sexual violence.

2. Level Two Sanctions include sanctions that directly modify job duties, salary or job status, including affecting compensation, consideration in tenure or promotion decisions, suspension, and termination.

b. When determining the appropriate sanctions, consideration shall be given to the nature and severity of the behavior and the existence of any prior incidents or violations.

10. Appeals

a. Following the decision, either party may appeal to the Appellate Officer (AO) on the basis of:

1. Significant procedural error that reasonably would have affected the outcome.

2. Newly discovered evidence that reasonably would have affected the outcome.

3. Significant bias in the process.

4. The finding of responsibility is not supported by the evidence in the Investigation Report.

5. The appropriateness of the sanctions.

b. A request for appeal must be submitted in writing to the AO within 10 calendar days of receiving the DO’s decision. The request must set forth the basis(es) for seeking an appeal and must include information to support such basis(es). If an appeal is requested, all parties will be notified.

c. The AO shall first determine whether the basis of appeal has been met, and if so, shall review the findings and any applicable sanctions, in making a determination.
d. The AO shall make a final determination within 15 calendar days of the receipt of any appeal, indicating one of the following:
   1. Affirming the DO's original finding(s).
   2. Setting aside the DO's original finding(s) and imposing a new finding and/or sanctions.
   3. Setting aside the DO's original finding(s) and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).

e. To the extent possible, the parties will be notified simultaneously in writing of the final determination following an appeal.

11. Request for Faculty Board of Review

a. In cases involving a faculty member as a party, a faculty member sanctioned under this policy may submit a request for review by the Faculty Board of Review (FBR) following the determination of the AO. The request for review should be made according to the specific campus FBR policy, and campus FBR procedures will apply except as modified by the provisions below.

b. The bases for appeal are the same as those for appeal to the AO. The request for a FBR must set forth the basis(es) for seeking review and be submitted in writing within 15 calendar days of receiving the AO's determination. For good cause shown, and bearing in mind the need for timely resolution, the timeframes set forth within these procedures may be extended. If a request for a FBR is submitted, the FBR shall notify the other party(ies), as well as the AO.

c. The FBR will only receive the Final Investigation Report; the Investigation File; the written findings of the DO, along with comments submitted to the DO by any party named in the report; the written findings of the AO; and any sanctions. The FBR may not conduct new fact-finding. The FBR may seek training and additional information from the University Coordinator.

d. Throughout the FBR process, hearing members and participants shall ensure that the privacy of the matter and the parties is upheld. If a hearing is held, it shall be closed to the public to protect the privacy of all parties. In addition to faculty members serving on the FBR hearing panel, others present during a hearing may include the party requesting review and that individual's advisor, the other party(ies) named in the report and their advisor(s), the DO, the University Coordinator, Deputy Coordinator, and other university officials necessary to the proceedings. No witnesses will be allowed in the FBR. The grievant, the Complainant, and one designated university official have the right to present a statement to the FBR in writing or orally, either personally or through an advisor. If any participant elects to make a statement, the FBR may pose questions related to their statement, but the other participants may not.

e. The FBR must be concluded promptly, and generally within 60 days of the request, absent special circumstances. After review, the FBR may recommend one of the following to the AO:
   1. Affirm the AO's determination.
   2. Recommend an alternative finding and/or sanction.
   3. Recommend that the determination be set aside and a new investigation be conducted. (This option will generally be reserved for cases where significant procedural error has been identified and determined to have affected the outcome).

f. To the extent possible, the parties will be notified simultaneously in writing of the FBR's recommendation to the AO.

g. Upon receipt of the FBR's recommendation, along with any materials considered by the FBR, the AO will make a final determination within 10 calendar days, indicating one of the following:
   1. Affirming the prior determination on appeal.
   2. Setting aside the prior determination on appeal and imposing a new finding and/or sanctions.
   3. Setting aside the prior determination on appeal and ordering a new investigation (this option will generally be reserved for cases where significant procedural error has been identified to have affected the outcome).
h. If the FBR recommends that the AO's prior determination be modified, but the AO affirms the prior determination, the final determination shall be made by the President. To the extent possible, the parties will be notified simultaneously in writing of the President's final determination. This concludes the appeal process.

12. Expectations for a Respectful Process

Every individual involved in a proceeding under this policy is entitled to be treated with respect. All parties and their advisors are required to follow the rules and procedures put in place to ensure a fair and respectful process. No one may intentionally harass or intimidate any party or witness, and university officials are authorized to halt such behavior.

Definitions

Advisor: Any individual who may assist, support, guide, and advise the Complainant or Respondent during the investigation, conduct proceedings, and/or related meetings. An Advisor serving in this role, who may otherwise be a Responsible Employee, not need report sexual misconduct when they learn about prohibited conduct i) that is directly related to the case in which they are serving as an advisor; ii) from the party to whom they are serving as an advisor to; and iii) in the course of their advising.

Campus Security Authority (CSA): A term used in the Clery Act to describe someone who has significant responsibility for student and campus activities. The Clery Act (34 CFR 668.46) defines a CSA as:

1. A campus police department or a campus security department of an institution.
2. Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department, such as an individual who is responsible for monitoring entrance into institutional property.
3. Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
4. An official of an institution who has significant responsibility for student and campus activities, including but not limited to student housing, student discipline, and campus judicial proceedings.

Pastoral and professional counselors are not considered a Campus Security Authority when acting in their roles as a pastoral or professional counselor.

Clery Act: The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. section 1092(f)), a federal law that requires institutions such as Indiana University to collect and publish statistics for certain crimes reported to have occurred on the university's "Clery Geography" (i.e., occurring on campus, on public property within or immediately adjacent to campus, and on other non-campus university property), for the purpose of informing current and prospective students, faculty or staff. Each Indiana University campus publishes an Annual Security Report under the Clery Act, which contains these crime statistics, as well as campus-specific information on resources, campus emergency responses, safety and security policies, and disciplinary procedures. These crime statistics include, but are not limited to domestic violence, dating violence, sexual assault, and stalking. Clery also requires "timely warnings" be issued to the campus community for crimes occurring on Clery Geography that are considered a serious or continuing threat to students, faculty or staff. Under Clery, any good faith report of a crime occurring on Clery Geography must be included in the statistical data.

Complainant: An individual who may have experienced discrimination, harassment and/or sexual misconduct. A Complainant may choose whether or not to file a formal complaint. The university may serve as the Complainant when an individual(s) who has experienced the alleged discrimination, harassment and/or sexual misconduct does not wish to fully participate and the university has determined it is necessary to move forward under the applicable procedures.

Complaint (formal): A document submitted and signed by a Complainant or signed by the appropriate Title IX Coordinator alleging conduct that may in violation of this policy against a Respondent and requesting that the university investigate the allegation.

Confidential Employees: [see above]
Consent: An agreement expressed through affirmative, voluntary words or actions, and mutually understandable to all parties involved, to engage in a specific sexual act at a specific time

1. Consent can be withdrawn at any time, as long as it is clearly communicated.
2. Consent cannot be coerced or compelled by force, threat, deception or intimidation.
3. Consent cannot be given by someone who is incapacitated, as defined below.
4. Consent cannot be assumed based on silence, the absence of “no” or “stop,” the existence of a prior or current relationship, or prior sexual activity.

Incapacitation: An individual is incapable of consent if they are unable to understand the facts, nature, extent, or implications of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on their age (pursuant to Indiana law). With respect to alcohol and drugs, intoxication and/or impairment is not presumptively equivalent to incapacitation. Consent does not exist when the individual initiating sexual activity knew or should have known of the other individual’s incapacitation.

Dating Violence:

FOR TITLE IX COMPLAINT RESOLUTION PROCEDURES:

Violence committed by an individual who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the individuals involved in the relationship. For the purposes of this definition—

1. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
2. Dating violence does not include acts covered under the definition of domestic violence.

FOR UNIVERSITY COMPLAINT RESOLUTION PROCEDURES:

Violence or the threat of violence committed by any individual who is or has been in a relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship will be determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interactions between the individuals involved in the relationship.

Days: References to days shall mean calendar days unless business days is expressly specified.

Domestic Violence:

FOR TITLE IX COMPLAINT RESOLUTION PROCEDURES:

Violence committed which would constitute felony or misdemeanor crime of violence under criminal law:

1. By a current or former spouse or intimate partner of the Complainant;
2. By a person with whom the Complainant shares a child in common;
3. By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;
4. By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Indiana;
5. By any other person against an adult or youth Complainant who is protected from that person’s acts under the domestic or family violence laws of Indiana.

FOR UNIVERSITY COMPLAINT RESOLUTION PROCEDURES:

Violence or the threat of violence by an individual against another individual who:

1. is or was a current or former spouse or intimate partner of the Complainant;
2. is or was living with Complainant as if their spouse or intimate partner;
3. has a child in common with;
4. is a minor subject to the control of; or
5. is an incapacitated individual under the guardianship or otherwise subject to the control of the other individual regardless of whether the act or threat has been reported to a law enforcement agency or results in a criminal prosecution.

**Employee:** This term shall be synonymous with and include all employees working for Indiana University – academic employees, including faculty and other instructors, and staff, including full-time, part-time, and temporary (hourly) employees at any university campus or working on behalf of the university.

**Equity Officials:** The individual designated by the university to respond to allegations of discrimination or harassment based on a protected class(es) against members of the university community. In some circumstances, this can include their designee. Members of the university community may contact the University or campus Equity Official regarding the applicable policy and processes.

**Finding of Responsibility or Finding of a Violation:** Means that it is more likely than not that the Respondent has engaged in the alleged conduct in violation of this policy. A preponderance of the evidence standard must be used when determining responsibility for violations under this policy.

**Formal Complaint:** Means a document signed and submitted by the Complainant, and alleging discrimination, harassment, sexual misconduct and/or retaliation by a Respondent and requesting that the university investigate the allegation(s). The complaint may be submitted in person, by mail, or by electronic mail, to the appropriate Coordinator or Equity Official identified in this policy. (In some circumstances, the Coordinator or Equity Official may file a formal complaint to initiate a formal investigation.)

**Force:** The use of physical force which overcomes the individual’s resistance; or the threat of physical force, express or implied, against the individual or a third-party that places the individual in fear of death or in fear of serious personal injury to the individual or a third-party where the individual reasonably believes that the actor has the present or future ability to execute the threat.

**Harassment:** [see above]

**Hearing Advisor:** A person chosen by a party, or appointed by the institution if the party does not identify one, to accompany the party to their Title IX hearing for the purpose of conducting questioning of the other party(ies) and witness(es).

**Indiana University Program or Activity:** A program or activity sponsored, conducted, or authorized by Indiana University, including but not limited to, classes, internships, practica, field trips, study abroad programs, student teaching, or research, or a program or activity sponsored, conducted, or authorized by the university. For Title IX purposes, “program or activity” includes those that occur in a building owned or controlled by a student organization that is officially recognized by the university.

**Indiana University Property:** Buildings, grounds, and land that are owned by Indiana University or controlled by Indiana University via leases or other formal contractual arrangements to house ongoing university operations.

**Interim Suspension:** Temporary removal of a Respondent pending completion of an investigation. The determination to interim suspend shall be done in accordance with the campus interim suspension procedures and, for Title IX complaints, shall include an individualized assessment and determination that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal.

**Laws and Regulations:** Relevant laws and regulations that may apply to allegations raised under this policy include, but are not limited to: Age Discrimination Act of 1975; Age Discrimination in Employment Act of 1967; Americans with Disabilities Act of 1990; Equal Pay Act of 1963; Lilly Ledbetter Fair Pay Act of 2009; Genetic Information Discrimination Act of 2008; Pregnancy Discrimination Act of 1978; the Department of Labor’s Executive Order 11246; Section 402 of the Veterans Readjustment Act of 1974; Section 503 of the Rehabilitation
Act of 1973; Title VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; the requirements of federal research agencies; and relevant state laws and regulations.

**Member of the Indiana University Community:** Any individual who is a student, staff, faculty member, university official, or any other individual employed by, or acting on behalf of, the university; other individuals while on Indiana University property, including employees of third-party vendors and contractors, volunteers, and visitors. An individual's status in a particular situation shall be determined by the Sexual Misconduct & Title IX Coordinator or the Equity Official, in consultation with applicable campus offices.

**Respondent:** Any member of the university community alleged to have engaged in conduct that could constitute discrimination, harassment, and/or sexual misconduct; or retaliation for engaging in protected activity under this policy.

**Sanctioning Official:** An individual with extensive knowledge of the applicability and implementation of the proceedings conducted pursuant to this policy who is authorized by the university to confer with a hearing panel about the range of available sanctions in a particular case, to make sanctioning determinations, and to ensure that the sanctions imposed are proportional to the severity of the violation and consistent with university standards. A Sanctioning Official is designated on each campus by the campus's Senior Student Affairs Administrator in consultation with the University Title IX Coordinator. Subject to the approval of the campus's Senior Student Affairs Administrator and University Title IX Coordinator, a Sanctioning Official is authorized to appoint a designee who will perform the Sanctioning Official's duties in the event of the absence or unavailability of the Sanctioning Official.

**Sexual Assault:**

**FOR TITLE IX COMPLAINT RESOLUTION PROCEDURES:**

Sexual Assault Includes:

1. Sex Offenses, Forcible—Any sexual act directed against another person, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent. It includes:
   a. Forcible Rape — Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
   b. Forcible Sodomy — Oral or anal sexual intercourse with another person, forcibly and/or against that person’s will or not forcibly or against the person’s will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
   c. Sexual Assault With An Object — To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person’s will or not forcibly or against the person’s will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
   d. Forcible Fondling — The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person’s will (non-consensually) or not forcibly or against the person’s will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

2. Sex Offenses, Nonforcible—Nonforcible sexual intercourse. It includes:
   a. Incest—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Indiana law.
   b. Statutory Rape—Nonforcible sexual intercourse with a person who is under the statutory age of consent according to Indiana law IC 35-42-4-9.

**FOR UNIVERSITY COMPLAINT RESOLUTION PROCEDURES:**

Sexual Assault Includes:
1. Non-consensual sexual penetration is committed when an individual subjects another individual to sexual penetration without the consent of the individual, and/or by force.

2. Non-consensual sexual contact is intentional sexual touching by an individual of the intimate area of another individual (i.e., genitals, breasts, buttocks) or intentional sexual touching of another individual with any of these body parts, without the consent of the individual, and/or by force.

**Sexual Exploitation:** Conduct that extends the bounds of consensual sexual activity with or without the knowledge of the other individual for any purpose, including sexual gratification, financial gain, personal benefit, or any other non-legitimate purpose. Examples of sexual exploitation include but are not limited to:

1. Non-consensual streaming, audio- or video-recording, photographing, or transmitting intimate or sexual utterances, sounds, or images without consent of all parties involved;

2. Allowing others to view sexual acts (whether in person or via a video camera or other recording device) without the consent of all parties involved;

3. Engaging in any form of voyeurism (e.g., “peeping”);

4. Prostituting another individual;

5. Compelling another individual to touch their own or another individual’s (third-party) intimate parts without consent;

6. Knowingly exposing another individual to a sexually transmitted disease or virus without that individual’s knowledge;

7. Deception regarding contraceptives; and

8. Inducing incapacitation for the purpose of making another individual vulnerable to non-consensual sexual activity.

**Sex/Gender-Based Harassment:** Sex/gender-based discrimination is verbal, nonverbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation, or gender identity, but not involving conduct of a sexual nature, when such conduct is sufficiently severe, persistent, or pervasive that it interferes with or limits an individual's ability to participate in or benefit from the university's education or work programs or activities. For example, persistent disparagement of an individual based on a perceived lack of stereotypical masculinity or femininity or exclusion from an activity based on sexual orientation or gender identity is prohibited under this policy.

**Sexual Harassment:**

*FOR TITLE IX COMPLAINT RESOLUTION PROCEDURES:*

Conduct on the basis of sex or that is sexual in nature that satisfies one or more of the following:

1. An employee of the university conditioning the provision of an aid, benefit, or service of the university on an individual’s participation in unwelcome* sexual conduct; and/or

2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity.

   Sexual Harassment also includes sexual assault, dating violence, domestic violence and stalking defined herein.

   Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances as the Complainant, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

*FOR UNIVERSITY COMPLAINT RESOLUTION PROCEDURES:*

Conduct on the basis of sex or that is sexual in nature that satisfies one or more of the following:

1. A member of the university conditioning the provision of an aid, benefit, or service of the university, on an individual’s participation in unwelcome* sexual conduct.
2. Unwelcome conduct determined by a reasonable person, to be so severe, pervasive or persistent, and objectively offensive, that it effectively denies a person equal access to the university's education program or activity.

   Sexual Harassment also includes sexual assault, dating violence, domestic violence and stalking defined herein.

   Severity, pervasiveness, persistence, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances as the Complainant, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

**Sexual Misconduct:** Broad term to encompass the range of sex-based behaviors covered by this policy.

**University Sexual Misconduct & Title IX Coordinator:** The individual designated by the university to coordinate the university’s compliance with Title IX and respond to allegations of sexual misconduct by members of the university community. In some circumstances, this can include the Sexual Misconduct & Title IX Coordinator’s designee. Members of the university community may contact the University or campus Deputy Sexual Misconduct & Title IX Coordinator regarding the sexual misconduct policy and process.

**Sexual Penetration:** Sexual intercourse in its ordinary meaning, cunnilingus, fellatio, anal intercourse, or any intrusion, however slight, of any part of the actor’s or individual’s body or any object manipulated by the actor into the genital or anal openings of the individual’s body.

**Stalking:**

*FOR TITLE IX COMPLAINT RESOLUTION PROCEDURES:*

Engaging in a course of conduct* directed at a specific person that would cause a reasonable person to

1. fear for the person’s safety or the safety of others; or
2. suffer substantial emotional distress.

*FOR UNIVERSITY COMPLAINT RESOLUTION PROCEDURES:*

A knowing or intentional course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.

For the purposes of the definitions above—

Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

1. Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.

**Student:** Defined by the [Code of Student Rights, Responsibilities, and Conduct](#).

**Student Affairs Officer:** An individual authorized by the university and the campus chancellor or provost to be responsible for the administration of the Student Code of Rights and Responsibilities on a campus, or, in certain circumstances that individual’s designee.

**Sanctions**

Violations of this policy by an individual will be addressed in accordance with applicable university policies and procedures, referenced above, which may include disciplinary actions up to and including expulsion or termination from the university. When determining appropriate sanctions, the university may consider prior findings of misconduct. Violations of law will be addressed by law enforcement and may result in criminal penalties.
### Additional Contacts

**Title IX Coordinator**  
Emily Springston  
University Director of Institutional Equity & Title IX Coordinator  
400 E. 7th Street  
Poplars 833  
Bloomington, IN 47405  
812-855-4889  
oie@iu.edu

**Deputy Sexual Misconduct & Title IX Coordinators**

<table>
<thead>
<tr>
<th>Institution</th>
<th>Name and Title</th>
<th>Phone Number</th>
<th>Email</th>
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<tbody>
<tr>
<td>IUB</td>
<td>Emily Springston, University Director of Institutional Equity &amp; Title IX Coordinator</td>
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<td>IUPUI</td>
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of the Office of Student Conduct

### IU Police Departments

<table>
<thead>
<tr>
<th>Department</th>
<th>Name</th>
<th>Phone</th>
<th>Email</th>
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<tbody>
<tr>
<td>Superintendent of Public Safety</td>
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### Campus Student Affairs

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<tr>
<th>Campus</th>
<th>Name</th>
<th>Phone</th>
<th>Email</th>
</tr>
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<tbody>
<tr>
<td>IUB</td>
<td>Dave O'Guinn, Vice Provost for Student Affairs and Dean of Students</td>
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<td>IUE</td>
<td>Amy Jarecki, Dean of Students</td>
<td>765-973-8525</td>
<td><a href="mailto:ajarecki@iue.edu">ajarecki@iue.edu</a></td>
</tr>
<tr>
<td>IUK</td>
<td>Audra Dowling, Dean of Students</td>
<td>765-455-9204</td>
<td><a href="mailto:iukdos@iuk.edu">iukdos@iuk.edu</a></td>
</tr>
<tr>
<td>IUN</td>
<td>Alexis Montevirgen, Vice Chancellor for Student Affairs</td>
<td>219-980-6586</td>
<td><a href="mailto:nwstuaff@iun.edu">nwstuaff@iun.edu</a></td>
</tr>
<tr>
<td>IUS</td>
<td>Amanda Stonecipher, Vice Chancellor for Enrollment</td>
<td>812-941-2115</td>
<td><a href="mailto:agstone@ius.edu">agstone@ius.edu</a></td>
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<tr>
<td>Management and Student Affairs</td>
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<td>IUSB</td>
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<tr>
<td>Monica Porter, Vice Chancellor for Student Affairs and Diversity</td>
<td>574-520-4252</td>
<td><a href="mailto:moport@iusb.edu">moport@iusb.edu</a></td>
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Campus Academic Affairs

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<tr>
<td>IUB</td>
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<tr>
<td>Eliza Pavalko, Vice Provost for Faculty and Academic Affairs</td>
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<tr>
<td>IUPUI</td>
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<tr>
<td>Kathy Johnson, Executive Vice Chancellor and Chief Academic Officer</td>
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<td>IUE</td>
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<tr>
<td>Michelle Malott, Executive Vice Chancellor, Academic Affairs</td>
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<tr>
<td>Mark Canada, Executive Vice Chancellor for Academic Affairs</td>
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<tr>
<td>Vicki Román-Lagunas, Executive Vice Chancellor for Academic Affairs</td>
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<td>Kelly Ryan, Executive Vice Chancellor for Academic Affairs</td>
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<td>IUSB</td>
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<tr>
<td>Linda Chen Interim Executive Vice Chancellor for Academic Affairs</td>
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<td>IUFW</td>
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<tr>
<td>Ann Obergfell Associate Vice Chancellor of Academic Affairs and Operations</td>
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Campus Human Resources Offices

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<td>IUPUI</td>
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<td><a href="http://www.hra.iupui.edu/">http://www.hra.iupui.edu/</a></td>
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<td><a href="http://www.ius.edu/hr/index.php">http://www.ius.edu/hr/index.php</a></td>
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Indiana University Policy: Discrimination, Harassment, and Sexual Misconduct

**Office for Civil Rights**
U.S. Department of Education
Office for Civil Rights
Lyndon Baines Johnson Department of Education Bldg
400 Maryland Avenue, SW
Washington, DC 20202-1100

Telephone: 800-421-3481
FAX: 202-453-6012; TDD: 800-877-8339
Email: OCR@ed.gov
Website: [http://www2.ed.gov/about/offices/list/ocr/index.html](http://www2.ed.gov/about/offices/list/ocr/index.html)

**History**

This policy was established in 2015. It incorporates and supercedes the Indiana University [Policy Against Sexual Harassment](https://www.iusb.edu/human-resources/), which was effective in 1998.

Approved by the University Faculty Council, February 24, 2015 by the attached resolution.

Approved by University President, March 1, 2015.

Revisions to policy approved by UFC and University President, August 25, 2016.

Revision to policy approved by UFC November 29, 2016; approved to be made effective on January 1, 2017, by University President.

Revisions to policy approved by UFC November 28, 2017; approved to be made effective on January 1, 2018 by University President.

Revisions to policy approved by UFC April 23, 2019; approved to be made effective on July 1, 2019 by University President.

Revision to policy approved by UFC on August 10, 2020, and University President on August 14, 2020 to become effective on August 14, 2020. The policy was revised in part to comply with new federal Title IX regulations and in part to articulate procedures related to reports of alleged discrimination, harassment, and/or sexual misconduct that are not covered by the new federal regulations. The procedures in this revised policy apply to reports received by the university on or after the effective date.

Previous Versions by Effective Dates:

- **03/01/2015 - 08/25/2016**
- **08/25/2016 - 01/01/2017**
- **01/01/2017 - 01/01/2018**
- **01/01/2018 - 07/01/2019**
- **07/01/2019 - 08/14/2020**

**Related Information**

- IU’s Stop Sexual Violence Website [www.stopsexualviolence.iu.edu](http://www.stopsexualviolence.iu.edu)
- Americans with Disabilities Act (ADA)
<table>
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<th>Non-Discrimination/Equal Opportunity/Affirmative Action</th>
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<td>Clery Act Compliance</td>
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<td>Code of Student Rights and Responsibilities</td>
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<td>Code of Academic Ethics</td>
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<td>Programs Involving Children</td>
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<tr>
<td>Annual Security &amp; Fire Safety Reports (including Clery Crime Statistics)</td>
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Appendix B – Indiana Criminal Code Definitions

Consent
The Indiana Criminal Code does not define consent in reference to sexual activity. A definition for consent under the Indiana University Sexual Misconduct Policy is provided. The age of consent in Indiana is 16.

Domestic Violence & Dating Violence
The following crimes and definitions under the Indiana Criminal Code most closely represent the crimes of “domestic violence” and “dating violence.”

Crimes involving domestic or family violence (IC 35-31.5-2-76)
Sec. 76. “Crime involving domestic or family violence” means a crime that occurs when a family or household member commits, attempts to commit, or conspires to commit any of the following against another family or household member:

1. A homicide offense under IC 35-42-1.
5. A sex offense under IC 35-42-4.
7. Arson or mischief under IC 35-43-1.
8. Burglary or trespass under IC 35-43-2.
9. Disorderly conduct under IC 35-45-1.
10. Intimidation or harassment under IC 35-45-2.
12. Stalking under IC 35-45-10.
14. A crime involving animal cruelty and a family or household member under IC 35-46-3-12(b)(2) or IC 35-46-3-12.5.

Family or household member (IC 35-31.5-2-128)
Sec. 128. (a) An individual is a “family or household member” of another person if the individual:
1. is a current or former spouse of the other person;
2. is dating or has dated the other person;
3. is or was engaged in a sexual relationship with the other person;
4. is related by blood or adoption to the other person;
5. is or was related by marriage to the other person;
6. has or previously had an established legal relationship:
   (A) as a guardian of the other person;
   (B) as a ward of the other person;
   (C) as a custodian of the other person;
   (D) as a foster parent of the other person; or
   (E) in a capacity with respect to the other person similar to those listed in clauses (A) through (D); or
7. has a child in common with the other person.
(b) An individual is a “family or household member” of both persons to whom subsection (a)(1), (a)(2), (a)(3), (a)(4), (a)(5), (a)(6), or (a)(7) applies if the individual is a minor child of one (1) of the persons.
**Domestic Battery** (IC 35-42-2-1.3)

Sec. 1.3. (a) Except as provided in subsections (b) through (f), a person who knowingly or intentionally:

1. touches a family or household member in a rude, insolent, or angry manner; or
2. in a rude, insolent, or angry manner places any bodily fluid or waste on a family or household member;

commits domestic battery, a Class A misdemeanor.

(b) The offense under subsection (a)(1) or (a)(2) is a Level 6 felony if one (1) or more of the following apply:

1. The person who committed the offense has a previous, unrelated conviction:
   (A) for a battery offense included in this chapter;
   (B) for a strangulation offense under IC 35-42-2-9; or
   (C) in any other jurisdiction, including a military court, in which the elements of the crime for which the conviction was entered are substantially similar to the elements of:
      (i) a battery offense included in this chapter; or
      (ii) a strangulation offense under IC 35-42-2-9.

2. The person who committed the offense is at least eighteen (18) years of age and committed the offense against a family or household member in the physical presence of a child less than sixteen (16) years of age, knowing that the child was present and might be able to see or hear the offense.

3. The offense results in moderate bodily injury to a family or household member.

4. The offense is committed against a family or household member who is less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.

5. The offense is committed against a family or household member of any age who has a mental or physical disability and is committed by a person having the care of the family or household member with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.

6. The offense is committed against a family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(c) The offense described in subsection (a)(1) or (a)(2) is a Level 5 felony if one (1) or more of the following apply:

1. The offense results in serious bodily injury to a family or household member.

2. The offense is committed with a deadly weapon against a family or household member.

3. The offense results in bodily injury to a pregnant family or household member if the person knew of the pregnancy.

4. The person has a previous conviction for a battery offense:
   (A) included in this chapter against the same family or household member; or
   (B) against the same family or household member in any other jurisdiction, including a military court, in which the elements of the crime for which the conviction was entered are substantially similar to the elements of a battery offense included in this chapter.

5. The offense results in bodily injury to one (1) or more of the following:
   (A) a family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
   (B) a family or household member who has a mental or physical disability if the offense is committed by an individual having care of the family or household member with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.
   (C) a family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(d) The offense described in subsection (a)(1) or (a)(2) is a Level 4 felony if it results in serious bodily injury to a family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(e) The offense described in subsection (a)(1) or (a)(2) is a Level 3 felony if it results in serious bodily injury to a family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(f) The offense described in subsection (a)(1) or (a)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:

1. A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

2. A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

**Battery** (IC 35-42-2-1)

Sec. 1. (a) As used in this section, “public safety official” means:

1. a law enforcement officer, including an alcoholic beverage enforcement officer;
2. an employee of a penal facility or a juvenile detention facility (as defined in IC 31-9-2-71);
3. an employee of the department of correction;
4. a probation officer;
(5) a parole officer;
(6) a community corrections worker;
(7) a home detention officer;
(8) a department of child services employee;
(9) a firefighter;
(10) an emergency medical services provider;
(11) a judicial officer;
(12) a bailiff of any court; or
(13) a special deputy (as described in IC 36-8-10-10.6).

(b) As used in this section, “relative” means an individual related by blood, half-blood, adoption, marriage, or remarriage, including:

(1) a spouse;
(2) a parent or stepparent;
(3) a child or stepchild;
(4) a grandchild or stepgrandchild;
(5) a grandparent or stepgrandparent;
(6) a brother, sister, stepbrother, or stepsister;
(7) a niece or nephew;
(8) an aunt or uncle;
(9) a daughter-in-law or son-in-law;
(10) a mother-in-law or father-in-law; or
(11) a first cousin.

(c) Except as provided in subsections (d) through (k), a person who knowingly or intentionally:

(1) touches another person in a rude, insolent, or angry manner; or
(2) in a rude, insolent, or angry manner places any bodily fluid or waste on another person;

commits battery, a Class B misdemeanor.

(d) The offense described in subsection (c)(1) or (c)(2) is a Class A misdemeanor if it:

(1) results in bodily injury to any other person; or
(2) is committed against a member of a foster family home (as defined in IC 35-31.5-2-139.3) by a person who is not a resident of the foster family home if the person who committed the offense is a relative of a person who lived in the foster family home at the time of the offense.

(e) The offense described in subsection (c)(1) or (c)(2) is a Level 6 felony if one (1) or more of the following apply:

(1) The offense results in moderate bodily injury to any other person.
(2) The offense is committed against a public safety official while the official is engaged in the official’s official duty.
(3) The offense is committed against a person less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.
(4) The offense is committed against a person of any age who has a mental or physical disability and is committed by a person having the care of the person with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.
(5) The offense is committed against an endangered adult (as defined in IC 12-10-3-2).

(f) The offense described in subsection (c)(2) is a Level 6 felony if the person knew or recklessly failed to know that the bodily fluid or waste placed on another person was infected with hepatitis, tuberculosis, or human immunodeficiency virus.

(g) The offense described in subsection (c)(1) or (c)(2) is a Level 5 felony if one (1) or more of the following apply:

(1) The offense results in serious bodily injury to another person.
(2) The offense is committed with a deadly weapon.
(3) The offense results in bodily injury to a pregnant woman if the person knew of the pregnancy.
(4) The person has a previous conviction for a battery offense:

(A) included in this chapter against the same victim; or
(B) against the same victim in any other jurisdiction, including a military court, in which the elements of the crime for which the conviction was entered are substantially similar to the elements of a battery offense included in this chapter.

(5) The offense results in bodily injury to one (1) or more of the following:

(A) A public safety official while the official is engaged in the official’s official duties.
(B) A person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
(C) A person who has a mental or physical disability if the offense is committed by an individual having care of the person with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.
obligation.

(D) An endangered adult (as defined in IC 12-10-3-2).

(h) The offense described in subsection (c)(2) is a Level 5 felony if:

(1) the person knew or recklessly failed to know that the bodily fluid or waste placed on another person was infected with hepatitis, tuberculosis, or human immunodeficiency virus; and

(2) the person placed the bodily fluid or waste on a public safety official.

(i) The offense described in subsection (c)(1) or (c)(2) is a Level 4 felony if it results in serious bodily injury to an endangered adult (as defined in IC 12-10-3-2).

(j) The offense described in subsection (c)(1) or (c)(2) is a Level 3 felony if it results in serious bodily injury to a person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(k) The offense described in subsection (c)(1) or (c)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:

(1) A person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(2) An endangered adult (as defined in IC 12-10-3-2).

**Sexual Assault**

The following crimes and definitions under the Indiana Criminal Code most closely represent the crime of “sexual assault.”

**Rape (IC 35-42-4-1)**

Sec. 1. (a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when:

(1) the other person is compelled by force or imminent threat of force;

(2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring; or

(3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given;

commits rape, a Level 3 felony.

(b) An offense described in subsection (a) is a Level 1 felony if:

(1) it is committed by using or threatening the use of deadly force;

(2) it is committed while armed with a deadly weapon;

(3) it results in serious bodily injury to a person other than a defendant; or

(4) the commission of the offense is facilitated by furnishing the victim, without the victim’s knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim’s knowledge.

**Sexual Battery (IC 35-42-4-8)**

Sec. 8. (a) A person who, with intent to arouse or satisfy the person’s own sexual desires or the sexual desires of another person:

(1) touches another person when that person is:

(A) compelled to submit to the touching by force or the imminent threat of force; or

(B) so mentally disabled or deficient that consent to the touching cannot be given; or

(2) touches another person’s genitals, pubic area, buttocks, or female breast when that person is unaware that the touching is occurring;

commits sexual battery, a Level 6 felony.

(b) An offense described in subsection (a) is a Level 4 felony if:

(1) it is committed by using or threatening the use of deadly force;

(2) it is committed while armed with a deadly weapon; or

(3) the commission of the offense is facilitated by furnishing the victim, without the victim’s knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim’s knowledge.

**Stalking (IC 35-45-10-1)**

“Stalk” means a knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.
Appendix C contains the Sexual Misconduct: Rights, Options, and Resource Guides for each IU campus, these brochures are attached to the end of this Annual Security and Fire Safety Report. These brochures are also available online at stop-sexualviolence.iu.edu, and available by contacting your campus Title IX Coordinator or your campus-division of IUPD. Each brochure contains a list of resources specific to your campus and its surrounding community, in addition to the right and options available to all University students, faculty, and staff.
**Resources**

**WHERE TO REPORT**

**Law Enforcement**
Indiana University Police Department (IUPD)
Responds to incidents on campus.
317-274-7911 or 911
Indiana Metropolitan Police Department
Responds to incidents in the Indianapolis metropolitan area.
317-327-3811 or 911

**IUPUI Office of Student Conduct**
The IUPUI disciplinary process is a fair and educational process designed to promote a safe educational environment and develop students who are productive members of both the local and global communities. Responds to reports of student misconduct.
317-274-4431
www.conduct.iupui.edu

**IUPUI Office of Equal Opportunity**
Neutral unit charged with investigating allegations of discrimination, harassment, and sexual misconduct by an employee or visitor/guest/contractor/volunteer of the university.
317-274-2306
oeo.iupui.edu

**SEXUAL MISCONDUCT & TITLE IX COORDINATION**
You may make also a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

<table>
<thead>
<tr>
<th>University Sexual Misconduct &amp; Title IX Coordinator</th>
<th>Email</th>
</tr>
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<tbody>
<tr>
<td>Emily Springer</td>
<td><a href="mailto:uesmcoordinator@iupui.edu">uesmcoordinator@iupui.edu</a></td>
</tr>
<tr>
<td>University Director of Institutional Equity &amp; Title IX</td>
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<tr>
<td>812-855-4889</td>
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<tr>
<th>Deputy Sexual Misconduct &amp; Title IX Coordinators</th>
<th>Email</th>
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<tbody>
<tr>
<td>Sara Dickey</td>
<td><a href="mailto:directorofstudentconduct@iupui.edu">directorofstudentconduct@iupui.edu</a></td>
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<tr>
<td>Director of Student Conduct</td>
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<tr>
<td>317-274-4431</td>
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| Anne Mitchell | directorofequalopportunity@iupui.edu |
| Director of the Office of Equal Opportunity       |
| 317-278-9230 |

**CONFIDENTIAL ADVOCACY & SUPPORT**
Confidential resources are available to provide support and advocacy for victims of sexual misconduct, regardless of whether you choose to make a report.

<table>
<thead>
<tr>
<th>Assistant Director of Interpersonal Violence Prevention &amp; Response</th>
<th>Email</th>
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<tr>
<td><a href="mailto:sapir@iupui.edu">sapir@iupui.edu</a></td>
<td>317-274-5715</td>
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**SEXUAL MISCONDUCT**

**MEDICAL SERVICES**

**IUPUI Student Health**
The IUPUI Student Health Center offers confidential medical services in two locations:

- Campus Center Student Health
  Campus Center, Suite 213
  420 University Blvd
  317-274-2374

- Eskenazi Health Center of Hope
  1701 N Senate Blvd.
  317-840-1145 (available 24/7)
  Eshenazi Hall, Room 100
  1140 West Michigan Street
  317-274-8214

**Centers of Hope**
Staff specially trained to conduct medical exam, collect forensic evidence, provide crisis support and help arrange follow-up care.

**IU Health Methodist Hospital Center of Hope**

**IU Health Eskenazi Hospital**

**Community Health Network Behavioral Care Services**

**COMMUNITY RESOURCES**

**Legal Services**
For assistance with legal options, contact:
Indiana Coalition Against Domestic Violence:
Center for Victim and Human Rights:

**Protection Orders**
To file a Petition for a Civil Order of Protection, you can file at:
The City-County Building, Marion County
200 E. Washington Street, Indianapolis, IN
317-327-8777

**Protection Order E-filing Service**
Information about filing for a protection order as well as advocate information can be found at:
public.courts.in.gov/porefsps/

**Advocacy Services**
Available at no cost:
The Julian Center
317-920-9320 (24-hour crisis line)
Families First
317-634-0341 or 833-338-7877 (24/7 sexual assault crisis)

**CONFIDENTIAL COUNSELING SERVICES**

**IUPUI Counseling & Psychological Services (CAPS)**
CAPS provides professional psychological services for IUPUI students free of or at minimal charge.
740 Indiana Avenue, Walker Plaza 220
317-274-2548
capsindy@iupui.edu

**IU School of Medicine Mental Health Services**
https://medicine.iu.edu/education/mental-health-services/

**SupportLine Employee Assistance Program**
Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.
888-881-5NC (5462) (24/7 confidential help)

**Community Health Network Behavioral Care Services**
24 hour crisis line: 800-273-8255 or 317-621-5700
Text IN to 741741

**OTHER CAMPUS RESOURCES**

**Supportive & Remedial Measures**
Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:
saadv@iupui.edu (317-274-5715)
Office of Equal Opportunity (317-274-2306)
Office of Student Conduct (317-274-4431)

**Office of International Affairs**
The Office of International Affairs can assist students with visa and immigration advising and other support services for international students.
317-274-7000 or oia@iupui.edu

**Adaptive Educational Services**
Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the AES office.
317-274-3241
aes@iupui.edu

**Sexual Assault Prevention, Intervention, and Response Task Force (SAPIR)**
The task force coordinates sexual assault prevention and education efforts for students, faculty and staff.
sapir.iupui.edu

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**Indiana University does not tolerate sexual misconduct in any form, including sexual harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation, and stalking.**

For emergencies dial 9-1-1
StopSexualViolence.iu.edu

StopSexualViolence.iu.edu
HELP IS AVAILABLE: RIGHTS & OPTIONS

Below is important information to consider. Please see contact options in the "Resources" section of this guide.

Find a Safe Place
Most importantly, call 911 if you or anyone else is in immediate danger and try to get to a safe place. Once you are safe, contact someone you trust will be able to help support you. This could be a friend, family member, a resident assistant or even a trained sexual assault advocate.

Seek Medical Attention
Medical attention should be sought as soon as possible. This is necessary to mitigate the risk of sexually transmitted diseases or pregnancy and to treat any physical injury.

Preserve Evidence of the Incident(s)
If you have experienced any form of sexual misconduct, it is important to preserve any evidence that may be helpful should you decide to pursue a university or criminal complaint, or obtain a protective order. Physical evidence is best collected as soon as possible or at least within 96 hours of the assault. Do not do any of the following things until you’ve gotten medical attention and/or contacted the police:
- Bathe or shower
- Use the restroom
- Change clothes or comb hair
- Clean up the crime scene
- Move anything the offender may have touched

It is best not to try to collect this physical evidence yourself, but to seek assistance from medical and/or law enforcement personnel. Consider also preserving any electronic and other types of physical evidence (e.g., text messages, social media posts, receipts, photos).

Counseling Support is Available
Counseling is recommended during this difficult time. Whether services are sought on campus or in the community, remember that self-care is an important part in coping with the event. Confidential employees are available on your campus (see "Privacy & Confidentiality").

Consider Reporting the Incident
There are several reporting options including reporting to campus or local law enforcement, reporting to a campus Deputy Sexual Misconduct & Title IX Coordinator through the student conduct system, and/or reporting online at StopSexualViolence.iu.edu. Campus authorities can assist in notifying law enforcement if requested, however, you may also decline to notify law enforcement.

SEXUAL MISCONDUCT: COMPLAINT RESOLUTION PROCESSES AT IU

When a formal complaint of sexual misconduct is filed with the University, a prompt, fair, and impartial investigation and complaint resolution process is conducted in a reasonable timeframe given the circumstances of the specific case. This includes the following rights to all parties:
- To be conducted by officials who are properly trained annually on issues related to sexual misconduct and how to conduct an investigation at all stages of the complaint resolution process.
- To be accompanied by an advisor during all proceedings, investigation meetings, or related meetings. The role of any advisor is explained in the Discrimination, Harassment, and Sexual Misconduct Policy.
- Each party will be simultaneously notified in writing of the outcome and results of any disciplinary proceedings, as well as the equal right to appeal the outcome of any disciplinary proceedings.

The procedures applied depend on the association of the individual accused of sexual misconduct, as well as whether the complaint meets the initial criteria of a Title IX complaint. Procedures can be found in the University’s Discrimination, Harassment, and Sexual Misconduct Policy, and at StopSexualViolence.iu.edu.

INDIANA STATE RIGHTS FOR VICTIMS OF DOMESTIC AND FAMILY VIOLENCE

Alleged victims of domestic and family violence are provided the additional rights under Indiana IC-35-40-5, if they choose to proceed with criminal prosecution.

1. You have the right to be:
   - (a) treated with fairness, dignity, and respect; and
   - (b) free from intimidation, harassment and abuse;

2. You have the right to be informed, upon request, when a person accused of:
   - (a) convicted of committing a crime perpetrated directly against you is released from custody or has escaped;
   - (b) convicted of committing a crime perpetuated against you is released from custody;

3. You have the right to confer with a representative of the prosecuting attorney’s office:
   - (a) after a crime allegedly committed has been charged;
   - (b) before the trial of a crime allegedly committed;
   - (c) before any disposition of a criminal case.

This right does not include the authority to direct the prosecution of a criminal case.

4. You have the right to have your safety considered when decisions are made concerning the release of a person accused of committing a crime against you.

5. You have the right to be heard at any proceeding involving sentencing, a pre-conviction release decision, or a pre-conviction release decision under a forensic diversion program.

6. If the accused criminal is convicted, you have the right to make a written or oral statement to be used in a pre-sentence report.

7. You have the right to proceed with the criminal case.

8. You have the right to information, upon request, about the disposition of a case, the conviction or sentence on a case, and release of a perpetrator from custody.

9. You have the right to be informed of your constitutional and statutory rights.

If you wish to exercise these rights, you must provide a current address and telephone number to your local County Prosecutor’s Office. If charges are filed in your case, it is likely that the judge will have a hearing on the protective order pending within days of the arrest. It is important to stay in contact with the Prosecutor’s Office to determine when this hearing, and other hearings will be held.

10/26/20

CONSENT

Consent is about communication and respect. Sexual activity without consent is sexual misconduct.

University’s Definition of Consent
Consent is an agreement expressed through affirmative, voluntary words or actions, and mutually understandable to all parties involved, to engage in a specific sexual act at a specific time:
- Consent can be withdrawn at any time, as long as it is clearly communicated.
- Consent cannot be coerced or compelled by force, threat, deception, or intimidation.
- Consent cannot be given by someone who is incapacitated, as defined below.
- Consent cannot be assumed based on silence, the absence of "no" or "stop", the existence of a prior or current relationship, or prior sexual activity.

Incapacitation
A person is incapable of consent if they are unable to understand the facts, nature, extent, or implications of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on their age (pursuant to Indiana law). With respect to alcohol and drugs, intoxication and/or impairment is not presumptively equivalent to incapacitation.

Consent does not exist when the individual initiating sexual activity knew or should have known of the other person’s incapacitation.

PRIVACY & CONFIDENTIALITY

Information Confidentiality
The University is committed to protecting your privacy by sharing information with only those who need to know. Your information may need to be shared with those involved in investigating the incident, those responsible for providing necessary resources and remedies, and those responsible for ensuring the public’s safety. You should discuss your desires regarding confidentiality with any representative of the University. The University cannot guarantee confidentiality under any circumstances.

You have the right to have your safety considered when decisions are made concerning the release of a person accused of committing a crime against you.

You have the right to be heard at any proceeding involving sentencing, a pre-conviction release decision, or a pre-conviction release decision under a forensic diversion program.

You have the right to make a written or oral statement to be used in a pre-sentence report.

You have the right to proceed with the criminal case.

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If you wish to exercise these rights, you must provide a current address and telephone number to your local County Prosecutor’s Office. If charges are filed in your case, it is likely that the judge will have a hearing on the protective order pending within days of the arrest. It is important to stay in contact with the Prosecutor’s Office to determine when this hearing, and other hearings will be held.

10/26/20

RETAILATION

Retaliation against anyone who has reported an incident of sexual misconduct, provided information, or participated in similar lawful orders. If you have a valid order, please inform IUPUI so the order can be enforced on campus, if necessary. To learn more about protection orders contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at 1-800-332-7385.

PROTECTIVE MEASURES

In addition to the supportive and remedial measures available through the University (see Resources), IU recognizes all valid orders of protection, no contact orders, restraining orders, or similar lawful orders. If you have a valid order, please inform IUPUI so the order can be enforced on campus, if necessary. To learn more about protection orders contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at 1-800-332-7385.

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10/26/20

IUPUI

INDIANA UNIVERSITY ANNUAL SECURITY & FIRE SAFETY REPORT

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Indiana University does not tolerate sexual misconduct in any form, including sexual harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation and stalking.

For emergencies dial 9-1-1
StopSexualViolence.iu.edu

Resources

Law Enforcement
Indiana University Police Department (IUPD)
Responds to incidents on campus.
812-855-4111 or 911

Bloomington Police Department
Responds to incidents in the city of Bloomington.
812-339-4477 or 911

Monroe County Sheriff’s Office
Responds to incidents in Monroe County outside the city of Bloomington.
812-349-2781 or 911

Office of Student Conduct
Responds to complaints regarding students. No contact and no trespass orders can be administered through this process.
812-855-5419
osc@indiana.edu

Office of Institutional Equity
Responds to discrimination/harassment complaints regarding employees and third parties.
812-855-4889
oie@iu.edu

Sexual Misconduct & Title IX Coordination
You may make also a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

University Sexual Misconduct & Title IX Coordinator
Emily Springfield
University Director of Institutional Equity & Title IX
812-855-4889
osc@iu.edu

Deputy Sexual Misconduct & Title IX Coordinator
Libby Spotts
Associate Dean of Students
Director of the Office of Student Conduct
812-855-5419

MEDICAL SERVICES

Infection and injury evaluation, treatment, and forensic exams are available at the following locations:

IU Health Center
Services available to IU Bloomington students, student spouses, and dependents.
812-855-4011
Available M-F 8AM-12PM & 1PM-4:30PM
600 N. Jordan Avenue

IU Health Bloomington Hospital Emergency Dept.
Available 24 hours a day
812-333-9515
601 W 2nd St
Bloomington, IN 47403

CONFIDENTIAL COUNSELING SERVICES

IU Counseling and Psychological Services (CAPS), Sexual Assault Crisis Services (SACS)
Provides group and individual counseling, 24/7/365 crisis availability and advocacy. Counselors are located on the 4th floor of the IU Health Center.
812-855-8900 (SACS 24 hr. crisis line)
812-855-5711 (CAPS)

SupportLinc Employee Assistance Program
Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.
888-881-LINC (5462) (24/7 confidential help)

CONFIDENTIAL VICTIM ADVOCATE

Confidential Victim Advocates (CVA) in the Office for Sexual Violence Prevention and Victim Advocacy work confidentially with students who have experienced sexual misconduct to connect them with available resources on and off campus, to assist in obtaining supportive measures, to assist them in the applicable conduct process, and to address their academic and other university related concerns.
812-856-2469
cva@indiana.edu
Located in the IU Health Center

COMMUNITY RESOURCES

Legal Services
Legal assistance and representation information can be obtained by contacting the Monroe County Bar Association.
monroecountybar.org

Protection Orders
Protective Order Assistance Program
If you need to file a Petition for an Order of Protection, you can do so at the Monroe County Clerk’s Office.
Monroe County Clerk’s Office
301 N. College Ave., Room 201
Bloomington, IN
812-349-2614

Protection Order E-filing Service
Information about filing for a protection order as well as advocate information can be found at:
public.courts.in.gov/porefps/

Middle Way House
Advocacy services available (no-cost). Staff will also accompany individuals to a medical exam.
812-336-0846 (24 hr. crisis intervention)

CONDUCT SYSTEM & REPORTING

You can file complaints through the DSS office.
812-855-9515

Office of Student Conduct
812-855-5419

Office of Institutional Equity
812-855-7578

Office of International Services
812-855-9086 or ois@iu.edu

Supportive & Remedial Measures
Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

Office of Student Conduct 812-855-5419
Confidential Victim Advocate 812-856-2469
Office of Institutional Equity 812-855-4889

Office of International Services
The Office of International Services can assist students with visa and immigration advising and provides additional support services for international students.
812-853-9086 or ois@iu.edu

Protective Order Project
Student volunteers from the Maurer School of Law help victims of stalking, sexual assault, and dating or relationship violence get and enforce civil protective orders at no cost.
812-855-4800/pop@indiana.edu

Student Legal Services
Attorneys and law students provide legal assistance and representation to students free of charge, including walk-in consultations and assistance with filing applications for Protective Orders after sexual assault.
812-855-7807
getlegal.indiana.edu

Office of Disability Services for Students
Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the DSS office.
812-855-7578
iubdss@indiana.edu
**CONSENT**

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A person is incapable of consent if they are unable to understand the fact, nature, extent, or implications of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on their age (pursuant to Indiana law).

With respect to alcohol and drugs, intoxication and/or impairment is not presumptively equivalent to incapacitation.

Consent does not exist when the individual initiating sexual activity knew or should have known of the other person’s incapacitation.

**PRIVACY & CONFIDENTIALITY**

Information Confidentiality

The University is committed to protecting your privacy by sharing information with the following:
- University employee with whom you speak, to ensure you understand their reporting obligations and what information they may be required to share.
- The University completes publicly available recordkeeping, including Clery Act reporting, without including personal identifying information.

Responsible Employees

Most employees are considered Responsible Employees, which means they have to share any information they know about an incident of sexual misconduct with the University or Deputy Sexual Misconduct & Title IX Coordinator. Responsible Employees include, but are not limited to, faculty and other instructors, coaches, administrators, medical and athletic staff that interact directly with students, student affairs administrators, residential hall staff, supervisors, and employees in University offices that serve students.

Confidential Employees

There are employees that you can talk to confidentially, who do not have the same reporting obligations as a Responsible Employee. Confidential Employees include those designated on your campus to be confidential, such as health center staff, a victim advocate, as well as any licensed, professional counselors (e.g. mental health counselors, psychologists).

**INDIANA STATE RIGHTS FOR VICTIMS OF DOMESTIC AND FAMILY VIOLENCE**

Alleged victims of domestic and family violence are provided the additional rights under Indiana IC-35-40.5-3, if they choose to proceed with criminal prosecution.

1. You have the right to: (a) treated with fairness, dignity, and respect; and (b) free from intimidation, harassment and abuse;

2. You have the right to be informed, upon request, when a person who is: (a) accused of committing; or (b) convicted of committing a crime perpetrated directly against you is released from custody or has escaped.

3. You have the right to confer with a representative of the prosecuting attorney’s office: (a) after a crime allegedly committed has been charged; (b) before the trial of a crime allegedly committed; and (c) after any disposition of a criminal case. This right does not include the authority to direct the prosecution of a criminal case.

4. You have the right to be informed regarding any decisions are made concerning pre-trial release of custody of a person accused of committing a crime against you.

5. You have the right to be heard at any proceeding involving sentencing, a post-conviction release decision, or a determination to release a person under a forensic diversion program.

6. If the accused criminal is convicted, you have the right to make a written or oral statement to be used in a pre-sentence report.

(a) You have the right to read a Victim’s Pre-Sentence Report

(b) You have a right to respond to the material included in the pre-sentence report.

7. You have the right to pursue restitution and other civil remedies against the perpetrator.

8. You have a right to information, upon request, about the disposition of a case, the conviction or sentence on a case, and release of a perpetrator from custody.

9. You have a right to be informed of your constitutional and statutory rights.

If you wish to exercise these rights, you must provide a current address and telephone number to your local County Prosecutor’s Office. If charges are filed in your case, it is likely that the Judge will have a hearing on the defendant’s bond within days of the arrest. It is important to stay in contact with the Prosecutor’s Office to determine when this hearing, and other hearings will be held.

10/26/20
IU School of Medicine Evansville

Sexual Misconduct: Rights, Options, and Resource Guide

Indiana University does not tolerate sexual misconduct in any form, including sexual harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation and stalking.

For emergencies dial 9-1-1
StopSexualViolence.iu.edu

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<tr>
<th>WHERE TO REPORT</th>
<th>MEDICAL SERVICES</th>
<th>CONFIDENTIAL COUNSELING SERVICES</th>
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<td>Law Enforcement</td>
<td>Deaconess Midtown Hospital</td>
<td>IU School of Medicine Mental Health Services</td>
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<tr>
<td>Indiana University Police Department</td>
<td>Emergency Department has a Sexual Assault Nurse Examiner (SANE) available 24/7</td>
<td>The IU School of Medicine Mental Health Services team offers treatment via telephone or in person. To schedule an appointment with Mental Health Services call:</td>
</tr>
<tr>
<td>Stone Family Center for Health Sciences</td>
<td>600 Mary St.</td>
<td>317-278-2306</td>
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<tr>
<td>555 Walnut St.</td>
<td>Evansville, IN 47747</td>
<td>SupportLine Employee Assistance Program</td>
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<tr>
<td>Evansville, IN 47708</td>
<td>812-450-5000</td>
<td>Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.</td>
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<tr>
<td>Office: 812-909-7185</td>
<td>St. Vincent Hospital Evansville</td>
<td>888-881-LINC (5462) (24/7 confidential help)</td>
</tr>
<tr>
<td>Evansville Police Department</td>
<td>3700 Washington Ave.,</td>
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<tr>
<td>812-436-7896</td>
<td>Evansville, IN 47714</td>
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<tr>
<td>For emergencies, call 9-1-1.</td>
<td>812-485-4000</td>
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<tr>
<td>IUPUI Office of Equal Opportunity</td>
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<tr>
<td>Neutral unit charged with investigating allegations of discrimination, harassment, and sexual misconduct by an employee or visitor/guest/contractor/volunteer of the university.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>317-274-2306</td>
<td><a href="mailto:oei@iu.edu">oei@iu.edu</a></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:oei@iupui.edu">oei@iupui.edu</a></td>
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</tbody>
</table>

**Resources**

**SEXUAL MISCONDUCT & TITLE IX COORDINATION**

You may make also a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

- University Sexual Misconduct & Title IX Coordinator
  - Emily Springfield
  - University Director of Institutional Equity & Title IX
  - 812-855-4889
  - oeic@iu.edu

- Deputy Sexual Misconduct & Title IX Coordinators
  - Sara Dickey
  - Director of Student Conduct
  - 317-274-4431
  - conduct.iupui.edu
  - Anne Mitchell
  - Director of the Office of Equal Opportunity
  - 317-278-9220
  - oeo-iupui.edu

- Office of International Affairs
  - The Office of International Affairs can assist students with visa and immigration advising and other support services for international students.
  - 317-274-7000 or oia@iupui.edu

- Adaptive Educational Services
  - Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the AIS office.
  - 317-274-3241
  - aes@iupui.edu

**OTHER CAMPUS RESOURCES**

**Supportive & Remedial Measures**

Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

- Office of Equal Opportunity
  - 317-274-2306

- Protection Orders
  - If you need to file a Petition for an Order of Protection, you can do so at the Protective Order Assistance Office.
  - 825 Sycamore
  - County Courts Building, Room 108
  - Evansville, IN 47708
  - Protection Order E-filing Service
  - Information about filing for a protection order as well as advocate information can be found at: public.courts.in.gov/proresp/

- Advocacy Services
  - Albion Fellows Bacon Center
  - Provides advocacy, education, and support resources to those who have experienced domestic and sexual abuse.
  - https://www.albionfellowsbacon.org/

24 hour crisis hotline: Domestic Violence 812-432-5622
    Sexual Violence 812-424-7273
**INDIANA UNIVERSITY**

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**HELP IS AVAILABLE: RIGHTS & OPTIONS**

Below is important information to consider. Please see contact options in the “Resources” section of this guide.

**Find a Safe Place**

- Most importantly, call 911 if you or anyone else is in immediate danger and try to get to a safe place. Once you are safe, contact someone you trust to be with you for support. This could be a friend, family member, a resident assistant or even a trained sexual assault advocate.

**Seek Medical Attention**

- Medical attention should be sought as soon as possible. This is necessary to mitigate the risk of sexually transmitted diseases or pregnancy and to treat any physical injury.

**Preserve Evidence of the Incident(s)**

- If you have experienced any form of sexual misconduct, it is important to preserve evidence. Respond may be helpful should you decide to pursue a university or criminal complaint, or obtain a protective order. Physical evidence is best collected as soon as possible or at least within 96 hours of the assault. Do not do any of the following things until you’ve gotten medical attention and/or contacted the police:
  - Bathe or shower
  - Change clothes or comb hair
  - Clean up the crime scene
  - Move anything the offender may have touched

It is best not to try to collect this physical evidence yourself, but to seek assistance from medical and/or law enforcement personnel. Consider also preserving any electronic and other types of physical evidence (e.g., text messages, social media posts, receipts, photos).

**Counseling Support is Available**

- Counseling is recommended during this difficult time. Whether services are sought on campus or in the community, remember that self-care is an important part in coping with the event.

**Confidential employees are available on your campus** (see “Privacy & Confidentiality”).

**Consider Reporting the Incident**

There are several reporting options including reporting to campus or local law enforcement, reporting to a campus Deity Sexual Misconduct & Title IX Office, going through the student conduct system, and/or reporting online at StopSexualViolance.iu.edu. Campus authorities can assist in notifying law enforcement if requested, however, you may also decline to notify law enforcement.

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**SEXUAL MISCONDUCT:**

**COMPLAINT RESOLUTION PROCESSES AT IU**

When a formal complaint of sexual misconduct is filed with the University, a prompt, fair, and impartial investigation and complaint resolution process is conducted in a reasonable timeframe given the circumstances of the specific case. This includes the following rights to all parties:

- To be conducted by officials who are properly trained annually on issues related to sexual misconduct and how to conduct an investigation at all stages of the complaint resolution process.
- To be accompanied by an advisor during all proceedings, investigation meetings, or related meetings. The role of any advisor is explained in the Discrimination, Harassment, and Sexual Misconduct Policy.
- Each party will be simultaneously notified in writing of the outcome and results of any disciplinary proceedings, as well as the equal right to appeal the outcome of any disciplinary proceedings.

The procedures applied depend on the association of the individual accused of sexual misconduct, as well as whether the complaint meets the initial criteria of a Title IX complaint. Procedures can be found in the University’s Discrimination, Harassment, and Sexual Misconduct Policy, and at StopSexualViolance.iu.edu.

Individuals found responsible through these processes by a preponderance of the evidence for engaging in sexual misconduct will be sanctioned. Sexual misconduct violations may include, but are not limited to, separation from the university, including suspension, expulsion or termination. Other protective measures may include separating the parties, placing limitations on contact between the parties, or making alternative living, class-placement, or workplace arrangements.

Sexual assault, domestic violence, dating violence, and stalking may also be found to be criminal acts following a law enforcement investigation, which may also subject the respondent to criminal penalties under federal and state law.

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**Information Confidentiality**

The University is committed to protecting your privacy by sharing information with only those who need to know. Your information may need to be shared with those involved in investigating the incident, those responsible for providing necessary resources and remedies, and those responsible for ensuring the public’s safety. You should discuss your desires regarding confidentiality with any University employee with whom you speak, to ensure you understand their reporting obligations and what information they may be required to share. As a note, the University completes publicly available recordkeeping, including Clery Act reporting, without including personally identifying information.

**Responsible Employees**

Most employees are considered Responsible Employees, which means they have to share any information they know about an incident of sexual misconduct with the University or Deputy Sexual Misconduct & Title IX Coordinator. Responsible Employees include, but are not limited to, faculty and other instructors, academic advisors, coaches and athletic staff that interact directly with students, student affairs administrators, residential hall staff, supervisors, and employees in University offices that serve students.

**Confidential Employees**

There are employees that you can talk to confidentially, who do not have the same reporting obligations as a Responsible Employee. Confidential Employees include those designated on your campus to be confidential, such as health center staff, a victim advocate, as well as any licensed, professional counselors (e.g. mental health counselors, psychologists).

**RETRIBUTION**

Retaliation against anyone who has reported an incident of sexual misconduct, provided information, or participated in procedures or an investigation into a report of sexual misconduct, is prohibited by the University and will not be tolerated. Concerns about potential retaliation in connection with a report of sexual misconduct should be reported to the Deputy Sexual Misconduct & Title IX Coordinator.

**PROTECTIVE MEASURES**

In addition to the supportive and remedial measures available through the University (see Resources), IU recognizes all valid orders of protection, no contact orders, restraining orders, or similar lawful orders. If you have a valid order, please inform IUPD so the order can be enforced on campus, if necessary. To learn more about protection orders contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at 1-800-332-7385.

**INDIANA STATE RIGHTS FOR VICTIMS OF DOMESTIC AND FAMILY VIOLENCE**

Alleged victims of domestic and family violence are provided the additional rights under Indiana IC-35-42-7-1, if they choose to proceed with criminal prosecution.

1. You have the right to be:
   - (a) treated with fairness, dignity, and respect; and
   - (b) free from intimidation, harassment and abuse;

2. You have the right to be informed, upon request, when a person who is:
   - (a) accused of committing; or
   - (b) convicted of committing a crime perpetrated directly against you is released from custody or has escaped.

3. You have the right to confer with a representative of the prosecuting attorney’s office:
   - (a) after a crime allegedly committed has been charged;
   - (b) before the trial of a crime allegedly committed;
   - (c) before any disposition of a criminal case.

This right does not include the authority to direct the prosecution of a criminal case.

4. You have the right to have your safety considered when decisions are made concerning pre-trial release from custody of a person accused of committing a crime against you.

5. You have the right to be heard at any proceeding involving sentencing, a post-conviction release decision, or a pre-conviction release decision under a forensic diversion program.

6. If the accused criminal is convicted, you have the right to make a written or oral statement to be used in a pre-sentence report.
   - (a) You have a right to read a Victim’s Pre-sentence Report
   - (b) You have a right to respond to the material included in the pre-sentence report.

7. You have the right to pursue restitution and other civil remedies against the perpetrator.

8. You have a right to information, upon request, about the disposition of a case, the conviction or sentence on a case, and release of a perpetrator from custody.

9. You have the right to be informed of your constitutional and statutory rights.

If you wish to exercise these rights, you must provide a current address and telephone number to your local County Prosecutor’s Office. If charges are filed in your case, it is likely that the Judge will have a hearing on the defendant’s bond within days of the arrest. It is important to stay in contact with the Prosecutor’s Office to determine when this hearing, and other hearings will be held.

10/26/20
You may make also a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

University Sexual Misconduct & Title IX Coordinator
Emily Springston
University Director of Institutional Equity & Title IX
812-855-4889
oei@iu.edu

Deputy Sexual Misconduct & Title IX Coordinators
Sara Dickey
Director of Student Conduct
317-274-4431
conduct.iupui.edu
Anne Mitchell
Director of the Office of Equal Opportunity
317-278-9230
oeo.iupui.edu

Other Campus Resources
Supportive & Remedial Measures
Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:
Office of Equal Opportunity
317-274-2306

Office of International Affairs
The Office of International Affairs can assist students with visa and immigration advising and other support services for international students.
317-274-7000 or oia@iupui.edu

Adaptive Educational Services
Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the AER office.
317-274-3241
aes@iupui.edu

MEDICAL SERVICES
Dupont Hospital
2320 E Dupont Rd
Fort Wayne, IN 46825
260-416-3000

Fort Wayne Sexual Assault Treatment Center
1420 Kerrway Ct
Fort Wayne, IN 46805
260-423-2222

CONFERDENTIAL COUNSELING SERVICES
Student Assistance Program
Students have access to a variety of confidential short-term counseling services at no charge.
Wab Student Union, Room 234
2101 East Coliseum Boulevard
Fort Wayne, Indiana 46805
574-269-0583

SupportLine Employee Assistance Program
Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.
888-881-LINC (5462) (24/7 confidential help)

Jennifer’s Harbor
Crisis Counseling, Help with Protective Order Process, support and transportation to legal proceedings, safety planning, support groups, help women and children experiencing domestic and sexual violence, implement prevention efforts for those struggling in a relationship, work with high school and college students as well.
260-443-2103

Women’s Bureau
Free counseling services for women, teens, children, men and entire families who are victims of sexual violence.
2417 Fairfield Avenue Fort Wayne, IN 46807
260-424-7977
260-426-7273 24 hr hotline

COMMUNITY RESOURCES
Legal Services
Legal assistance and representation information can also be obtained by contacting the Allen County Bar Association.
http://www.allencountybar.org/

Protection Orders
If you need to file a Petition for an Order of Protection, you can do so at the Allen County Clerk’s Office.
Allen County Clerk’s Office
First floor Allen Superior Court
Small Claims Division
1 W. Superior St.
Fort Wayne, IN 46802

Protective Order Hotline: 260-449-3683

Protection Order E-filing Service
Information about filing for a protection order as well as advocate information can be found at:
public.courts.in.gov/porefspx/
Below is important information to consider. Please see contact options in the “Resources” section of this guide.

**Find a Safe Place**

Most importantly, call 911 if you or anyone else is in immediate danger and try to get to a safe place. Once you are safe, contact someone you trust to be with you for support. This could be a friend, family member, a resident assistant or even a trained sexual assault advocate.

**Seek Medical Attention**

Medical attention should be sought as soon as possible. This is necessary to mitigate the risk of sexually transmitted diseases or pregnancy and to treat any physical injury.

**Preserve Evidence of the Incident(s)**

If you have experienced any form of sexual misconduct, it is important to preserve any evidence that may be helpful should you decide to pursue a university or criminal complaint, or obtain a protective order. Physical evidence is best collected as soon as possible or at least within 96 hours of the assault. Do not do any of the following things until you’ve gotten medical attention and/or contacted the police:

- Bathe or shower
- Use the restroom
- Change clothes or comb hair
- Clean up the crime scene
- Move anything the offender may have touched

It is best not to try to collect this physical evidence yourself, but to seek assistance from medical and/or law enforcement personnel. Consider also preserving any electronic and other types of physical evidence (e.g., text messages, social media posts, receipts, photos).

**Counseling Support is Available**

Counseling is recommended during this difficult time. Whether services are sought on campus or in the community, remember that self-care is an important part in coping with the event. Confidential employees are available on your campus (see “Privacy & Confidentiality”).

**Consider Reporting the Incident**

There are several reporting options including reporting to campus or local law enforcement, reporting to a campus Deputy Sexual Misconduct & Title IX Coordinator, going through the student conduct system, and/or reporting online at StopSexualViolence.iu.edu. Campus authorities can assist in notifying law enforcement if requested, however, you may also decline to notify law enforcement.

**INDIANA UNIVERSITY FORT WAYNE**

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Indiana University Northwest

Sexual Misconduct: Rights, Options, and Resource Guide

Indiana University does not tolerate sexual misconduct in any form, including sexual harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation and stalking.

Resources

WHERE TO REPORT

Law Enforcement
Indiana University Police Department (IUPD)
Responds to incidents on campus.
219-981-6501 or 911

Gary Police Department
Responds to incidents in the City of Gary.
219-881-1201 or 911

Lake County Sheriff’s Office
Responds to incidents in Lake County outside the City of Gary.
219-755-3400 or 911

Dean of Students
The Dean of Students adjudicates violations of the Indiana University Code of Student Rights, Responsibilities and Conduct.
219-981-5660

SEXUAL MISCONDUCT & TITLE IX COORDINATION

You may make also a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

University Sexual Misconduct & Title IX Coordinator
Emily Springton
University Director of Institutional Equity & Title IX
812-855-4889
oie@iu.edu

Deputy Sexual Misconduct & Title IX Coordinator
Carolyn Hartley
Interim Director
Office of Equal Opportunity and Affirmative Action Programs
219-980-7205
cjharl7@iu.edu

MEDICAL SERVICES

IU Northwest Campus Health and Wellness Center
IU Northwest Campus Health and Wellness Center offers services for those affected by sexual assault, domestic violence and dating violence, including injury treatment, emergency contraceptive information, and sexually transmitted infection testing and treatment. Services are available to IU Northwest students, staff, and faculty.

Monday 10:00 am—12:00 pm & 12:00 pm—4:00 pm
Wednesday 10:00 am—12:00 pm & 12:00 pm—4:00 pm
Walk-in patients must arrive 30 minutes before closing.

Dunes Medical/Professional Building
Rm 1027
219-980-7250

Methodist Hospital Northlake
600 Grant Street
Gary, IN 46402
219-886-4000

Methodist Hospital Southlake
8701 Broadway
Merrillville, IN 46410
219-738-5500

CONFIDENTIAL COUNSELING SERVICES

IUN Office of Counseling Services
The Counseling Center provides students access to a range of treatments and referrals to outside resources.

Hawthorn Hall, Room 201
Call 219-980-6741 for appointment

Fair Haven Center
2845 Ridge Road, Highland, IN 46322
219-961-4357 or asafeport.org
219-218-2552 (24-hour hotline)

Edgewater Systems for Balanced Living
(serving Gary)
1100 W. 6th Avenue, Gary, IN 46402
219-885-4204

Porter Starke Services
(serving Porter and Starke Counties)
601 Wall Street, Valparaiso, IN 46383
219-331-3500

Swanson Center
(serving LaPorte County)
Toll Free Number 800-982-7123
After Hours Crisis Line 833-325-6634
LaPorte location
1230 S. Calumet Ave
LaPorte, IN 46350
219-362-2145

SupportLine Employee Assistance Program
Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.
888-881-LINC (5462) (24/7 confidential help)
SupportLine.com

Supportive & Remedial Measures

Supportive & Remedial Measures
Upon request, supportive and remedial measures may be provided if appropriate and reasonable. These measures could include no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; financial aid information; and assistance in obtaining protective orders. Other advocate services may be available. For more information work with:

Dean of Students 219-981-5660
Office of Equal Opportunity & Affirmative Action Programs 219-980-6705

Office of International Services
The Office of International Services can assist students with visa and immigration advising and provides additional support services for international students.
812-855-9086 or ois@iu.edu

Student Support Services
Students needing an accommodation during any sexual misconduct complaint resolution process may request one through Student Support Services.
219-980-6941
fjcoxhar@iu.edu

Student Support Services
219-980-6798
nwss@iu.edu

COMMUNITY RESOURCES

Legal Services
Legal assistance and representation information can also be obtained by contacting the Lake County Bar Association.
http://www.lakecountybar.com

Protection Orders
Lake County Clerk’s Office
If you need to file a Petition for an Order of Protection, you can do so at the Lake County Clerk’s Office.
2205 N. Main Street, Courts Building 1st Floor
Crown Point, IN 46307
219-755-3495

Protection Order E-filing Service
Information about filing for a protection order as well as advocate information can be found at:
public.courts.in.gov/orefsp/

For additional information on available resources on your campus and in the community, as well as a link to the University Disparitiation, Harassment, & Sexual Misconduct Policy and Procedures, please visit: http://stopsexualviolence.iu.edu
HELP IS AVAILABLE: RIGHTS & OPTIONS

Below is important information to consider. Please see contact options in the “Resources” section of this guide.

Find a Safe Place
Most importantly, call 911 if you or anyone else is in immediate danger and try to get to a safe place. Once you are safe, contact someone you trust to be with you for support. This could be a friend, family member, a resident assistant or even a trained sexual assault advocate.

Seek Medical Attention
Medical attention should be sought as soon as possible. This is necessary to mitigate the risk of sexually transmitted diseases or pregnancy and to treat any physical injury.

Preserve Evidence of the Incident(s)
If you have experienced any form of sexual misconduct, it is important to preserve any evidence that may be helpful should you decide to pursue a university or criminal complaint, or obtain a protective order. Physical evidence is best collected as soon as possible or at least within 96 hours of the assault. Do not do any of the following things until you’ve gotten medical attention and/or contacted the police:
• Bath or shower
• Use the restroom
• Change clothes or comb hair
• Clean up the crime scene
• Move anything the offender may have touched

Counseling Support is Available
Counseling is recommended during this difficult time. Whether services are sought on campus or in the community, remember that self-care is an important part in coping with the event. Confidential employees are available on your campus (see “Privacy & Confidentiality”).

Consider Reporting the Incident
There are several reporting options including reporting to campus or local law enforcement, reporting to a campus Deputy Sexual Misconduct & Title IX Coordinator, going through the student conduct system, or reporting online at StopSexualViolence.iu.edu. Campus authorities can assist in notifying law enforcement if requested, however, you may also decline to notify law enforcement.

INDIANA UNIVERSITY NORTHWEST

SEXYUAL MISCONDUCT: COMPLAINT RESOLUTION PROCESSES AT IU

When a formal complaint of sexual misconduct is filed with the University, a prompt, fair, and impartial investigation and complaint resolution process is conducted in a reasonable timeframe given the circumstances of the specific case. This includes the following rights to all parties:
• To be conducted by officials who are properly trained annually on issues related to sexual misconduct and how to conduct an investigation at all stages of the complaint resolution process.
• To be accompanied by an advisor during all proceedings, investigation meetings, or related meetings. The role of any advisor is explained in the Discrimination, Harassment, and Sexual Misconduct Policy.
• Each party will have a reasonable amount of notice in writing of the outcome and results of any disciplinary proceedings, as well as the equal right to appeal the outcome of any disciplinary proceeding.

The procedures applied depend on the association of the individual accused of sexual misconduct, as well as whether the complaint meets the initial criteria of a Title IX complaint. Procedures can be found in the University’s Discrimination, Harassment, and Sexual Misconduct Policy, and at StopSexualViolence.iu.edu.

Individuals found responsible through these processes by a preponderance of the evidence for engaging in sexual misconduct will be sanctioned. Sanctions for sexual misconduct violations may include, but are not limited to, separation from the university, including expulsion, suspension, expulsion or termination. Other protective measures may include separating the parties, placing limitations on contact between the parties, or making alternative physical place arrangements.

Sexual assault, domestic violence, dating violence, and stalking may also be found to be criminal acts following a law enforcement investigation, which may also subject the respondent to criminal penalties under federal and state law.

RETAILATION

Retaliation against anyone who has reported an incident of sexual misconduct, provided information, or participated in procedures or an investigation into a report of sexual misconduct, is prohibited by the University and will not be tolerated. Concerns about potential retaliation in connection with a report of sexual misconduct should be reported to the Deputy Sexual Misconduct & Title IX Coordinator.

PROTECTIVE MEASURES

In addition to the supportive and remedial measures available through the University (see Resources), IU recognizes all valid orders of protection, no contact orders, restraining orders, or similar lawful orders. If you have a valid order, please inform IFUP so the order can be enforced on campus, if necessary. To learn more about protection orders contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at 1-800-332-7385.

CONSENT

Consent is about communication and respect. Sexual activity without consent is sexual misconduct.

University’s Definition of Consent
Consent is an agreement expressed through affirmative, voluntary words or actions, and mutually understandable to all parties involved, to engage in a specific sexual act at a specific time:
• Consent can be withdrawn at any time, as long as it is clearly communicated.
• Consent cannot be coerced or compelled by force, threat, deception or intimidation.
• Consent cannot be given by someone who is incapacitated, as defined below.
• Consent cannot be assumed based on silence, the absence of “no” or “stop,” the existence of a prior or current relationship, or prior sexual activity.

Incapacitation
A person is incapable of consent if they are unable to understand the nature, consequences, or implications of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on their age (pursuant to Indiana law). With respect to alcohol and drugs, intoxication and/or impairment is not presumptively equivalent to incapacitation.

Consent does not exist when the individual initiating sexual activity knew or should have known of the other person’s incapacitation.

INDIANA STATE RIGHTS FOR VICTIMS OF DOMESTIC AND FAMILY VIOLENCE

Alleged victims of domestic and family violence are provided the additional rights under Indiana IC 35-45-7-5, if they choose to proceed with criminal prosecution.

1. You have the right to be:
(a) treated with fairness, dignity, and respect; and
(b) free from intimidation, harassment and abuse;
2. You have the right to be informed, upon request, when a person who is:
(a) accused of committing; or
(b) convicted of committing a crime perpetrated directly against you is released from custody or has escaped.
3. You have the right to confer with a representative of the prosecuting attorney’s office:
(a) after a crime allegedly committed has been charged;
(b) before the trial of a crime allegedly committed; and
(c) before any disposition of a criminal case.
This right does not include the authority to direct the prosecution of a criminal case.
4. You have the right to have your safety considered when decisions are made concerning pre-trial release from custody of a person accused of committing a crime against you.
5. You have the right to be heard at any proceeding involving sentencing, a post-conviction release decision, or a pre-conviction release decision under a forensic diversion program.
6. If the accused criminal is convicted, you have the right to make a written or oral statement to be used in a post-sentence report:
(a) You have a right to read a Victim’s Pre-Sentence Report;
(b) You have a right to respond to the material included in the pre-sentence report.
7. You have the right to pursue restitution and other civil remedies against the perpetrator.
8. You have a right to information, upon request, about the disposition of a case, the conviction or sentence on a case, and release of a perpetrator from custody.
9. You have a right to be informed of your constitutional and statutory rights.

If you wish to exercise these rights, you must provide a current address to your local County Prosecutor’s Office. If charges are filed in your case, it is likely that the Judge will have a hearing on the defendant’s bond within 48 hours of the arrest. It is important to stay in contact with the Prosecutor’s Office to determine when this hearing, and other hearings will be held.

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Indiana University Annual Security & Fire Safety Report
Resources and Immigration Options for Non-citizen Victims of Domestic & Sexual Violence

Non-citizens are particularly vulnerable to crimes like sexual assault, domestic violence, human trafficking, and other crimes. Abusers often take advantage of a foreign national’s immigration status to continue patterns of abuse and criminal activity while avoiding detection from law enforcement.

U.S. law provides several protections for all non-citizens who are victims of domestic and sexual violence, certain crimes, and human trafficking.

If you are a victim, you may be eligible to apply for immigration protections no matter what your immigration status is.

Don’t be Afraid to Ask for Help

www.stopsexualviolence.iu.edu

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National & State Resources

National Domestic Violence Hotline
1-800-799-7233

National Immigrant Justice Center
www.immigrantjustice.org

Center for the Prevention of Sexual & Domestic Violence
www.cpsdv.org

National Coalition Against Domestic Violence
www.ncadv.org

Indiana Coalition Against Domestic Violence
www.icadvinc.org
Office: 1-800-538-3393
24-hour Crisis: 1-800-332-7385 (voice)
24-hour Crisis: 1-800-787-3224 (TTY)

Indiana Latino Coalition Against Domestic Violence & Sexual Assault
www.indianalatinocoalition.com
1-866-442-4627

Center for Victim and Human Rights
www.cvhr.org
317-610-3427

Indiana Legal Services
www.indianalegalservices.org
1-866-964-2138

ILS Immigration & Language Rights Center
1-866-964-2138

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University Resources

IU Sexual Violence Resource Page
www.stopsexualviolence.iu.edu

Office of International Services
812-855-9086
www.ois.iu.edu

Office of International Affairs
317-274-7000
www.international.iupui.edu

Office of International Student Services
574-520-4419
www.iusb.edu/oiss

Office of Vice President and General Counsel
317-274-7460
www.indiana.edu/~vpge/

Student Affairs
IU Bloomington www.studentaffairs.indiana.edu
IUPUI www.studentaffairs.iupui.edu
IU East www.iue.edu/academics/dos/
IU Kokomo www.iuk.edu/admin-services/student-affairs/
IU Northwest www.iun.edu/student-affairs/
IU South Bend www.iusb.edu/stu-serv/
IU Southeast www.ius.edu/studentaffairs/
IUPUC www.iupuc.edu/campus-life/student-affairs/

Indiana University Campus Diversity Offices
www.indiana.edu/~dema/resources/campus_diversity_ofcs.shtml

Indiana University Police Department
www.protect.iu.edu/iupd/divisions
## Immigration Options for Victims of Domestic & Sexual Violence

### U Visa
The U nonimmigrant visa is available to victims of serious crimes who cooperate with authorities investigating or prosecuting criminal activity.

#### Four Requirements to Qualify:

1. You are a non-citizen who suffered substantial mental or physical harm as a crime victim;
2. You possess credible information about the crime that occurred;
3. You have helped, are helping, or will help law enforcement; and
4. The qualifying crime violates U.S. federal or state law.

#### Qualifying Crimes:
- Domestic violence
- Torture
- Trafficking
- Abusive sexual contact
- Sexual assault
- Rape
- Incest
- Forced prostitution
- Sexual exploitation
- Peonage
- Female genital mutilation
- Abduction
- Kidnapping
- Being held hostage
- Unlawful criminal restraint
- False imprisonment
- Blackmail
- Extortion
- Obstruction of justice
- Witness tampering
- Manslaughter
- Murder
- Felonious assault

### Violence Against Women Act:

#### “VAWA”

#### What is the Violence Against Women Act?
Congress enacted the immigration provisions within VAWA after recognizing that an immigrant victim of domestic violence is more likely to remain in an abusive relationship because her or his immigration status is tied to the abuser. Non-citizen victims are often threatened with deportation and may be too afraid to ask for help.

VAWA provides a way for non-citizen victims of domestic violence to apply for legal immigration status without the knowledge or assistance of the abusers.

#### Who is Eligible to Apply for Relief Under VAWA?
1. Abused spouses of U.S. citizens or lawful permanent residents (LPR or green card holder)
2. Non-abused spouses of U.S. citizens or LPRs (green card holders) whose children were or are abused
3. Abused children of U.S. citizens or LPRs
4. Abused “intended spouses” of U.S. citizens or LPRs who are not legally married solely due to the abuser’s bigamy
5. Abused parents of U.S. citizens (abused parents of LPRs do not qualify under VAWA)

#### What is Domestic Violence?
Domestic Violence can be described as violent or aggressive behavior within a home, typically involving a spouse or other family member.

Abusers often engage in behaviors that frighten, intimidate, blame, terrorize, humiliate, hurt, wound, and/or physically injure another person. Abuse may include physical harm, psychological and emotional manipulation, forced sexual relations, isolation, intimidation, and threats related to economic security or immigration status.

### T Visa
Congress created the T visa classification to help protect victims of human trafficking and stop the continuation of human trafficking. The T visa helps law enforcement agencies investigating and prosecuting human traffickers by allowing non-citizen trafficking victims to stay in the United States and assist law enforcement authorities.

#### Four Requirements to Qualify:

1. You are the victim of a severe form of human trafficking;
2. You are physically present in the United States because of human trafficking;
3. You would suffer extreme hardship involving unusual and severe harm if you were removed from the United States; and
4. At least one of the following applies:
   - You comply with any reasonable requests for help with trafficking investigations;
   - You are under 18 years old; or
   - You are unable to assist law enforcement due to trauma caused by the trafficking.

The materials provided in this brochure are for informational and educational purposes only. This information is intended, but not guaranteed, to be current or complete and should not be read as a promise for future results. The information contained in this publication does not constitute legal advice or legal opinion and should not be considered as such.

You should not act or rely on any information contained in this pamphlet without first seeking the advice of an attorney.

www.stopsexualviolence.iu.edu
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1 The complete, formal name for the Fishers Center is the Fishers Center for Academic and Economic Innovation. For brevity, Fishers Center will be used in this report.
Introduction

This report is provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, as amended. It provides students and employees of Ball State University (“University”) with information on: the University’s security arrangements, policies and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the University will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

The statements of policy, procedure, and programming found in this report apply to the Main (Muncie) Campus, CAP:INDY campus, and the Fishers Center, unless otherwise noted. The CAP:INDY campus and the Fishers Center do not have on-campus student housing facilities and, therefore, the missing student procedures and fire safety information provided later in this report are inapplicable to those campuses.

Policy for Preparing the Annual Report

This report is prepared by the Office of Student Conduct in cooperation with University Police and other local law enforcement authorities. The report includes information provided by them as well as by the University’s campus security authorities and various other elements of the University. Each year an e-mail notification is made to all enrolled students and employees that provides the website link to access this report. Prospective students and employees are also notified of the report’s availability. Hard copies of the report may also be obtained at no cost by contacting Dr. Mike Gillilan, Director of Student Conduct, Pittenger Student Center L-4, 2000 W University Ave, Muncie IN 47306. The phone number to call is (765) 285-5036.

The University is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that represent best practices in the field, and are constantly tested and re-evaluated for their effectiveness.
General Safety and Security Policies

Campus Security Personnel & Relationship with Local Law Enforcement

The Ball State University Police, a division of the Department of Public Safety, is headquartered at 200 N. McKinley Ave., Muncie, IN 47306, (765) 285-1111. University Police is responsible for campus safety at Ball State University.

Public Safety officers are commissioned and have full police powers throughout the State of Indiana, including the authority to arrest individuals. The primary jurisdiction is campus property; the patrol area includes the neighborhoods surrounding campus. Public Safety officers also have mutual aid agreements with the City of Muncie and Delaware County. While the mutual aid agreements do not address the investigation of criminal incidents, Public Safety has its own investigators and can receive and offer assistance to other law enforcement agencies in criminal investigations.

Public Safety officers enforce all state and local laws, including but not limited to underage drinking, controlled substances, crimes against property, and crimes against persons. Public Safety investigates all crimes reported to have occurred on campus property, refers out investigations when appropriate, and works cooperatively with local, county, and state law enforcement agencies.

Public Safety also works closely with the Office of Student Conduct and the Office of Housing and Residence Life to enforce the Code of Student Rights and Responsibilities (see http://www.bsu.edu/studentcode).

All crimes or suspected crimes on campus should be reported immediately to Public Safety. Crimes occurring off campus can also be reported to Public Safety or to the Muncie Police Department, the Delaware County Sheriff, or the Indiana State Police, depending on where the incident occurred.

The Fishers Center does not have security personnel on site, but relies on 911, support from Fishers police, and staff at Launch Fishers (Launch Fishers is a City of Fishers-owned facility and the Fishers Center is co-located there) for non-police responses to emergencies. The building is only accessible to those with authorized access. The Fishers Center does not have any written mutual aid agreements with local law enforcement agencies for the investigation of alleged criminal offenses.

CAP:INDY does not have security personnel on site but instead relies on 911, security monitoring, and non-police (when appropriate) responses to emergencies. CAP:INDY does not have any written mutual aid agreement with local law enforcement agencies for the investigation of alleged criminal offenses.

On Campus Emergencies (Main Campus): (765) 285-1111 or 5-1111 from campus phones

Other Emergencies: 911

Fishers Center: 911

CAP:INDY: 911

Non-Emergencies:

- Ball State Public Safety: (765) 285-1111
In response to a call, Public Safety will take the required action, by either dispatching an officer to the caller’s location, or asking the caller to report to the Ball State police station to file an incident report. Ball State Public Safety reports involving students are referred to the Office of Student Conduct for review. Ball State Public Safety investigators will investigate a report when it is deemed appropriate.

**Campus Security Authorities**

The University has designated certain officials to serve as campus security authorities. Reports of criminal activity can be made to these officials. They in turn will ensure that the crimes are reported for collection as part of the University’s annual report of crime statistics and for analyzing whether a timely warning should be issued. The campus security authorities to whom the University would prefer that crimes be reported are listed below.

- University Police at (765) 228-1111 or 5-1111 if calling from a campus phone
- Title IX Coordinator at (765) 285-1545 (or 5-1545) in regards to sexual harassment and misconduct
- Director of Student Conduct at (765) 285-5036 (or 5-5036) or via online report.
- Residence Hall Director, Assistant Residence Hall Director, or Resident Assistants in the residence hall where the crime occurred. Contact information for staff members is here; reports may also be made via online report.
- Director of Recreation Services at (765) 285-1753, recreation@bsu.edu, or SWRC 201A
- Burris Laboratory School Principal at (765) 285-1131
- Indiana Academy Executive Director at (765) 285-8126, Indiana Academy House 110
- CAP:INDY, Associate Dean (765) 285-4210
- Fishers Centers: Director at (317) 822-6167
- Crime reports can be made for the purposes of Clery reporting at the Campus Security Authority web page (see Submit a Clery Report) at www.bsu.edu/fireandsafetyreports/csa. This reporting mechanism is not for emergencies or crimes in progress.

**Reporting a Crime or Emergency**

The University encourages accurate and prompt reporting of all criminal actions, emergencies, or other incidents occurring on campus, on other property owned by the University, or on nearby public property to the appropriate administrator and appropriate police agencies. Such a report is encouraged even when the victim of a crime elects not to make a report or is unable to do so.

- All crimes occurring on or near University property should be reported immediately to Public Safety. The number to contact is (765) 285-1111 or 5-1111 from a campus phone. A dispatcher is available 24/7.
• If a crime is in progress or there is some other situation posing imminent danger, local law enforcement can be reached by dialing 911.

• Students, staff, and visitors should also report situations to one of the campus security authorities identified above. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a University staff member will assist in making the report to police.

• Anonymous incident reports can also be made by using the Silent Witness program at www.bsu.edu/silentwitness. Silent Witness is a web-based program that allows individuals to report anonymously information about criminal activity on campus.

• **Fishers Center:** Call 911 in an emergency or to report a crime in progress. To report a crime or non-emergency, call the Fishers Police Department, (317) 595-3300 or (317) 773-1282 (after hours), 4 Municipal Drive, Fishers IN 46038. Some crimes can be reported on-line at https://www.fishers.in.us/1071/File-a-Police-Report.

• **CAP:INDY:** Call 911 in an emergency or to report a crime in progress. To report a non-emergency or crime that has occurred, call Indianapolis Metropolitan Police Department, (317) 327-3811.

**Confidential Reporting**

The University will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim or disciplining the perpetrator will know the victim’s identity.

Pursuant to the University’s Title IX policy, when employees who are considered Reporting Officials by the university become aware of alleged misconduct under that policy (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking), that employee is responsible for reporting that information, including the status of the parties if known, to the Title IX Coordinator. A victim of other types of crimes (e.g., aggravated assault, burglary, etc.) who does not want to pursue action within the University disciplinary system or the criminal justice system is nevertheless encouraged to make a confidential report to a campus security authority. Upon the victim’s request, a report of the details of the incident can be filed with the University without revealing the victim’s identity. Such a confidential report complies with the victim’s wishes, but still helps the University take appropriate steps to ensure the future safety of the victim and others. With such information, the University can keep an accurate record of the number of incidents involving members of the campus community, determine where a pattern of crime may be developing and alert the community as to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the University.

The University encourages its professional counselors, if and when they deem it appropriate, to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics. The University does not have a policy regarding this; nor does the University employ any pastoral counselors.

**Security of and Access to Campus Facilities**

**Residence Halls [Main Campus only]:** All nonresidents (guests) must be escorted by a hall resident when in living areas. Residence halls are locked at night and all residents must show student identification for entrance. All doors are locked at 12 a.m. and will re-open at 7 a.m. and a university staff member is
present to ensure that only residents and their registered guests are permitted to enter. Staff members conduct daily rounds which include checking security measures and reporting any issues that require maintenance. In addition, guests age 18 and under must have parental/guardian permission to stay as a guest of a residence hall student. Residence hall hosts are responsible for ensuring their guests have the appropriate permission and are registered. Parental/Guardian permission forms are available online and at the residence hall front desks and night check stations. Guests age 12 and under must be supervised at all times.

Other Main Campus Facilities: Other campus facilities have specified hours of operation based on their use and the functions they contain. These buildings are secured at closing times. Most academic buildings on campus will be locked at 10 p.m. while most administrative buildings are locked at 5 p.m., though these times will vary. Public Safety officers actively patrol the campus in vehicles and on foot. Buildings are periodically checked by Public Safety officers.

Students and employees are asked to be alert and to not circumvent practices and procedures that are meant to preserve their safety and that of others:

- Do not prop doors open or allow strangers into campus buildings that have been secured
- Do not lend keys or access cards to non-students and do not leave them unattended
- Do not give access codes to anyone who does not belong to the campus community

Keys to the offices, laboratories, and classrooms on campus will be issued to employees only as needed and after receiving the proper authorization. Each department supervisor is responsible for assuring his/her area is secured and locked.

Employee and student identification cards may be used to verify the identity of persons suspected to be in campus facilities without permission.

Fishers Center and CAP:INDY

The Fishers Center is secured by an alarm system monitored by a security company. In cases of emergencies, Fishers police respond to 911 calls and alerts from the security company. Center staff members work with Ball State University police as well.

The Fishers Center is open from 8 am-5 pm Monday through Friday. Students in evening and Saturday classes are provided access by personnel on site with secure access privileges.

CAP:INDY is secured by an alarm system monitored by a security company. In cases of emergencies, Indianapolis/Marion County police respond to 911 calls and alerts from the security company. Center staff members work with Ball State University police as well.

CAP:INDY is open from 8 am-5 pm Monday through Friday. Students in evening and Saturday classes are provided access by personnel on site with secure access privileges.

Security Considerations in the Maintenance of Facilities

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. Public Safety officers regularly patrol the campus and report malfunctioning lights and other unsafe physical conditions to Facilities Management for correction. Other members of the university community are
asked to report observed equipment problems to Work Control at (765) 285-5081 or workcontrol@bsu.edu. Additionally, a Public Safety committee comprised of student, faculty, and staff members periodically conducts a physical survey of campus to note and recommend safety and security concerns; a Student Government Association committee carries out a similar function.

At both the Fishers Center and CAP:INDY, maintenance problems related to security are reported to the facility’s owner by Fishers Center and CAP:INDY staff members respectively.

**Educational Programs Related to Security Awareness and Prevention of Criminal Activity**

The University seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others and to inform them about the prevention of crimes. These programs are discussed below.

At the beginning of each academic year, all University students and employees (including those at the Fishers Center and CAP:INDY) are sent an email informing them of safety procedures, emergency communication, responding to emergencies and helping students in distress. The email includes highlighted safety information and directs students and employees to the University website www.bsu.edu/prepared, which contains emergency response guidelines. Among other things, it advises students and employees of the importance of reporting criminal activity, to whom crimes should be reported, being responsible for their own safety and the safety of others and practices regarding timely warnings and emergency notifications.

In addition, Ball State’s Public Safety Department promotes safety and crime prevention campaigns in the student newspaper, the Ball State Daily News, at http://www.ballstatedaily.com. Finally, email blasts are periodically sent out to students and employees with crime prevention and other safety tips.

Emergency phones have been placed throughout the main campus to aid in the reporting of crimes or other emergencies.

A campus escort service provides the community with safe campus transportation to and from university buildings. The Charlie’s Charter campus escort service can be reached at (765) 285-RIDE (5005), 6 p.m. to 1:30 a.m., Sunday through Thursday.

Public Safety officers conduct Rape Aggression Defense (RAD) courses throughout the year. Learn more at www.bsu.edu/publicsafety/services.

Security awareness and crime prevention presentations relating to personal safety and the safeguarding of one's property are offered to the entire university community through the Department of Public Safety. Individuals or student organizations interested in obtaining a program presenter should contact Public Safety at (765) 285-3009.

In cooperation with the Office of Housing and Residence Life, Public Safety officers assist with the after-hours security of all residence halls.
The Office of Student Conduct is responsible for administering the Code of Student Rights and Responsibilities (published at www.bsu.edu/studentcode), which outlines the rights and responsibilities of students, behaviors prohibited on and off campus, sanctions, and the procedural rights of students and student organizations. Any person, agency, organization, or entity may make a complaint to the Office of Student Conduct alleging a violation of the Code of Student Rights and Responsibilities. In addition, any criminal offense may be reported to the Office of Student Conduct, which in turn will report to the appropriate law enforcement agency in consultation with victim. The Office of Student Conduct is located in the Student Center, room L-4, and may be reached at (765) 285-5036.

Monitor Off Campus Locations of Recognized Student Organizations

The University monitors and records, through local police agencies, any criminal activity in which students have engaged at off-campus locations of student organizations officially recognized by the University, including student organizations with off-campus housing facilities.

When a Ball State University student is involved in an off-campus criminal offense, or when criminal activity occurs at off-campus housing facilities operated by recognized student organizations, Public Safety may conduct a criminal investigation or assist in criminal investigations conducted by other law enforcement agencies. Ball State Public Safety officers have full police powers throughout the State of Indiana, including the authority to arrest individuals. Public Safety officers patrol residential and business areas surrounding the campus. Students cited or arrested for off-campus criminal activity in the Muncie area, if identified as students, are routinely referred to Student Conduct for separate review under the Code of Student Rights and Responsibilities.

The CAP:INDY and Fishers Center campuses do not have recognized student organizations located at their campuses.

Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense

Upon written request, the University will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.
Drugs and Alcohol

The University is committed to creating and maintaining an environment that is free of alcohol abuse. The University prohibits the possession, use, and sale of alcohol beverage on campus or as any part of the University's activities, unless it is done so in accordance with applicable University policies, and it also enforces the state's underage drinking laws.

The University also enforces federal and state drug laws. The possession, sale, manufacture or distribution of illegal drugs is prohibited on campus or as any part of the University's activities. Violators of the University's policies or federal and state laws regarding illegal drugs will be subject to disciplinary action and possibly criminal prosecution.

Drug and Alcohol Abuse Prevention Program

In compliance with the Drug Free Schools and Communities Act (DFSCA), the University has a drug and alcohol abuse and prevention program for all three campuses, which includes an annual notification to students and employees regarding certain drug/alcohol-related information (such legal sanctions for violations of applicable laws, health risks, etc.) and a biennial review of this program to evaluate its effectiveness and assess whether sanctions are being consistently enforced. For more information, see below.

- Student alcohol policy: www.bsu.edu/studentcode/alcoholpolicy
- Student drug policy: www.bsu.edu/studentcode/drugpolicy
- Ball State’s Office of Health, Alcohol, and Drug Education
- Campus resources for alcohol and other drug information
- Biennial review report: https://www.bsu.edu/about/administrativeoffices/student-conduct/reportsandstatistics

All new students to Ball State are offered and expected to take part in alcohol and sexual assault prevention through online programs currently offered. These include EverFi’s AlcoholEdu and Sexual Assault and Prevention programs. AlcoholEdu covers key definitions, myths and perceptions, motivations, the standard drink, BAC, strategies for drinkers and non-drinkers, bystander intervention skills, alcohol and the brain, alcohol and the law, media literacy, and stress. The sexual assault program covers values, aspects of unhealthy relationships, gender socialization, sexual assault, consent, bystander intervention, survivor support, and responding to student disclosures. Other programs are offered by the following offices:

Office of Health, Alcohol and Drug Education (OHADE): The Office of Health, Alcohol, and Drug Education located in the Student Health Center. This office provides a wealth of information as well as alcohol and drug abuse consultation and assessments for students. There are several individual and group programs available to students who want to learn more about how alcohol and other drug use is impacting their lives and how they can monitor their behavior.
Counseling Center: The Counseling Center provides a variety of support assessment services that are designed to educate and enhance awareness of students in the area of chemical dependence.

Academic courses: A number of academic departments offer courses and other opportunities for students to study the complex issues of drug abuse, the impact of society, as well as to prepare for careers in alcohol and drug counseling, patient care, and other related fields. The following units typically conduct research and offer courses regarding alcohol and other drug use:

- Department of Nutrition and Health Science
- School of Kinesiology
- School of Nursing
- Department of Social Work
- Department of Counseling Psychology, Social Psychology, and Counseling

**Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking**

Consistent with applicable laws, the University prohibits dating violence, domestic violence, sexual assault, and stalking. The University’s policies apply to all three campuses and are used to address complaints of this nature, as well as the procedures for filing, investigating and resolving complaints, may be found at:

- Sexual Harassment and Misconduct Policy: [www.bsu.edu/studentcode/sexualmisconduct](http://www.bsu.edu/studentcode/sexualmisconduct)
- Title IX Policy: [https://www.bsu.edu/about/administrativeoffices/associate-dean-of-students](https://www.bsu.edu/about/administrativeoffices/associate-dean-of-students)

The following sections of this report discuss the University’s educational programs to promote the awareness of dating violence, domestic violence, sexual assault and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses; and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

**Primary Prevention and Awareness Program**

The University conducts a Primary Prevention and Awareness Program (PPAP) (these are two programs by EverFi called AlcoholEdu and Sexual Assault Prevention) for all incoming students and new employees. The PPAP advises campus community members that the University prohibits the offenses of dating violence, domestic violence, sexual assault and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

*Definitions from the Indiana Code*

Definitions for dating violence, domestic violence, sexual assault, stalking, and consent (as it relates to sexual activity) from the Indiana Code are located in Appendix A.

*University Definition of Consent*
The University uses the following definition of consent in its Interim Title IX policy and Sexual Harassment and Misconduct policy for the purpose of determining whether sexual violence (including sexual assault) has occurred:

Consent is a knowing, voluntary, and clear mutual agreement to engage in sexual activity. Consent is effective when it is informed, freely and actively given, and communicated by clearly and mutually understandable words or actions to participate in each form of sexual activity. This includes the following concepts:

1. Consent cannot be given by someone who is incapacitated. Engaging in sexual activity with someone who one knows to be, or reasonably should know to be, incapacitated is a violation of this policy. [Incapacitation is addressed below.] Where alcohol or other drugs are involved, incapacitation is assessed with respect as to how the alcohol or other drugs consumed affects a person’s ability to understand fully the “who, what, when, where, why, and/or how” of their sexual interaction with someone else. An individual accused of sexual harassment or misconduct is not excused if they were intoxicated and, therefore, did not realize the incapacity of the other person;
2. Indiana law provides that a minor (meaning a person under the age of 16 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 16 years old is a crime, as well as violation of this policy, even if the minor wanted to engage in the act;
3. Consent cannot be inferred from silence, passivity, or lack of active resistance;
4. Consent to one form of sexual activity does not imply consent to other or additional forms of sexual activity;
5. Consent can be withdrawn at any time;
6. Consent does not exist when there is force, a threat of force, violence, or any other form of coercion or intimidation whether of a physical, psychological, or, financial nature. [See discussions on force and intimidation below.] A person who is the object of sexual aggression is not required to physically or otherwise resist the aggressor;
7. A current or previous dating or sexual relationship is not sufficient to constitute consent; past consent does not imply future consent; and
8. Consent to engage in sexual activity with one person does not imply or confer consent to engage in sexual activity with another person.

**Risk Reduction**

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Make your limits known before going too far.
- You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor “NO” clearly and loudly.
- Try to remove yourself from the physical presence of a sexual aggressor. Be direct as possible about wanting to leave the environment.
- Grab someone nearby and ask them for help.
• Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.

• Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.

• Be aware of someone trying to slip you an incapacitating “rape drug” like Rohypnol or GHB.

If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:

• Remember that you owe sexual respect to the other person.

• Don’t make assumptions about the other person’s consent or about how far they are willing to go.

• Remember that consent to one form of sexual activity does not imply consent to another form of sexual behavior.

• If your partner expresses a withdrawal of consent, stop immediately.

• Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their intentions.

• Consider “mixed messages” a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.

• Don’t take advantage of someone who is really drunk or on drugs, even if they knowingly and intentionally put themselves in that state. Further, don’t be afraid to step in if you see someone else trying to take advantage of a nearly incapacitated person.

• Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.

It is also important to be aware of the warning signs of an abusive person. Some examples include: past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for problems; hypersensitivity; cruelty to animals or children; “playful” use of force during sex; Jekyll-and-Hyde personality.

**Bystander Intervention**

In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against another person.

• Look out for those around you.

• Realize that it is important to intervene to help others.

• Treat everyone respectfully. Do not be hostile or an antagonist.

• Be confident when intervening.

• Recruit help from others if necessary.

• Be honest and direct.
• Keep yourself safe.
• If things get out of hand, don’t hesitate to contact the police.

Other Information Covered by the PPAP

The PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

Ongoing Prevention and Awareness Campaign

The University also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP, but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault and stalking.

PPAP and OPAC Programming Methods

The PPAP and OPAC are carried out in a variety of ways, using a range of strategies, and, as appropriate, targeting specific audiences throughout the University. Methods include, but are not limited to: presentations, online training modules, distribution of written materials, periodic email blasts, and guest speakers. A summary of this programming is provided below.

• Resident students receive education on the prevention of dating violence, domestic violence, sexual assault, and stalking through presentations by the Offices of Victim Services and Health, Alcohol, and Drug Education. These programs are available to non-resident students.

• Ball State promotes “Step In. Speak Up.” which refers to bystander intervention programming, a student organization, and a free smartphone application. The “Step In. Speak Up.” app provides information, resources, and strategies for response to and prevention of sexual violence, including stepping in safely, positively, and effectively as a bystander in cases where there is a risk of sexual assault.

• As part of its ongoing campaign, the University provides Red Zone programming provided by the Health, Alcohol and Drug Education Office in conjunction with the Office of Victim Services, Red Zone programming focuses on risk reduction for sexual assault during the first six to eight weeks of classes. Step In. Speak Up. programming is conducted throughout the year. These signature programs are supplemented by additional programming throughout the year as provided by Fraternity and Sorority Life and other student organizations, athletics, Public Safety, and other university offices throughout the year.

• While programming occurs throughout the year, the University also offers educational sessions and literature in coordination with nationally recognized observances such as Sexual Assault Awareness Month and Domestic Violence Awareness Month.

Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking
If you are a victim of dating violence, domestic violence, sexual assault, or stalking, go to a safe place and call 911 or the Public Safety Department at (765) 285-1111. You may also contact the University’s Title IX Coordinator at (765) 285-1545.

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report).
2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim’s options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
4. Where applicable, the rights of victims and the institution’s responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don’t bathe or wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at:

Main Campus (Muncie): Indiana University Ball Memorial Hospital, 2401 W University Ave, (765) 747-3241.


Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

Security/Law Enforcement & How to Make a Police Report

- Contact Ball State Department of Public Safety (University Police) at (765) 285-1111, 200 N. McKinley Avenue, Muncie.
- Muncie Police Department, (765) 747-4777, 300 N High Street, Muncie 47305.
- Fishers Police Department, (317) 595-0000 or (317) 773-1282 (after hours), 4 Municipal Drive, Fishers IN 46038. Some crimes can be reported on-line at https://www.fishers.in.us/1071/File-a-Police-Report.
- Indianapolis Metropolitan Police Department, (317) 327-3811.
• To make a police report, a victim should contact the local police agency listed above depending on the location and jurisdiction of the crime, either by phone or in-person. The victim should provide as much information as possible, including name, address, and when and what occurred, to the best of the victim’s ability.

Information about Legal Protection Orders

In Indiana, victims may obtain a civil Order of Protection, which provides protective relief for victims of domestic or family violence, stalking, a sex offense, or repeated acts of harassment. The first step in obtaining an Order of Protection is filing a petition with the court. Courts can issue two types of orders: (1) Ex Parte Orders, which act as a temporary emergency order to protect a victim, for up to 30 days, until a court hearing, and (2) Full Protective Orders, which may be issued after a hearing and for up to two years (filing for extension is possible).

Additional information that may be useful to a person seeking an Order of Protection is as follows:

• Forms necessary to file a petition for an Order of Protection, and other related information, can be found at the following State of Indiana website: https://www.in.gov/judiciary/5538.htm.

• The Delaware County courts are located at 100 W Main St, Muncie, IN 47305, (765) 747-7726. Additional information is available at the following Delaware County website: https://www.co.delaware.in.us/department/division.php?structureid=67.

• In Muncie, advocates also are available through A Better Way and the Muncie Police Department. Contact A Better Way by calling (765) 747-9107 (the address is not disclosed) and the Muncie Police Advocates are available at 300 N. High Street, Muncie, (765) 747-4777. http://www.munciepolice.org/victim-advocates/.

• The Fishers Center is located in Hamilton County. Protective Order paperwork can be obtained at the Prevail office at 1100 S 9th St, Ste 100; Noblesville, IN 46060, (317) 773-6942. Their website is https://www.prevailinc.com/. Advocacy information is available at: https://www.prevailinc.com/index.php/our-services/adult-services/your-advocate. Additional information is available at the following Hamilton County website: https://www.hamiltoncounty.in.gov/474/Protective-Orders.

• CAP:INDY is located in Marion County, IN. Forms can be e-filed and submitted to the Marion County Clerk’s Office in the City-County building at 200 E. Washington, Suite W122, Indianapolis, IN 46204, (317) 327-4740. Additional information is available at the following Marion County website: https://www.indy.gov/activity/file-a-protective-order.

• A victim should be prepared to present documentation and/or other forms of evidence when filing for an order of protection.

• Victims may contact local domestic violence and sexual assault advocates for assistance in obtaining a protection order. Ball State University provides an advocate for victims of domestic/dating violence, stalking, and sexual assault through the Office of Victim Services (765) 285-7844, 2nd floor Student Health Center, www.bsu.edu/ovs.
When an Order of Protection is granted, it is enforceable statewide. If you have obtained a protection order and need it to be enforced in your area, you should contact the local police department.

The University will also enforce any temporary restraining order or other no contact order against the alleged perpetrator from a criminal, civil, or tribal court. Any student or employee who has a protection order or no contact order should notify the Title IX Coordinator and provide a copy of the restraining order so that it may be kept on file with the institution and can be enforced on campus, if necessary. Upon learning of any orders, the University will take all reasonable and legal action to implement the order.

The University does not issue legal orders of protection. However, as a matter of institutional policy, the University may impose a no-contact order between individuals in appropriate circumstances. The University may also issue a “no trespass warning” if information available leads to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community. A person found to be in violation of a No Trespass Warning may be arrested and criminally charged.

Available Victim Services

Victims will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the University and in the surrounding community. Those services include:

**University Resources**

- **Student Health Center**, 1500 Neely Ave, (765) 285-8431, [https://www.bsu.edu/campuslife/healthcenter](https://www.bsu.edu/campuslife/healthcenter). Medical care, treatment for injuries, assistance, and support. Forensic exams (rape kits) are referred to IU-BMH, but that examination is not required for students to receive comprehensive care at the Student Health Center.


- **Office of Victim Services**, (765) 285-7844, [www.bsu.edu/ovs](http://www.bsu.edu/ovs), 2nd floor of the Student Health Center at 1500 Neely Ave.

- **Ball State provide an Employee Assistance Program (EAP) through Working Well**, located in the Amelia T. Wood Building, 1500 W Neely Ave, Rm 4. (765) 285-9355, [www.bsu.edu/workingwell](http://www.bsu.edu/workingwell).

- **Student Financial Aid** – Sometimes a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, the student should be made aware of the financial aid implications in taking such leave. This should be discussed with financial aid personnel, and the Title IX Coordinator can assist in facilitating this conversation if desired. The University’s financial aid website can be found at: [https://www.bsu.edu/admissions/financial-aid-and-scholarships](https://www.bsu.edu/admissions/financial-aid-and-scholarships).

- **Legal Assistance**: Students enrolled Ball State’s main campus have access to Student Legal Services, L. A. Pittenger Student Center L-17, (765) 285-1888.

**State/Local Resources**

- **Indiana University-Ball Memorial Hospital**, 2401 W University Ave, Muncie 47306. 911 or (765) 747-3241 (ER staff will inform Ball State students of Office of Victim Services (OVS) support and contact OVS upon request).
• In the Muncie area, mental health services are available through Meridian Health Services, 240 N. Tillotson, Muncie 47304. Phone: 765-288-1928 or 866-306-2647.

• In Muncie, advocates also are available through A Better Way and the Muncie Police Department. Contact A Better Way by calling (765) 747-9107 (the address is not disclosed) and the Muncie Police Advocates are available at 300 N. High Street, Muncie, (765) 747-4777. http://www.munciepolice.org/victim-advocates/.

• The Fishers Center is located in Hamilton County, where victim services are available through Prevail, 1100 S 9th Street, Suite 100, Noblesville, IN 46060 (317) 773-6942 https://www.prevailinc.com/index.php/our-services/adult-services/your-advocate. Persons needing medical care, treatment for injuries, assistance, support, and forensic exams (rape kits) have multiple options; Prevail recommends Ascension/St. Vincent Hospital at 2001 W 86th Street, Indianapolis, IN 47260 (317) 338-2345, www.healthcare.ascension.org.

• Students, staff, and visitors to the CAP:INDY center can find victim services at a number of agencies in the area. A current list of links for the various organizations is here: https://www.indy.gov/activity/file-a-protective-order. The Julian Center is approximately three miles away from CAP:INDY at 2011 N Meridian St, Indianapolis and can be contacted at (317) 920-9320 (crisis line) or through their website www.juliancenter.org. Persons needing medical care, treatment for injuries, assistance, support, and forensic exams (rape kits) have multiple options. The closest medical center offering rape kits is the Center of Hope at Eskenazi Hospital, 720 Eskenazi Ave, Indianapolis, IN 46202, (317) 880-0000, www.eskenazihealth.edu.

• Indiana Coalition Against Domestic Violence: https://icadvinc.org/.

• Indiana Coalition to End Sexual Assault & Human Trafficking: https://icesaht.org/.

• Legal Aid: Indiana Legal Services, Inc (ILS) is a non-profit law firm that provides free civil legal assistance to eligible low-income residents throughout the state of Indiana. ILS Indianapolis office is located at 1200 Madison Ave, Suite 300, Indianapolis, IN 46225 and can be contacted at (317) 631-9410, https://www.indianalegalservices.org/.

National Resources

• National Domestic Violence Hotline: 1-800-799-7233

• National Sexual Assault Hotline: 1-800-656-4673

• Rape, Abuse and Incest National Network (RAINN): https://www.rainn.org/

• US Dept. of Justice Office on Violence Against Women: https://www.justice.gov/ovw

• National Coalition Against Domestic Violence: http://www.ncadv.org/

• National Sexual Violence Resource Center: http://www.nsvrc.org/

• U.S. Citizenship and Immigration Services: https://www.uscis.gov/

• Immigration Advocates Network: https://www.immigrationadvocates.org/

Supportive Measures

The University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or supportive measures. If victims request these accommodations or supportive measures and they are reasonably available the University
is obligated to provide them without fee or charge, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Requests for accommodations or protective measures should be made to the Associate Dean of Students/Title IX Coordinator at (765) 285-1545, kslabaugh@bsu.edu, www.bsu.edu/TitleIX. The Associate Dean of Students/Title IX Coordinator is responsible for deciding what, if any, accommodations or protective measures will be implemented.

When determining the reasonableness of such a request, the University may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same residence hall, dining hall, class, transportation, or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The University will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the University’s ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the University in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the University will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

Supportive measures may include: counseling, extensions of academic or other deadlines, course-related adjustments, modifications to work or class schedules, campus escort services, changes in work or housing locations, leaves of absence (employees), increased security and monitoring of certain areas of campus, and other similar measures.

Procedures for Disciplinary Action

Allegations of domestic violence, dating violence, sexual assault or stalking will be processed through either the University’s Interim Title IX Policy or the Sexual Harassment and Misconduct Policy and their related complaint resolution procedures. These policies and procedures are utilized for all complaints of this nature, regardless of the status of the complainant and the respondent, but which specific policy and procedure apply to a given complaint depends on things such as when and where the incident occurred, as well as the nature of the alleged conduct. Where the policies and procedures differ, they will be pointed out below.

The complaint resolution procedures for both policies are invoked once a report is made to one of the following individuals:

Complaints against Students
Ms. Katie Slabaugh
Complaints against employees
Mr. John Bowers
Director of Institutional Equity and Internal Investigations
(765) 285-5163
Administration Building 216
Email: jwbowers@bsu.edu

An electronic complaint form is available at Sexual Harassment and Misconduct (Title IX) that can also be used to file a report.

Once a complaint is made, but not later than five (5) business days after the complaint is made, the Title IX Coordinator will simultaneously provide a written notice to the Complainant and Respondent that a complaint has been filed with additional information.

During the investigation, the complainant and respondent will each have an equal opportunity to describe the situation and present witnesses and other supporting evidence. The investigator(s) will review the statements and evidence presented and may, depending on the circumstances, interview others with relevant knowledge, review documentary materials, and take any other appropriate action to gather and consider information relevant to the complaint.

The institution strives to complete each investigation in a reasonably prompt timeframe. The exact length of each investigation may vary depending on the unique circumstances of the particular case.

Upon completion of the investigation, the investigator(s) will forward a completed investigation report and other documents to Title IX Coordinator and the parties. The parties will then have a designated period in which to submit a written response, which the investigator will consider before finalizing the investigation report.

• In cases that are handled under the Title IX (TIX) policy, the institution will appoint a hearing panel, notify Parties of the dates, times, and locations of a pre-hearing conference and a Sexual Misconduct Board hearing, and convene a hearing in order to make a determination as to whether any allegations in the complaint were found to be substantiated by a preponderance of the evidence.

• In cases that are handled under the Sexual Harassment and Misconduct (SHM) Policy, the finalized report will be forwarded to the Office of Student Conduct (OSC). A staff member there will make a determination using the preponderance of evidence standard whether a hearing is warranted. If a hearing is warranted, OSC will convene a hearing with notice to the parties. If a hearing is determined not to be warranted, the complainant may request a review of that decision in writing.

Upon completion of the Sexual Misconduct Board hearing, parties will be notified of the hearing outcome in writing. The outcome letter will include, but not be limited to, the finding of the hearing panel and the findings of facts, made under a preponderance of evidence standard, that support the determination. In cases where the determination is responsibility for a policy violation, sanctions will be imposed as well.
Both parties have an equal opportunity to appeal the determination by filing a written appeal within five (5) business days of being notified of the outcome of the investigation. The appellate officer will respond to the appeal in a timely manner.

**Rights of the Parties in an Institutional Proceeding**

During the course of the processes described in the previous section, both the accuser and the individual accused of the offense are entitled to:

1. A prompt, fair and impartial process from the initial investigation to the final result.
   - A prompt, fair and impartial process is one that is:
     - Completed within reasonably prompt timeframes designated by the institution’s policy, including a process that allows for the extension of timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.
     - Conducted in a manner that:
       - Is consistent with the institution’s policies and transparent to the accuser and the accused.
       - Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
       - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
     - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.

2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
   - Such training addresses topics such as relevant evidence and how it should be used during a proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest. Training materials can be found at [https://system.suny.edu/sci/postedtraining/](https://system.suny.edu/sci/postedtraining/) and include but are not limited hearing procedures, institutional policy, appeals, evidence, conflicts of interest and bias, cross-examination, effective interviewing, supportive measures, no contact orders and emergency removals, and supportive measures.

3. The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor, but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.

4. Have the outcome determined using the preponderance of the evidence standard.
5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, “result” means “any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters” and must include the rationale for reaching the result and any sanctions imposed.

Possible Sanctions or Protective Measures that the University May Impose for Dating Violence, Domestic Violence, Sexual Assault or Stalking Offenses

Following a final determination in the University’s disciplinary proceeding that dating violence, domestic violence, sexual assault, or stalking has been committed, the University may impose a sanction depending on the mitigating and aggravating circumstances involved. The possible sanctions include: warning; reprimand; conduct probation; restitution; restrictions on access, contact with parties, and eligibility to represent the university at any official function or in any intercollegiate competition; housing contract termination; suspension; or expulsion. If a suspension is imposed on a student, it may be for part of a semester, a full semester, an entire academic year, or multiple academic/calendar years. An employee may be suspended for any length of time determined appropriate by the Director of Human Resources. Following a suspension, the individual will be required to meet with the Director of Student Conduct (student) or Director of Human Resources (employee) to discuss re-entry and expectations going forward.

In addition, the University can make available to the victim a range of protective measures. They include, but are not limited to: forbidding the accused from entering the victim’s residence hall and from communicating with the victim, other institutional no-contact orders, security escorts, modifications to academic requirements or class schedules, and changes in working situations.

Publicly Available Recordkeeping

The University will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the University to the extent permitted by law.

Victims to Receive Written Notification of Rights

When students or employees report to the University that they have been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the University will provide them a written explanation of their rights and options as described in the paragraphs above.

Sex Offender Registration Program

Federal law requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the University of any such information it receives. State registry of sex offender information may be accessed at the following link: https://www.icrimewatch.net/indiana.php.
Public Safety Advisories (a.k.a., Timely Warnings)

In the event of criminal activity occurring on Ball State’s Clery geography (on campus, on-campus housing, public property adjacent to and immediately accessible from campus, or on certain other non-campus properties owned or controlled by the University) that in the judgment of the Department of Public Safety constitutes a serious or continuing threat to members of the campus community, a campus-wide “Public Safety Advisory” (aka “timely warning”) will be issued. Examples of such situations may include a sexual assault by an unknown perpetrator or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via Ball State email and to students and employees who have subscribed to text alerts which can be done here: https://apps.bsu.edu/EmergencyText/Default.aspx. Updates to the warnings will be provided as appropriate.

Public Safety Advisories are intended to heighten safety awareness, alert campus community members of potential dangers, and seek information that could lead to an arrest and conviction of perpetrators of violent crimes or major crimes against property.

The Fishers Center and CAP:INDY campuses receive the same Public Safety Advisories sent to the main campus. Persons on any of the three campuses with information potentially warranting a timely warning should immediately report the circumstances to Public Safety (University Police) at (765) 285-1111. In addition, crime reports can be made for the purposes of Clery reporting at the Campus Security Authority web page (see Submit a Clery Report) at www.bsu.edu/fireandsafetyreports/csa. This reporting mechanism is not for emergencies or crimes in progress.

The University has communicated with local law enforcement asking them to notify the University if it receives reports or information warranting a timely warning.

Process for Determining When to Issue a Public Safety Advisory

The Ball State Director of Public Safety or a designee reviews all reports to determine if there is an ongoing threat to the community and if the incidents warrant public safety advisories. The university issues advisories subject to the availability of pertinent information concerning the incident.

Public Safety may consult with other university officials or local law enforcement and safety personnel on a case-by-case basis.

Ball State does not publish the names of crime victims or provide information that could lead to a victim’s identity.

Criteria for Issuing a Public Safety Advisory

The university will issue a public safety advisory if the Department of Public Safety determines an incident meets all of the following conditions:

- a reportable crime, under the Clery Act, has been reported: criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, and hate crimes (which include any of the previously mentioned offenses, as well as cases of larceny or theft, simple assault, intimidation, or destruction/damage/vandalism of property, when the conduct is motivated by certain biases prescribed by law);
• the crime was reported to university officials;

• the crime occurred on campus, on the public property adjacent to and immediately accessible from campus, or certain other non-campus properties owned or controlled by the University; and

• it is determined that there is a continuing danger to the campus community and issuing the public safety advisory will not compromise law enforcement efforts to address the crime.

In addition, the University reserves the right to issue a public safety advisory even if some or all of the above conditions have not been met.

Crime Log

Ball State’s Department of Public Safety provides a daily summary of certain types of incidents reported to the Department of Public Safety. This daily summary is found here: Crime Log. Additionally, press releases and crime alerts related to certain specific incidents are posted at www.bsu.edu/news.

Emergency Response/Notifications

Overview

The University has an emergency management plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. Such situations include, but are not limited to: tornadoes, bomb threats, chemical spills, disease outbreaks, fires, active shooters, etc. Procedures for specific types of incidents including evacuation can be found at https://www.bsu.edu/about/administrativeoffices/emergency-preparedness. The University has communicated with local police requesting their cooperation in informing the University about situations reported to them that may warrant an emergency response.

Complete emergency response guidelines for various types of emergencies are disseminated to students and employees each fall. These are available online at www.bsu.edu/prepared.

Main campus students, staff and visitors are encouraged to notify the Department of Public Safety at (765) 285-1111 (5-1111 from on-campus phones) of any emergency or potentially dangerous situation.

Students, staff, and visitors at the Fishers Center are encouraged to report emergencies, and potentially dangerous situations to Fishers Center staff members who will assist with reporting to the appropriate police or emergency services agency if it has not already been called. Staff assistance is available at 317-759-6167.

Students, staff, and visitors at CAP:INDY are encouraged to report emergencies, and potentially dangerous situations to CAP:INDY staff members who will assist with reporting to the police or emergency services agency if it has not already been called. The phone number to call is 765-285-4210.

Emergency Notification Procedure
The Department of Public Safety is responsible for determining when an emergency exists, which segments of the campus community to notify, and through which means, as well as coordinating with Marketing & Communications on the content of any messages. The University Police and Marketing & Communications are the only campus offices authorized to disseminate official information about campus emergencies to the campus community.

When informed of a possible emergency situation, the Department of Public Safety will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger and will be responsible for initiating the University’s response and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other University departments may be involved in the confirmation process.

Once the emergency is confirmed and based on its nature, the Department of Public Safety will consult with other appropriate University officials to determine the appropriate segment or segments of the University community to be notified.

The Department of Public Safety in collaboration with other appropriate personnel, will determine who should be notified, and will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also, as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The Department of Public Safety will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed below, depending on the nature of the threat and the segment of the campus community being threatened.

If deemed necessary, the University’s Department of Public Safety will notify local law enforcement of the emergency if they are not already aware of it. Marketing and Communications will be responsible for notifying local media outlets in order that the larger community outside the campus will be aware of the emergency.

**Methods for Issuing Emergency Notifications**

The methods listed below may be utilized when the University issues an emergency notification to the campus community.

<table>
<thead>
<tr>
<th>Method</th>
<th>Details / Sign-Up Instructions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Text Messaging System</td>
<td>Students and employees may subscribe to text message alerts at <a href="https://apps.bsu.edu/emergencytext/">https://apps.bsu.edu/emergencytext/</a>.</td>
</tr>
<tr>
<td>University Email Account</td>
<td>All employees and students are given an email account at the time they are admitted to or employed by the institution.</td>
</tr>
</tbody>
</table>
Ball State website | www.bsu.edu  
---|---  
Campus Voicemail | Assigned to campus office telephones  
**Campus Siren** | Used primarily for weather-related events. The campus siren is tested every Friday at 11:00 a.m.  
Emergency Management Twitter account | The University posts information and continual updates on its official emergency management Twitter account @ballstate_alert  
Emergency Call Boxes | Emergency call boxes are in classrooms and other places around campus where it is inappropriate to place a regular telephone. The call boxes work like a telephone and dial the Department of Public Safety once the button is pressed. Also, emergency call boxes will receive alerts and say them aloud during emergencies. This happens almost instantaneously across all call boxes on campus.  
Fishers Center | Students and employees at the Fishers Center receive emergency notices sent from the main campus as described above. Information specific to the Fishers Center can be sent through email and text subscription. Severe weather notices are directed to every room in the facility.  
CAP:INDY | Students and employees at CAP:INDY receive emergency notices sent from the main campus as described above. Information specific to CAP:INDY can be sent through email and text subscription. CAP:INDY students and faculty also can be sent facility specific information via email and text lists maintained by CAP:INDY.  

**BSUInform Notices**

The university may issue a BSUInform notice when a situation is not an emergency and does not pose an immediate threat to the campus community but it is of significant safety interest to members of the Ball State community.

The service is intended to make students and employees aware by providing information about a situation. For instance, Public Safety might receive reports of a crime but do not believe a continuing threat exists. In another instance, a crime might occur off campus, but the incident’s location might concern students’ or employees’ safety.

The university sends BSUInform notices through Ball State email accounts.

**Testing and Documentation**
The University tests its emergency response and evacuation procedures at least once a year. The tests may be announced or unannounced. Also, at various times the Crisis Management Team will meet to train and test and evaluate the University’s emergency response plan.

The Department of Public Safety maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. In connection with at least one such test, the University will distribute to its students and employees information to remind them of the University’s emergency response and evacuation procedures. Training and testing in 2019 included but was not limited to:

- Two meetings with the President’s cabinet to conduct an overview to crisis management and conduct a table-top exercise, led by the Delaware County Emergency Management Agency director on September 10 and 24, 2019.
- Ball State University Police Department conducted training exercises on Thursday and Friday, June 13 and 14 at the Oakwood Building and Northside Middle School.
- A test of the emergency notification system was conducted September 30, 2019.

Employees and students are regularly notified by email regarding emergency preparedness procedures, severe weather preparation, and prevention tips. Emergency notifications issued in the past 365 days are archived here: http://cms.bsu.edu/campuslife/healthsafety/campus-safety/emergency-notifications/archives.

**Missing Student Policy/Procedures for Students Residing in On-Campus Housing (Main Campus Only)**

If a member of the University community has reason to believe that a student who resides in on-campus housing (main campus only) is missing, that information should be reported immediately to the Resident Manager of University Apartments, the Residence Hall Director at the front desk of the residence facility in which the missing student lives, or to Public Safety (765) 285-1111. Any University employee receiving a missing student report should immediately notify Public Safety so that an investigation can be initiated.

Students residing in on-campus housing have the option to identify confidentially an individual to be contacted by the University only in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, the University will notify that individual no later than 24 hours after the student is determined to be missing. The option to identify a contact person in the event the student is determined missing is in addition to identifying a general emergency contact person, but they can be the same individual for both purposes. A student’s confidential contact information will be accessible only by authorized campus officials, and it will only be disclosed to law enforcement personnel in furtherance of a missing student investigation.

A student who wishes to designate a confidential contact may do so by contacting their Residence Hall Director of their residence hall, preferably when moving into the residence hall.

When a report is made to a residence hall staff member, the Department of Public Safety will be contacted immediately. Residence hall staff members will work with Public Safety officers to find the student. Cooperative efforts may include:

- Welfare check of the missing student’s residence hall room
- Contact attempts via cell phone, email, or other means
• Identification of and contact with other individuals who may have knowledge of the missing student’s whereabouts

Public Safety officers will gather all essential information related to the missing person and conduct a thorough investigation. No later than 24 hours after the missing person report is first received, Public Safety or University designee will notify the individual’s designated contact or (for persons under 18 years of age and not emancipated) the subject’s parent or guardian to inform them that the resident student is believed to be missing.

Regardless of the student’s age, emancipation status, or whether the student has designated a contact person, Public Safety police officers will, within 24 hours of the report, notify the local law enforcement agency with jurisdiction in the area where the student is missing, unless it was local law enforcement that made the determination that the student is missing.

All inquiries by the media or the general public regarding missing persons will be referred to Marketing and Communications. All public statements will be coordinated through that office.

**Notification Procedures for Missing Persons Living Off Campus**

Upon notification from any person that a Ball State University student may be missing, the university staff member receiving the information should refer the matter immediately to Public Safety at (765) 285-1111.

Officers will respond to reports of missing students in a timely manner. It is the policy of the Ball State Department of Public Safety to thoroughly investigate reports of all missing persons.
### Crime Statistics--Main Campus

The statistical summary of crimes for this University over the past three calendar years follows:

<table>
<thead>
<tr>
<th>Reports of Primary Crimes</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>On-campus</td>
<td>On-campus housing</td>
<td>Non-campus</td>
</tr>
<tr>
<td>Murder/non-negligent manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Manslaughter by negligence</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
<td>21</td>
<td>17</td>
<td>6</td>
</tr>
<tr>
<td>Fondling</td>
<td>16</td>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated assault</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Burglary</td>
<td>6</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Motor vehicle theft</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</table>

### ARRESTS

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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</thead>
<tbody>
<tr>
<td>Weapons offense</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug abuse violations</td>
<td>37</td>
<td>15</td>
<td>0</td>
</tr>
<tr>
<td>Liquor law violations</td>
<td>48</td>
<td>33</td>
<td>2</td>
</tr>
</tbody>
</table>

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2 "On-campus housing" is a subset of "On-campus." All reports noted in "On-campus housing" are also noted in "On-campus." The "On-Campus" category will always be a number equal to or greater than "On-Campus Housing."
DISCIPLINARY REFERRALS

<table>
<thead>
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</tr>
</thead>
<tbody>
<tr>
<td>Weapons offense</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>5</td>
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<td>0</td>
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<td>226</td>
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VAWA Crimes

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</tbody>
</table>

Hate crimes:

2019: No hate crimes reported.
2018: There was one (1) report of destruction/damage/vandalism of property based on race.
2017: There was one (1) report of larceny/theft based on race, two (2) reports of intimidation based on gender, and one (1) report of destruction/damage/vandalism of property based on race.

Unfounded crimes:

2019: 0 unfounded crimes.
2018: There were two (2) reported burglaries (reported 10/27/2018 and 11/29/2018) that were determined to be unfounded by the Ball State Department of Public Safety. These two reports have been excluded from the chart of crime statistics above.
2017: 0 unfounded crimes.

Data from law enforcement agencies:

- The data above reflects statistics provided from law enforcement agencies related to crimes that occurred on the University’s Clery geography.
- The University was provided with some crime data from law enforcement agencies for which it cannot be determined whether any of the statistics apply to or include the University’s Clery Geography. This includes the Indiana State Excise Police which included some statistics that were determined to apply, but also crime location information that could not reasonably be determined to apply to the University’s Clery geography.
For the Clery report, the “public property” category includes public property (usually public streets and adjoining sidewalks) adjacent to the colored portions of the map above except for #67 (lower left) which is a “non-campus” property. The Public Property category also includes the public streets and adjoining sidewalks that run through the Ball State campus.
## Campus Crime Statistics—CAP:INDY

<table>
<thead>
<tr>
<th>Primary Crimes Reports</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>On-campus</td>
<td>Non-campus</td>
<td>Public property</td>
</tr>
<tr>
<td>Murder/non-negligent manslaughter</td>
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<td>0</td>
</tr>
<tr>
<td>Negligent manslaughter</td>
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<td>0</td>
</tr>
<tr>
<td>Rape</td>
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</tr>
<tr>
<td>Fondling</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor vehicle theft</td>
<td>0</td>
<td>0</td>
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</tr>
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<td>Arson</td>
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### ARRESTS

<table>
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<tr>
<th></th>
<th>2017</th>
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<th>2019</th>
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<tr>
<td>Weapons offense</td>
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</tr>
<tr>
<td>Drug abuse violations</td>
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</tr>
<tr>
<td>Liquor law violations</td>
<td>0</td>
<td>0</td>
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</tr>
</tbody>
</table>

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3 In 2019, the Ball State Indianapolis Center was re-branded CAP:INDY as part of the R. Wayne Estopinal College of Architecture and Planning and moved to a new location at 25 North Pine Street, Indianapolis, IN 46202.
DISCIPLINARY REFERRALS

<table>
<thead>
<tr>
<th></th>
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VAWA Crimes

<table>
<thead>
<tr>
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<th></th>
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</tr>
</tbody>
</table>

The CAP:INDY campus does not offer on-campus housing.

**Hate crimes:**

2019: 0 hate crimes reported.
2018: 0 hate crimes reported.
2017: 0 hate crimes reported.

**Unfounded crimes:**

2019: 0 unfounded crimes.
2018: 0 unfounded crimes.
2017: 0 unfounded crimes.
# Campus Crime Statistics—Fishers Center

<table>
<thead>
<tr>
<th>Primary Crimes Reports</th>
<th>On-campus</th>
<th>Non-campus</th>
<th>Public property</th>
<th>On-campus</th>
<th>Non-campus</th>
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<th>On-campus</th>
<th>Non-campus</th>
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<table>
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<th>ARRESTS</th>
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### DISCIPLINARY REFERRALS

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### VAWA Crimes

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</tbody>
</table>

The Ball State University Fishers Center does not offer on-campus housing.

### Hate Crimes

**2019:** 0 hate crimes reported.
**2018:** 0 hate crimes reported.
**2017:** 0 hate crimes reported.

### Unfounded Crimes:

**2019:** 0 unfounded crimes.
**2018:** 0 unfounded crimes.
**2017:** 0 unfounded crimes.
Housing Facilities and Fire Safety Systems

The University maintains on-campus housing for students at the main campus in Muncie. Neither the Fishers Center nor CAP:INDY campuses provide on-campus housing. Below is a description of fire safety systems and the number of fire drills conducted during the previous calendar year.

<table>
<thead>
<tr>
<th>Ball State Residential Facilities</th>
<th>Fire Alarm Monitoring</th>
<th>Partial Sprinkler System</th>
<th>Full Sprinkler System</th>
<th>Smoke Detection System</th>
<th>Clean Agent System</th>
<th>Fire Extinguishers</th>
<th>Evacuation Plans</th>
<th>Fire Drills for 2019 calendar year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anthony Apartments (all buildings)</td>
<td>Non-centralized alarm; not integrated into BSU system</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>0</td>
</tr>
<tr>
<td>DeHority</td>
<td>System monitored by UPD; tested by Johnson Controls</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>2</td>
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<tr>
<td>Elliott Hall</td>
<td>System monitored by UPD; tested by Johnson Controls</td>
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<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Johnson/Botsford &amp; Swinford</td>
<td>System monitored by UPD; tested by Johnson Controls</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
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<td>Johnson/Schmidt &amp; Wilson</td>
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<td>Kinghorn Hall</td>
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<tr>
<td>Lafollette-Brayton &amp; Clevenger</td>
<td>System monitored by UPD; tested by Johnson Controls</td>
<td>No</td>
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<td>Yes</td>
<td>No</td>
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<td>Lafollette-Edwards &amp; Knotts</td>
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<td>Lafollette-Shively</td>
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<td>Noyer</td>
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<td>Building</td>
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<td>Alarm Tested by</td>
<td>Remote Monitoring</td>
<td>Testing of Alarms</td>
<td>Access Control</td>
<td>Initial Fire Alarm</td>
<td>2018 Fire Alarm</td>
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<tr>
<td>Scheidler Apartments (all buildings)</td>
<td>Non-centralized alarm; not integrated into BSU system</td>
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<td>Yes</td>
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<td>Yes</td>
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<tr>
<td>Studebaker East</td>
<td>System monitored by UPD; tested by Johnson Controls</td>
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<td>Studebaker West</td>
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<td>Woodworth</td>
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<td>No</td>
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</tbody>
</table>
Fire Drills

Each residence hall conducts one fire drill each fall and spring semester. The Scheidler and Anthony Apartment complexes do not conduct fire drills; however, each Community Assistant is required to select a community meeting spot and communicate that to residents. Should a fire occur, the Resident Managers (RMs) for the apartment complexes respond using emergency kits supplied with protocols, student rosters, equipment, and other resources for mitigating fire emergencies.

Policies on Portable Appliances, Smoking and Open Flames

The use of open flames, such as candles, and the burning of such things as incense, and smoking are prohibited in campus housing. Microwaves are the only portable cooking appliances permitted to be used in campus housing. All other cooking must be done in community kitchens. Also, tampering with fire safety systems is prohibited and any such tampering may lead to appropriate disciplinary action.

Appliances that require an open flame, propane, gasoline, or hot grease such as deep fryers are not allowed to be used in or around any of the residence halls.

Refrigerators operating on no more than 1.6 amps and no more than 5.0 cubic feet may be used in student rooms. Units should be placed on a stand or cart unless they have feet and back-mounted heat exchangers. Units may not be placed in closets. Units must be plugged directly into the electrical outlet or into Underwriter’s Laboratory (UL)-approved surge-protected (with built-in circuit breaker) power strip.

The University reserves the right to make periodic inspections of campus housing to ensure fire safety systems are operational and that the policy on prohibited items is being complied with. Prohibited items, if found, will be confiscated and donated or discarded without reimbursement.

Fire Evacuation Procedures

In the event of a fire, the University expects all students and other community members to leave the building by the nearest exits, close doors, and go to their designated locations when a fire alarm sounds. Staff may enter rooms to do an evacuation room check if there is reason to believe that anyone could not or did not evacuate. Fire evacuation routes are posted on the back of student room doors in residence halls and through corridors in the multi-story buildings of Anthony. Residence hall staff members have highly detailed evacuation plans to guide notification of Public Safety, evacuation of students including those with disabilities, accounting for students, and relocating students temporarily as needed.

Fire Education and Training Programs

Fire safety education programs for all residents of on-campus student housing and all employees with responsibilities related to that housing are held at the beginning of each semester. Their purpose is to: familiarize everyone with the fire safety system in each facility, train them on procedures to follow if there is a fire and inform them of the University’s fire safety policies. Information distributed includes maps of each facility’s evacuation route and any fire alarms and fire suppression equipment available in the facility. Attendees are advised that participation in fire drills is mandatory and any student with a disability is given the option of having a “buddy” assigned to assist the student. Residence hall staff members conduct annual smoke simulation and fire safety training with the Muncie Fire Department.
Reporting Fires

The University is required to disclose each year statistical data on all fires that occurred in on-campus student housing. When a fire alarm is pulled and/or the fire department responds to a fire, these incidents are captured. If you encounter a fire that presents an emergency situation, ensure your own safety and then immediately call (765) 285-1111 (on-campus is 5-1111) or 911.

There may also be instances when a fire is extinguished quickly and an alarm is not pulled or a response by the fire department was not necessary. It is important that these incidents be recorded as well. Therefore, if you are aware of such a fire, see evidence of one or hear about one, you should contact the Residence Hall Director at the front desk of the building in which the fire occurred. When providing notification of a fire, give as much information as possible about the location, date, time and cause of the fire.

Plans for Future Improvements

The University’s Department of Environmental Health and Safety regularly coordinates inspections of fire safety systems and implements improvements when needed. The University periodically reviews its fire safety protections and procedures. At this time, it has no plans for future improvements. However, when facilities are renovated or newly-erected, fire safety systems are installed that comply or exceed the building standards in effect at that time.
### On-Campus Housing Fire Statistics

<table>
<thead>
<tr>
<th>Ball State Residential Facilities</th>
<th>Street Address</th>
<th>Total Fires 2017</th>
<th>Total Fires 2018</th>
<th>Total Fires 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residence Halls and University-Owned Greek Housing</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Alpha Gamma Delta for 4 houses</td>
<td>1613 W Riverside Ave</td>
<td>0</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>2. DeHority</td>
<td>1500 W Riverside Ave</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>3. Elliott Hall</td>
<td>401 North Talley</td>
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<td>0</td>
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</tr>
<tr>
<td>4. Johnson A/Botsford &amp; Swinford</td>
<td>1603 N McKinley Ave</td>
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<td>5. Johnson B/Schmidt &amp; Wilson</td>
<td>1607 N McKinley Ave</td>
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<td>6. Kappa Delta</td>
<td>710 N Martin</td>
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<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>7. Kinghorn Hall</td>
<td>1400 Neely Ave</td>
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<tr>
<td>8. Lafollette-Brayton &amp; Clevenger</td>
<td>1517 N McKinley Ave</td>
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<td>9. Lafollette-Edwards &amp; Knotts</td>
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<td>10. Lafollette-Hurst &amp; Mysch</td>
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<td>11. Lafollette-Shales &amp; Woody</td>
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<td>12. Lafollette-Shively</td>
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<tr>
<td>13. Noyer</td>
<td>1601 W Neely Ave</td>
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<td>14. Park Hall</td>
<td>1550 W Riverside Ave</td>
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<td>15. Sigma Kappa</td>
<td>1617 W Riverside Ave</td>
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<td>16. Studebaker East</td>
<td>1301 W Neely Ave</td>
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<td>17. Studebaker West</td>
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<tr>
<td>18. Wagoner (Indiana Academy)</td>
<td>301 N Talley</td>
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<tr>
<td>19. Woodworth</td>
<td>1600 W Riverside Ave</td>
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</tr>
</tbody>
</table>

4 Alpha Gamma Delta, Kappa Delta, and Sigma Kappa houses were demolished summer 2017.
5 Closed for renovation May 2015, reopened Fall 2017
6 Demolished 2019
7 Partially demolished 2018; not used for housing after 2018
8 Demolished 2018
9 Demolished 2019
<table>
<thead>
<tr>
<th>Ball State Residential Facilities</th>
<th>Total Fires 2017</th>
<th>Total Fires 2018</th>
<th>Total Fire 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anthony Apartments Complex (Street Addresses = Building # W Bethel Avenue)</td>
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<tr>
<td>20. Apt (063-086) BLDG 2201</td>
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<tr>
<td>21. Apt (087-131) BLDG 2217</td>
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<tr>
<td>22. Apt (039-062) BLDG 2301</td>
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<tr>
<td>23. Apt (035-038) BLDG 2305</td>
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<td>24. Apt (001-002) BLDG 2309</td>
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<td>25. Apt (031-034) BLDG 2313</td>
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<td>26. Apt (003-008) BLDG 2317</td>
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<td>27. Apt (027-030) BLDG 2401</td>
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<td>28. Apt (009-014) BLDG 2405</td>
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<td>29. Apt (023-026) BLDG 2409</td>
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<td>30. Apt (019-022) BLDG 2413</td>
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<td>31. Apt (015-018) BLDG 2417</td>
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<td>Scheidler Apartments Complex (Street Addresses = Building # N Tillotson Avenue)</td>
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<td>34. Apt (265-274) BLDG 3432</td>
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<td>35. Apt (265-274) BLDG 3436</td>
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<td>40. Apt (011-020) BLDG 3480</td>
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<td>41. Apt (021-030) BLDG 3484</td>
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<td>(221-226)</td>
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<td>(365-374)</td>
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<tr>
<td>77.</td>
<td>(101-110)</td>
<td>3780</td>
<td>0</td>
</tr>
</tbody>
</table>

10 This kitchen fire (unattended cooking) in Scheidler 310 resulted in no injuries or deaths but did result in kitchen appliance damage estimated at $504.67.

11 This kitchen fire (unattended cooking) in Scheidler 3740 resulted in no damage, injuries, or death.
<table>
<thead>
<tr>
<th></th>
<th>Apt (111-120) BLDG 3784</th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>78</td>
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</tbody>
</table>
### Appendix A

**Definitions from the Indiana Code for Dating Violence, Domestic Violence, Sexual Assault, Stalking, and Consent (as it relates to sexual activity)**

<table>
<thead>
<tr>
<th>Crime Type (Indiana Code)</th>
<th>Definitions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>The institution has determined, based on good-faith research, that Indiana law does not define the term dating violence.</td>
</tr>
<tr>
<td>Domestic Violence (Ind. Code § 35-31.5-2-78)</td>
<td>“Crime of Domestic Violence” means an offense or the attempt to commit an offense that: (1) has as an element the: (A) use of physical force; or (B) threatened use of a deadly weapon; and (2) is committed against a: (A) current or former spouse, parent, or guardian of the defendant; (B) person with whom the defendant shared a child common; (C) person who was cohabiting with or had cohabitated with the defendant as a spouse, parent or guardian; or (D) person who was or had been similarly situated to a spouse, parent, or guardian of the defendant.</td>
</tr>
<tr>
<td>Stalking (Ind. Code § 35-45-10-1)</td>
<td>As used in this chapter, “stalk” means a knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>The institution has determined, based on good-faith research, that Indiana criminal statutes do not define the term sexual assault.</td>
</tr>
<tr>
<td>Rape, Fondling, Incest, Statutory Rape</td>
<td>For purposes of the Clery Act, the term “sexual assault” includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Indiana law are as follows:</td>
</tr>
<tr>
<td></td>
<td>• Rape (Ind. Code § 35-42-4-1):</td>
</tr>
<tr>
<td></td>
<td>a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when: (1) the other person is compelled by force or imminent threat of force; (2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring; or (3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given; commits rape, a Level 3 felony.</td>
</tr>
<tr>
<td></td>
<td>b) An offense described in subsection (a) is a Level 1 felony if: (1) it is committed by using or threatening the use of deadly force; (2) it is committed while armed with a deadly weapon; (3) it results in serious bodily injury to a person other than a defendant; or (4) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.</td>
</tr>
<tr>
<td></td>
<td>• Fondling: The institution has determined, based on good-faith research, that Indiana law does not define the term fondling.</td>
</tr>
<tr>
<td>Crime Type (Indiana Code)</td>
<td>Definitions</td>
</tr>
<tr>
<td>--------------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>• Incest (Ind. Code § 35-46-1-3): A person eighteen (18) years of age or older who engages in sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) with another person, when the person knows that the other person is related to the person biologically as a parent, child, grandparent, grandchild, sibling, aunt, uncle, niece, or nephew, commits incest, a Level 5 felony. However, the offense is a Level 4 felony if the other person is less than sixteen (16) years of age.</td>
<td></td>
</tr>
<tr>
<td>• Statutory Rape: The institution has determined, based on good-faith research, that Indiana law does not define the term statutory rape.</td>
<td></td>
</tr>
</tbody>
</table>

**Other “sexual assault” crimes**

Other crimes under Indiana law that may be classified as a “sexual assault” include the following:

- **Child Molesting (Ind. Code § 35-42-4-3):**
  a) A person who, with a child under fourteen (14) years of age, knowingly or intentionally performs or submits to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) commits child molesting, a Level 3 felony. However, the offense is a Level 1 felony if: (1) it is committed by a person at least twenty-one (21) years of age; (2) it is committed by using or threatening the use of deadly force or while armed with a deadly weapon; (3) it results in serious bodily injury; (4) the commission of the offense is facilitated by furnishing the victim, without the victim’s knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim’s knowledge; or (5) it results in the transmission of a dangerous sexually transmitted disease and the person knew that the person was infected with the disease.
  b) A person who, with a child under fourteen (14) years of age, performs or submits to any fondling or touching, of either the child or the older person, with intent to arouse or to satisfy the sexual desires of either the child or the older person, commits child molesting, a Level 4 felony. However, the offense is a Level 2 felony if: (1) it is committed by using or threatening the use of deadly force; (2) it is committed while armed with a deadly weapon; or (3) the commission of the offense is facilitated by furnishing the victim, without the victim’s knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim’s knowledge.
  c) A person may be convicted of attempted child molesting of an individual at least fourteen (14) years of age if the person believed the individual to be a child under fourteen (14) years of age at the time the person attempted to commit the offense.

- **Sexual Battery (Ind. Code § 35-42-4-8):** A person who, with intent to arouse or satisfy the person’s own sexual desires or the sexual desires of another person: (1) touches another person when that person is: (A) compelled to submit to the touching by force or the imminent threat of force; or (B) so mentally disabled or deficient that consent to the touching cannot be given; or (2) touches another person’s genitals, pubic area, buttocks, or female breast when the person is unaware that the touching is occurring; commits sexual battery, a Level 6 felony.
<table>
<thead>
<tr>
<th>Crime Type (Indiana Code)</th>
<th>Definitions</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Sexual Misconduct with a Minor (Ind. Code § 35-42-4-9):</td>
<td></td>
</tr>
<tr>
<td>a) A person at least eighteen (18) years of age who, with a child at least fourteen (14) years of age but less than sixteen (16) years of age, performs or submits to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) commits sexual misconduct with a minor, a Level 5 felony. However, the offense is: (1) a Level 4 felony if it is committed by a person at least twenty-one (21) years of age; and (2) a Level 1 felony if it is committed by using or threatening the use of deadly force, if it is committed while armed with a deadly weapon, if it results in serious bodily injury, or if the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.</td>
<td></td>
</tr>
<tr>
<td>b) A person at least eighteen (18) years of age who, with a child at least fourteen (14) years of age but less than sixteen (16) years of age, performs or submits to any fondling or touching, of either the child or the older person, with intent to arouse or to satisfy the sexual desires of either the child or the older person, commits sexual misconduct with a minor, a Level 6 felony. However, the offense is: (1) a Level 5 felony if it is committed by a person at least twenty-one (21) years of age; and (2) a Level 2 felony if it is committed by using or threatening the use of deadly force, while armed with a deadly weapon, or if the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.</td>
<td></td>
</tr>
<tr>
<td>Consent (as it relates to sexual activity)</td>
<td>The institution has determined, based on good-faith research, that Indiana law does not define the term consent (as it relates to sexual activity).</td>
</tr>
</tbody>
</table>
Dear Notre Dame Community Members,

The Notre Dame Police Department (NDPD) is committed to providing a safe, well-ordered environment where the spirit of Notre Dame can thrive among our students, faculty, staff and guests. Our team of dedicated professionals works around the clock to prevent crime, accidents and other sources of harm from impacting the Notre Dame community and to respond efficiently, effectively and compassionately when issues arise. The department proactively engages partners on and off campus to achieve this mission and asks that every member of the Notre Dame community take responsibility for their own safety and the safety of those around them. NDPD staff strive to exemplify the department values of respect, integrity, service and excellence in everything they do.

This Annual Security and Fire Safety Report provides information about campus safety and security policies, procedures, systems and resources as well as statistical information about reports of crime and other incidents (including fires) that occur on campus and at certain remote locations. It is published in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Higher Education Opportunity Act.

Please familiarize yourself with the resources and other helpful information contained in this Report so you can actively assist us in maintaining a safe and secure environment for the Notre Dame community. Remember that you are an important part of the safety and success of Our Lady’s University, and NDPD is proud to partner with you to ensure that the Notre Dame community can be “one of the most powerful means for doing good in this country.”

Sincerely,

Keri Kei Shibata
Chief
Notre Dame Police Department
OFFICE OF CAMPUS SAFETY LEADERSHIP TEAM

Michael D. Seamon
Vice President
Campus Safety & University Operations

Keri Kei Shibata
Chief, Notre Dame Police Department
Executive Director of Emergency Management

Eric Kloss
Director
Risk Management & Safety

Bruce Harrison
Chief
Notre Dame Fire Department
Mission

Promote a safe and secure environment for our students, faculty, staff & guests that allows all to experience a robust campus life.

Departments

The University of Notre Dame’s Office of Campus Safety is comprised of:

- Notre Dame Police Department (NDPD)
- Notre Dame Fire Department (NDFD)
- Risk Management & Safety Department (RMS)
- Office of Emergency Management.

Risk Management & Safety Services

- Managing & coordinating the University’s efforts to address risks through:
  - Health & Safety Programs
  - Environmental Compliance Programs
  - Business Continuity
- Worker’s Compensation claims management
- Responding to health, safety & environmental concerns
- Inspections & Training
- Ergonomic Assessments
Notre Dame Fire Department (NDFD) Services

NDFD is responsible for minimizing the possibility of fires and promoting fire safety by:

- Educating residence hall staff, student groups & employees on fire prevention, fire extinguisher use and fire code compliance
- Participating in public education activities with students, staff and local school children
- Conducting annual fire code and OSHA safety inspections of campus structures
- Performing design reviews for building and remodeling projects

Notre Dame Police (NDPD) Services

- Police & Outreach/Inspection personnel 24/7
- Safety Escorts (SafeBouND)
- Website-Safety & Security Info
- Campus Crime Blotter & Alerts
- Crime Maps & Stats
- Bike Registration
- Property Registration
- Crime Prevention Presentations
- Parking Services
- Lost & Found
- Women’s Self-Defense Classes (Rape Aggression Defense)

Contacting NDPD for Emergencies

Landline - 911
Cell Phone - (574) 631-5555

- Fire
- Medical
- Weapons
- Suspicious Activity
- Hazardous Conditions

Contacting NDPD for Non-Emergencies

Landline & Cell Phone - (574) 631-5555

- Locked out of car or office
- Report a theft
- Jump start vehicle
- If you’re just not sure who to call

Emergency Information at Notre Dame

The University’s Mass Notification System (ND Alert) informs the Notre Dame community about an emergency through email, telephone, cell phone and text messaging if you have provided your contact information.

Provide your contact information through the My Resources Tab on “insideND”.

During a major emergency, information can be found here or by calling (866) 668-6631.

Campus Safety

NDPD - (574) 631-5555
NDFD - (574) 631-6200
Risk Management & Safety - (574) 631-5037
The University of Notre Dame Police Department (NDPD) is fully authorized as a police agency by the State of Indiana. The University employs both sworn police officers (with arrest authority) and non-sworn campus safety officers (without arrest authority) who patrol campus and respond to emergencies. Additional staff members work as security monitors or in other support positions in the department.

Notre Dame police officers complete state mandated training requirements established for law enforcement officers and have the same legal authority as any other police officers in Indiana. Notre Dame police officers have the authority to enforce state and local laws and University policy. The University’s police officers have jurisdiction on campus and on public streets immediately adjacent to and running through the campus; they also have jurisdiction throughout St. Joseph County and, under certain circumstances, throughout the state of Indiana.

NDPD has Outreach and Engagement staff that promote events to enhance community awareness and involvement. NDPD also has Safety and Inspection staff that perform various inspections in campus buildings.

Notre Dame Police staff frequently work with city, county, state and federal law enforcement authorities. Agencies cooperate whenever possible on investigations and crime prevention programs to provide the best possible police services to our campus and local communities. NDPD has a written agreement with the St. Joseph County Metro Homicide Unit regarding death investigations, a written agreement with the South Bend Police for response to possible explosive devices, and a written agreement with the St. Joseph County Prosecutor’s Office Cyber Crimes Unit regarding the technology-based investigation of crimes. NDPD does not have a written Memorandum of Understanding with any other police agency. When a Notre Dame student is involved in an off-campus offense, university officers may assist with the investigation in cooperation with local, state or federal law enforcement.

The University of Notre Dame does not officially recognize any student organization with a noncampus location. Many students live in the neighborhoods surrounding Notre Dame. Responsibility for providing police services in these neighborhoods rests primarily with city and county police (depending on location).

Officers maintain a 24-hour patrol of campus every day. In addition to the patrol section, officers are assigned to an investigation unit, a crime prevention and technical service unit, and a parking services and special event security unit.
Most of us are aware of recent acts of violence, including incidents on campuses, in schools, in houses of worship and in public venues. Experts point out that in virtually all cases of violence, someone (sometimes many people) in hindsight had concerns about the perpetrator, may have known of the planned violence and yet did not report the concerns to authorities before the attack.

If you know about concerning behaviors or threatening behaviors (including statements) please share the information with us so we can evaluate the concern or threat and take steps to promote community safety. Simply put:

*If you see something, say something.*

The information you provide will be evaluated by trained professionals, kept private to the extent possible, and appropriate action will be taken to promote safety of the community and support the individuals involved.

Our focus in all instances is on helping individuals and in keeping the community safe. If you are unsure whether a situation should be reported, you should err on the side of caution and talk to one of our reporting resources about your concerns.

If you are aware of an individual exhibiting concerning or threatening behaviors or statements, please promptly notify one of the following resources:

**Notre Dame Police**
(574) 631-5555 - available 24 hours every day
Via Email: reportthreats@nd.edu

**Students**
Office of Student Affairs - (574) 631-5500
Online Reporting - Speakup.nd.edu

**Faculty/Staff**
Human Resources - (574) 631-5900

**Anonymous Safety**
Integrity Line - (800) 688-9918
compliance-helpline.com/NotreDame
Speakup.nd.edu (for students)

Note that if you are making an anonymous report, please provide as much information as possible so that, where necessary, actions can be taken to address your concerns. If you wish to make an anonymous report due to concerns about your safety, please know that University safety officials are committed to working with you to support your safety and that we do so most effectively when working in direct collaboration with you.
Reporting an Incident

Any crime, emergency or suspicious situation on campus, including situations that may involve an immediate threat to the health or safety of members of the community, should be reported immediately to the Notre Dame Police Department (NDPD). On campus incidents of sexual assault, sexual misconduct, dating violence, domestic violence, and stalking may also be reported to the St. Joseph County Police Department (574-235-9611). This includes situations where the victim of a crime elects to report a crime, as well as when a victim is unable to make such a report. Anyone may call at any time.

Individuals are encouraged to accurately and promptly report crimes to NDPD for various security and safety reasons, including for the purpose of notifying and protecting the community when needed, and providing accurate annual crime statistics to the public.

A number of blue light emergency call stations are positioned around the campus for use in contacting NDPD, and telephones are located at the main entrances of most residence halls. For any emergency, dial 9-1-1 to summon assistance. When calling from a cell phone, NDPD recommends dialing (574) 631-5555 for emergency and non-emergency situations and to request services on campus. Both of these numbers are answered 24 hours a day.

Except for confidential communications made to pastoral or professional counselors or health care professionals, the University expects all employees to report to NDPD any crime reported to the employee that occurred at the University. This is necessary not only to protect the Notre Dame community, but also to enable the University to comply with its legal obligation to disclose and report campus crimes.

Online Reporting Option

There is an online option for reporting to the Notre Dame Police Department instances of vehicle or property vandalism, property theft, or lost property that are not in progress and have occurred on the main campus. This online reporting option (available here) is intended for crimes involving damage or a loss of up to $2500. Call NDPD at 631-5555 if the incident is in progress or there is more than $2500 in damage or loss.

Response to Reported Sexual Assault, Dating Violence, Domestic Violence and Stalking

The section entitled “Sexual Assault, Dating Violence, Domestic Violence and Stalking” provides an overview of the University’s procedures for reporting instances of Sexual Harassment, which includes, but is not limited to, sexual assault, dating violence, domestic violence and stalking, and of the confidential and other resources available to students and employees.

For more detailed information concerning the reporting options and on-and off-campus resources available to those who wish to report incidents of sexual assault, dating violence, domestic violence and stalking, see the Procedures for Resolving Concerns of Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct, which is attached as Appendix 2.
Reporting Crimes Confidentially (i.e., without sharing victim’s name)

Members of the Notre Dame community are encouraged to refer crime victims to NDPD to report crimes. Alternatively, victims and/or witnesses who wish to report crimes may do so on a voluntary confidential basis – i.e., without sharing the victim’s name – for inclusion in the annual disclosure of crime statistics, as explained below.

Anyone may submit crime reports confidentially (i.e., without sharing the victim’s name) on forms available from NDPD. NDPD will then include the reported crimes in the annual disclosure of crime statistics.

The form for reporting sexual assaults confidentially for inclusion in such crime statistics is available here. The form for reporting other crimes confidentially for inclusion in such crime statistics is also available here. These forms are in .pdf format and can be downloaded and filled out.

Anonymous Reporting

Anonymous crime reports may be made through Michiana Crime Stoppers by calling (800)-342-STOP (7267) or online here. Anonymous reports that contain sufficiently detailed facts for classification of the offense by law enforcement officials using FBI UCR guidelines will be included in annual crime report disclosures.
RESPONSE TO REPORTED INCIDENTS

Communications Officers at NDPD are available 24 hours a day to answer your calls. In response to a call, NDPD will take the required action, either dispatching an officer or asking the victim to report to NDPD at Hammes Mowbray Hall to file an incident report. NDPD incident reports concerning students are forwarded to the Office of Community Standards for review and potential disciplinary action, as appropriate. NDPD Investigators will investigate a report when it is deemed appropriate.

NDPD Officers may also arrest individuals based on a reported criminal incident.

Additional information obtained through the investigation of students will also be forwarded to the Office of Community Standards for review, as deemed necessary. For information about the specific response to reports of sexual assault, dating violence, domestic violence and stalking, see the Procedures for Resolving Concerns of Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct in Appendix 2.
WARNINGS AND EMERGENCY NOTIFICATION

Crime Alerts (a/k/a Timely Warnings)

In the event a serious crime occurs on campus and poses a serious, ongoing threat to members of the Notre Dame community, a mass email Crime Alert will be sent to all students and employees on campus and posted on the Notre Dame Police Department website, and may be posted in the residence halls and other buildings on campus. The determination of whether a crime poses a serious, ongoing threat is made primarily by NDPD, which may consult with other University officials as appropriate.

The alerts are generally written by the Chief of Notre Dame Police or a designee, and they are distributed to the community by listserv operated by the University’s Office of Public Affairs and Communications. Updates to the Notre Dame community about any particular case resulting in a Crime Alert may be distributed via email, may be posted on the Notre Dame Police website or may be shared with the Observer student newspaper for a follow-up story. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants. Such alerts and updates shall not include identifying information about the complainant in any publicly-available recordkeeping to the extent permitted by law.

Crime Alerts are generally distributed as soon as pertinent information is available, to aid in the prevention of similar crimes. Crime Alerts will usually be distributed for the following Uniform Crime Reporting Program (UCR) classifications: criminal homicide, robbery, and major incidents of arson. Cases involving other serious crimes, such as aggravated assault, sex offenses and motor vehicle thefts, are considered on a case-by-case basis, depending on the facts of the case and the information known by NDPD. For example, if an assault occurs between two students who have a disagreement, there may be no ongoing threat to other ND community members and a Crime Alert would not be distributed. In cases where a serious crime is reported long after the incident occurred, there may be no ability to distribute a “timely” warning to the community and a Crime Alert would not be issued. For this reason, the decision of whether to issue a Crime Alert for serious crimes is considered on a case-by-case basis, depending on when and where the incident occurred, when it was reported, and other relevant information available to the University.

Immediate Threat (NDAlert)

Notre Dame will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus. NDPD and NDFD are primarily responsible for confirming that there is a significant emergency or dangerous situation on campus that could cause an immediate threat to the health and safety of the members of the campus community. However, there are other departments on campus that could be in a position to confirm certain types of emergencies, such as a pandemic flu outbreak, chemical spill in a lab, etc.

The University has implemented ND Alert, a comprehensive emergency notification system, to communicate with campus constituents during a major emergency. The Emergency Operations Center ("EOC") Leader, Vice President for Campus Safety (or designee) and the Vice President for Public Affairs and Communications (or designee) are generally responsible for developing, authorizing and initiating the use of such
tools as well as approving the messages to be distributed unless there are extenuating circumstances, such as a weather emergency or an active critical situation that warrants immediate distribution of an alert. In those cases, the NDPD officer in charge is authorized to approve the activation of an alert.

A basic set of alert messages has already been developed by the University to expedite the delivery of these messages during a critical incident, but the Vice President for Public Affairs and Communications (or designee) and NDPD Communications Officers may edit those messages, as necessary.

The Vice President for Public Affairs and Communications (or designee), and NDPD Communications Officers will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to NDPD and NDFD), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

While the scope of the University’s plan includes physical and non-physical emergencies, the mass notification system will be used only during emergencies threatening the health and safety of students, faculty, staff and other constituencies on campus at the time of an incident. When activated, the emergency notification will be sent to all segments of the community, unless the EOC Leader, Vice President for Campus Safety, and/or the Vice President for Public Affairs and Communications (or their respective designees) determine, while taking into account the safety of the community, that circumstances warrant and permit notification to a smaller segment of the community. Depending on the scope of the incident, the EOC may use one or any combination of the mass notification tools available through ND Alert. These tools, which are listed in the following paragraph, may also be used to inform the community about instructions for immediate evacuation, shelter in place or other action needed on the part of students, employees, and campus visitors.

**Mass notification system:** Through this service, campus leaders can send simultaneous alerts to individuals in a matter of minutes through landline phones, cellular phones, Public Address over Internet Protocol (IPPA), text messaging, speakers on VOIP telephones and e-mail. To fully participate in this system, students, faculty and staff need to provide the University with key contact information such as their cell phone numbers and e-mail addresses in addition to their Notre Dame e-mail. Students can provide emergency contact information during the semester enrollment process, and employees can update such information via “insideND” on the University’s intranet.

The Vice President for Public Affairs and Communications (or designee) and NDPD Communications Officers are trained to distribute messages via the mass notification system, and the system will be used in events where the University assesses a risk of serious bodily injury or death to Notre Dame constituents.

As noted, while all messages must typically be approved by the Vice President for Public Affairs and Communications (or designee), messages may be automatically distributed by the NDPD Communications Officer in certain campus emergencies. Specifically, in the event that the St. Joseph County tornado siren is activated, the NDPD on-duty supervisor would authorize an ND Alert message to be distributed to the campus community. In other incidents that provide immediate danger to campus (e.g., active shooter, NDPD in pursuit of the suspect of a serious violent crime, HAZMAT situation, etc.), the NDPD officer in charge would approve an ND Alert message.

The University’s emergency website, which is updated by the Office of Public Affairs and Communications (OPAC), will serve as the primary source of follow-up information and instruction during times of campus emergencies. Emergency information is made available to the larger community, including parents of students and the people in South Bend and the surrounding areas, through the website. In times of no emergency, a statement will remain on the site indicating that the University is operating under normal business conditions.

A note regarding COVID-19. University officials and various departments within the University are monitoring the impact of the COVID-19 pandemic on University operations. Information concerning COVID-19 and the University response to the pandemic can be found here.
ND community members are encouraged to notify NDPD immediately of any situation or incident on campus that involves a significant emergency or dangerous situation that may involve an immediate threat to the health and safety of students, employees or any others on campus. NDPD has the responsibility of responding to, and summoning the necessary resources to mitigate, investigate, and document, any situation that may cause a significant emergency or dangerous situation.

In addition, NDPD has a responsibility to respond to such incidents to determine if the situation does, in fact, pose a threat to the community. If so, federal law requires that the institution notify the campus community or the appropriate segments of the community that may be affected by the situation.

**Emergency Response**

The University’s Campus Emergency Preparedness and Response Plan includes information about the Management of Emergency Response and Operations, the Emergency Operations Center (EOC), and Communication Responsibilities. University departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility. The University conducts emergency response drills and exercises each year, such as table top exercises, field exercises, and tests of the emergency notification systems on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. The University’s emergency response coordinator plans these drills and exercises, and maintains a record with the following details on each such drill and exercise: description; date; time; whether it was announced or unannounced; and the opportunities for improvement identified as a result of the drill/exercise. Tests of the emergency notification systems, certain emergency response drills, and field exercises will be announced in advance to the campus community via email and other messaging tools. Table top exercises and select emergency response drills will not be announced to the campus community.

The University’s emergency responders, NDPD police officers, and their supervisors and administrators have all received training in Incident Command and Responding to Critical Incidents on campus. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually NDPD and NDFD, with the assistance of neighboring public safety agencies, as needed. These agencies typically respond and work together to manage the incident, under the unified command of NDPD and NDFD. Depending on the nature of the incident, other University departments and other local or federal agencies could also be involved in responding to the incident.
Evacuation Guidelines

The University has general evacuation guidelines, in the event that a segment of the campus needs to be evacuated. Most evacuations occur during activated fire alarms, which require all occupants to promptly evacuate the building. Other portions of the plan would be affected by a myriad of factors, including the type of threat, the occupancy of the other buildings and areas of the campus at the time of the incident, etc. Therefore, specific information about a multi-building or area evacuation cannot be shared with the campus community in advance.

ND expects members of the community to follow the instructions of first responders on the scene, as this type of evacuation would be coordinated on-site. For example, in some emergencies, you may be instructed to “shelter-in-place.” This option may be utilized if an incident occurs and the areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances. In these cases it may be safer to stay indoors, because leaving the area may expose you to that danger. Thus, to “shelter-in-place” means to make a shelter of the building you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside. If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out.

If your building is damaged, take your personal belongings (purse, wallet, access cards, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators).

Other options include moving to another part of your building, or evacuating from your building to an outside area or a neighboring building, as directed. Please follow the directions of on-scene police or fire department personnel or the announcements made via the ND Alert system.

Additional information about the emergency response/evacuation procedures are available in du Lac and online (here). The University also publicizes a summary of its emergency response and evacuation procedures at least once each year in conjunction with an emergency test, such as an exercise or drill.
NOTIFICATION OF MISSING STUDENTS

If a member of the Notre Dame community has reason to believe that a student who resides in on-campus housing is missing, he or she should promptly report the matter to NDPD, which may be contacted at (574) 631-5555. When NDPD receives or is referred a report on a missing student, it will generate a missing person report and initiate an investigation.

After investigating the missing person report, should NDPD determine that the student is missing and has been missing for more than 24 hours, ND will notify St. Joseph County Police (and/or any other local law enforcement agency with jurisdiction), and the student’s emergency contact, within 24 hours after the student is determined to be missing.

In addition to registering an emergency contact, all students have the option to confidentially identify during the Roll Call process an individual to be contacted by Notre Dame in the event the student is determined to be missing for at least 24 hours. The contact information that students provide for any missing person contact will be registered confidentially, will be made accessible only to authorized Notre Dame officials, and will not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation. The missing person contact information will be used when a student who resides in on-campus housing is reported as missing. This information can also be used to assist other law enforcement agencies when a student who resides off campus is reported missing.

If a student has identified such an individual, ND will notify that individual (as well as St. Joseph Police Department and the student’s emergency contact) no later than 24 hours after the student is determined to be missing.

If the missing student is under the age of 18 and is not an emancipated individual, the University will also notify the student’s custodial parent or legal guardian within 24 hours after NDPD has determined that the student has been missing. NDPD may make notification sooner than 24 hours.
CAMPUS SAFETY BEGINS WITH YOU

The Notre Dame Police Department provides important services to the community, but nothing we do can replace your actions in maintaining security and safety on campus. The crime prevention and security awareness programs and information described below are 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.

Take time to learn about crime prevention and safety – for yourself and your fellow community members.

Information and awareness are your best weapons against crime and accidents. Information in du Lac: A Guide to Student Life and a brochure, “How to be ‘Streetwise’ and Safe”, which is available from NDPD upon request, provide important strategies for promoting safety. Additional pamphlets and posters, addressing a wide variety of safety-related matters, are available from NDPD.

Educational Programs

Upon request by students, residence hall staff, faculty or other employees, NDPD staff will provide educational programs addressing safety-related matters including self-defense, security awareness, campus security procedures and practices, crime prevention, safe driving, alcohol laws, bystander intervention, active shooter prevention and response or other safety topics. The frequency of programs facilitated in person varies from year to year and is based on requests for programs by the ND community.

Safety information outposts are staffed during orientation weekend. Staff receive basic safety information during employee orientation. Throughout the year, NDPD in cooperation with other university organizations has presented crime prevention awareness sessions and campus security procedure sessions on average 10 times per month. These sessions cover a variety of topics. In addition, information is disseminated to students and employees through crime prevention and campus security procedure messages, posters, displays, on-line videos, articles and advertisements in university and student newspapers. For more information about the date and location of such programs, contact the NDPD crime prevention coordinator.

NDPD.nd.edu

The best source of information concerning campus crime reported to NDPD is the department website (here). The site contains Crime Alerts (a/k/a Timely Warnings), a log of crimes reported to NDPD, annual crime statistics and crime prevention information (as well as other information about NDPD services). Crime prevention information includes video presentations on a variety of topics such as protecting property and identity, sexual assault, everyday personal safety, stalking, and what to do in a classroom or crowd shooting.

A printed copy of the crime log is also available during normal business hours from NDPD in Room 252 Hammes Mowbray Hall. NDPD staff regularly provide information to The Observer for news stories. In the event of a serious crime or incident on campus that may pose a serious, continuing threat, Crime Alerts are sent to the university community via e-mail and posted on the NDPD website. Everyone is encouraged to review such information and to share the information with others who may not have seen it so steps can be taken to minimize exposure to risks.
The compilation of information and annual crime statistics disclosed in accordance with the Clery Act is the responsibility of the Chief of the Notre Dame Police Department.

The Notre Dame Police Department will gather data from its own records, as well as those maintained by other University departments and offices, and from local, county and state police agencies. A written request for crime statistical information is made on an annual basis to all employees. For purposes of compiling annual crime statistics, crime reports are classified following FBI Uniform Crime Report guidelines. NDPD records all reports of criminal activity made to the department.

The tables on the following pages provide information about serious crimes and attempted crimes that were reported as well as arrests and referrals for violations of liquor laws, for drug offenses and for weapons offenses.

**Notes for Crime Statistics**

NDPD seeks and includes crime data provided by the Indiana State Excise Police, the Indiana State Police, St. Joseph County Police, South Bend Police and the Roseland Town Marshal.

**2017, 2018 and 2019 Hate Crimes Statistics**

There were no hate crimes reported to NDPD or to other campus security authorities in 2017 or 2018 for the categories of crimes listed in the charts on the following pages, or for any crime involving bodily injury that manifested evidence that the victim was intentionally selected because of the victim’s actual or perceived race, gender, religion, national origin, sexual orientation, gender identity, ethnicity, or disability.

In 2019, there was one hate crime of Intimidation characterized by national origin and one hate crime of Vandalism characterized by race reported to NDPD.

**2017, 2018 and 2019 Unfounded Crimes**

In 2017, four crimes were formally determined by sworn law enforcement personnel to be baseless, and were therefore “unfounded” following a full investigation into each of the reported crimes.

In 2018, one crime was formally determined by sworn law enforcement personnel to be baseless, and was therefore “unfounded” following a full investigation into the reported crime.

In 2019, there were no crimes determined to be unfounded.
## Criminal Offenses

<table>
<thead>
<tr>
<th>Offense</th>
<th>2017 Campus</th>
<th>Non Campus</th>
<th>Public</th>
<th>Total</th>
<th>Resid.</th>
<th>2018 Campus</th>
<th>Non Campus</th>
<th>Public</th>
<th>Total</th>
<th>Resid.</th>
<th>2019 Campus</th>
<th>Non Campus</th>
<th>Public</th>
<th>Total</th>
<th>Resid.</th>
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Statistics for Referrals, Arrests, and Reported Crimes

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## Dublin, Ireland Global Gateway

Statistics for Referrals, Arrests, and Reported Crimes

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### LONDON, ENGLAND GLOBAL GATEWAY

Statistics for Referrals, Arrests, and Reported Crimes

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GETTING AROUND CAMPUS SAFELY

Campus Lighting and Physical Plant

Facilities Design & Operations ("FD&O") and Landscape Services maintain University buildings and grounds with a concern for safety and security. Campus facilities and lighting are regularly surveyed by physical plant staff. NDPD staff assist FD&O by reporting potential safety or security concerns. Anyone who notices a safety or security problem with the physical plant or campus landscaping should contact the manager of the facility or Facilities Operations (574-631-7701) or Landscape Services (574-631-6537). After business hours, contact NDPD.

SafeBouND (formerly known as O’SNAP)

When walking on campus after dark, students can use the SafeBound app (found at NDMobile) or call (574) 631-5555 for an escort from the men and women of Notre Dame SafeBouND. A SafeBouND employee will meet the student and escort that student from any point on campus. The service is free and confidential. SafeBouND is comprised of student employees; they will typically operate a golf cart, equipped with an amber light on top, or they will wear a SafeBouND vest. They are in radio contact with the NDPD Communication Center. SafeBouND will operate in the evening hours during the academic year. Golf carts will be used Sunday through Wednesday, and walking escorts will be offered Thursday through Saturday.

During evening hours when SafeBouND is not operating, campus safety officers and police officers provide this service and can be reached by calling (574) 631-5555.

Bus Service On Campus

The University of Notre Dame is party to an agreement with the South Bend Public Transportation Corp. (TRANSPO) that allows students, faculty and staff to ride fare-free on all TRANSPO routes in South Bend/Mishawaka. This includes the #7 and the Sweep routes that serve the Notre Dame and Saint Mary’s campuses.

TRANSPO schedule and route information is available [here](#). Administrative shuttles run to various parking lots and buildings on and around campus. For detailed information and shuttle route maps please click [here](#). The shuttles runs in the morning, at lunch and at the end of the business day. For more information, contact Business Operations at (574) 631-6661.
Security of and Access to Residence Halls and Other Campus Facilities

The Notre Dame campus and University facilities on it are private property. Individuals are allowed on campus at the pleasure of the University. It is the University’s expectation that visitors abide by University rules. Policies for persons visiting residence halls are outlined in du Lac: A Guide to Student Life. Visitation in residence halls by members of the opposite sex is restricted to hours between 9 a.m. and midnight Sunday through Thursday, and until 2 a.m. on weekends. Except in those buildings where posted notices prohibit trespassing, most non-residence campus buildings are open to guests during normal business hours. Visitors’ access to offices, rooms, labs and studios is restricted in these buildings and not permitted without permission from a University representative. Community members are encouraged to immediately notify NDPD if visitors are present in these areas. Academic and administrative buildings are generally open and accessible to students, staff and visitors during the day and into the evening hours, depending on the activities scheduled in each facility. For information about specific building hours, contact the building manager or NDPD.

Safety and security within undergraduate residence halls is the joint responsibility of the Offices of Community Standards and Housing, and NDPD. Entrances to residence halls are generally locked at all times except during move-in and move-out. Student ID cards are required to operate the locks on exterior residence hall entrances. Residents of graduate student housing are responsible for maintaining security in their apartments by keeping doors and windows secured.

Ensuring that residence halls are free from uninvited visitors requires that residents themselves take an active role in making sure strangers are reported to hall staff and/or Security. Residents should protect themselves by always locking their doors whether they are in or away from their rooms – even when leaving for a moment. Residents should not prop open locked doors. Remember too, that residents are held accountable for the actions of their guests.

NDPD officers patrol the campus through vehicle, bicycle and foot patrols and conduct periodic checks of residence halls.
The University of Notre Dame strives to maintain a community characterized by a respect for others. At a minimum, this means a community that is free from sexual harassment and sexual violence. The acts of sexual assault, dating violence, domestic violence and stalking can be considered forms of sexual harassment. Accordingly, Notre Dame prohibits Sexual Harassment in all its forms, including, but not limited to, the acts of sexual assault, dating violence, domestic violence and stalking.

Additional information concerning the University’s prohibition of sexual assault, dating violence, domestic violence and stalking, can be found in the University’s Policy on Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct (“Policy on Harassment”), which is attached to this Report as Appendix 1.

A. Definitions of Sexual Assault, Dating Violence, Domestic Violence and Stalking

Acts of sexual assault, dating violence, domestic violence and stalking not only violate University policy, but can be crimes as well.

1. Indiana State Law

Acts of sexual assault, dating violence, domestic violence and stalking occurring within the context of interpersonal relationships may be criminal offenses under the Indiana Criminal Code.

a. Sexual assault

Under the Indiana Criminal Code, the crime most closely corresponding to sexual assault is rape. The crime of rape is committed when an individual knowingly or intentionally causes another person to perform or submit to other sexual conduct when:

1. the other person is compelled by force or imminent threat of force;
2. the other person is unaware that the sexual intercourse or other sexual conduct is occurring; or
3. the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct cannot be given.

"Other sexual conduct" means an act involving: (1) a sex organ of one (1) person and the mouth or anus of another person; or (2) the penetration of the sex organ or anus of a person by an object.

The crime of rape is a Level 3 felony.

b. Dating violence

There is no specific definition or prohibition of “dating violence” in the Indiana Criminal Code. However, physical violence by one person against another would be considered battery, which the Indiana Criminal Code defines as knowingly or intentionally:

1. touching another person in a rude, insolent, or angry manner; or
2. placing any bodily fluid or waste on another person in a rude, insolent, or angry manner.

The crime of battery is a Class B misdemeanor.
c. Domestic violence

The Indiana Criminal Code defines *domestic battery* as knowingly or intentionally:

1. touching a family or household member in a rude, insolent, or angry manner; or
2. placing any bodily fluid or waste on a family or household member in a rude, insolent, or angry manner.

The crime of domestic battery is a Class A misdemeanor.

d. Stalking

The Indiana Criminal Code defines *stalking* as a knowing or intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.

e. Consent

The age of consent in Indiana is 16, but the term *consent* is not defined by Indiana law.

2. Definitions under University Policy

The University prohibits all forms of Sexual Harassment including, but not limited to, the acts of sexual assault, fondling, incest, dating violence, domestic violence and stalking. The University’s definitions of those prohibited acts, along with its definition of consent, can be found in its Policy on Harassment (Appendix 1) and are also set forth below.

a. Sexual assault

*Sexual assault* is any sexual intercourse by any person upon another without consent. It includes oral, anal and vaginal intercourse or penetration, to any degree, with any part of the body or other object. It is also referred to as “non-consensual sexual intercourse.”

b. Fondling

*Fondling* is touching of the private body parts (i.e., genitals, buttocks, and/or breasts) of another person for the purpose of sexual gratification, without Consent.

c. Incest

*Incest* is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

d. Dating violence

*Dating violence* is physical violence or the threat of physical violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with an individual, and the existence of such a relationship shall be determined based on factors such as the length and type of relationship, and frequency of interaction between the persons involved.

e. Domestic violence

*Domestic violence* is physical violence or the threat of physical violence committed by a current or former spouse or intimate partner of an individual, by a person with whom the individual shares a child in common, by a person who is cohabiting or has cohabitated with the individual as if a spouse (as determined under applicable law) or intimate partner, or by a person similarly situated to a spouse of the individual under applicable domestic or family violence laws.

f. Stalking

*Stalking* is knowingly or intentionally engaging in a course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to fear for his or her safety or suffer substantial emotional distress.

g. Consent

*Consent* means informed, freely given agreement, communicated by clearly understandable words or actions, to participate in each form of sexual activity. Consent cannot be inferred from silence, passivity, or lack of active resistance. A current or previous dating or sexual relationship is not sufficient to constitute consent, and consent to one form of sexual activity does not imply consent to other forms of sexual activity. By definition, there is no consent when there is a threat of force or violence or any other form of coercion or intimidation, physical or psychological. A person who is the object of sexual aggression is not required to physically or otherwise resist the aggressor; sexual contact without informed, freely given consent is sexual misconduct. There is no consent when the individual in question is under the legal age of consent. The legal age of consent in Indiana is 16.

Intoxication is not an excuse for failure to obtain consent.

Incapacitation is a physical or mental state such that a person lacks the ability to make a knowing and deliberate choice to engage in the sexual interaction. For the purposes of the University’s Policy on Harassment, a person who is asleep or unconscious is incapacitated, without exception. A person may also become incapacitated due to other factors, which may include the use of alcohol and/or drugs.
to such a degree that the person no longer has the ability to make a knowing or deliberate choice to engage in the sexual interaction. Engaging in sexual activity with a person whom you know, or should reasonably know, to be incapacitated constitutes a violation. If there is a question about whether the complainant was incapacitated, the relevant standard is whether the respondent knew, or a sober, reasonable person in the respondent’s position should have known, that the complainant was incapacitated and therefore could not consent to the sexual activity.

B. Prevention and Awareness Campaigns

The University provides prevention and awareness campaigns for new and current students and employees to promote awareness and reduce the risk of sexual assault, fondling, dating violence, domestic violence and stalking. These programs are offered during orientation sessions for new students and employees to raise awareness of such crimes, and to help prevent them from occurring by addressing options for bystander intervention and information on risk reduction, including recognizing warning signs of abusive behavior and how to avoid potential attacks. Throughout the year, programming of this nature is directed to the campus community through other training programs made available both online and, where possible, in person (e.g., numerous residence halls sponsor speakers and host panel discussions on sexual assault), or through emails or other communications. One such initiative, greeNDot, is a campus wide violence-prevention initiative that aspires to bring about a cultural shift in how we address violence on campus by targeting all students, faculty and staff and teaching them how to integrate moments of violence prevention into their existing relationships and activities, thereby improving their proactive and reactive bystander behaviors.

The NDPD Crime Prevention office also gives various presentations throughout the year on sexual assault, fondling, stalking, and violence in relationships, and offers “360 Stay Safe,” an educational video that addresses stalking and relationship violence, here.

C. Reporting and Responding to Complaints Alleging Sexual Harassment

The University provides resources and has procedures in place to support those who report Sexual Harassment, which includes, but is not limited to, sexual assault, fondling, dating violence, domestic violence and stalking.

1. Reporting Sexual Harassment to the University and Law Enforcement

Reports of Sexual Harassment should be made to the University’s Office of Institutional Equity in person, by telephone (574-631-0444), by email (equity@nd.edu), through use of the online incident reporting form at speakup.nd.edu, or by mail at the following address:

Assistant vice President, Office of Institutional Equity & Title IX Coordinator
100 Grace Hall
University of Notre Dame
Notre Dame, IN 46556
574-631-0444
equity@nd.edu

Additional information concerning how to report violations of the Policy can be found in the University’s Procedures for Resolving Concerns of Discriminatory Harassment, Sexual Harassment, and other Sex-Based Misconduct (“Procedure for Resolving Concerns of Harassment”), which is attached to this Report as Appendix 2.

In addition to reporting violations to the University, the University encourages all members of the Notre Dame community to report all incidents of sexual assault, dating violence, domestic violence and stalking to the police. In such cases, complainants may (a) notify proper law enforcement authorities, including NDPD and other local police; (b) be assisted by campus authorities in notifying law enforcement authorities if the complainant so chooses; or (c) decline to notify law enforcement authorities.

The University will provide complainants with written notice of their rights and reporting options, including their rights to pursue their complaints through the University’s administrative Sexual Harassment Procedures. Complainants interested in exploring whether they might be entitled to an order of protection, restraining order, or other similar orders issued by a criminal or civil court, are encouraged to contact Notre Dame Police or the Family Justice Center of St. Joseph County.

For more detailed information concerning the reporting options available to those who wish to report incidents of sexual assault, dating violence, domestic violence and stalking, see the Procedure for Resolving Concerns of Harassment (Appendix 2).

2. Resources for Medical, Counseling and Pastoral Care

Individuals who have been sexually assaulted, or subjected to other intimate partner violence such as dating violence, domestic violence or stalking, are strongly encouraged to seek immediate and appropriate medical treatment. Such treatment is also important to preserve evidence in the event the individual later files criminal charges, or seeks to obtain an order of protection. The two hospitals in the South Bend area are St. Joseph Regional Medical Center (sjmed.com) and Memorial Hospital (beaconhealthsystem.org). While both offer emergency care and evidence collection, only St. Joseph has a specially trained sexual assault team available.
24 hours a day, seven days a week. Under Indiana law, the tests and procedures at the hospitals are free of charge if treatment is sought within 120 hours of the assault. The evidence gathered in this examination is maintained by the hospital and is not provided to the police unless the individual reports the assault to the police.

Students and employees are provided written notification concerning the medical, mental health and pastoral services available for complainants and respondents, both within the University and in the community. For additional information concerning these resources, see the Procedure for Resolving Concerns of Harassment (Appendix 2).

3. Privacy and Confidentiality of Reports

Notre Dame recognizes that confidentiality is important, and will attempt to protect the confidentiality of those involved in its resolution processes, to the extent practicable. Examples of situations where the University cannot guarantee confidentiality include the following:

- When required by law to disclose information (e.g., in response to a subpoena, or court order);
- When disclosure is determined to be necessary for effective investigation of the claim(s); or
- When confidentiality concerns are outweighed by the University’s interest in protecting the safety and/or rights of others.

Students and employees who wish to keep confidential the details of an incident of sexual assault, dating violence, domestic violence and stalking are provided a number of on-campus and off-campus confidential resources (including, but not limited to, counselors, health providers, vowed religious, and off-campus rape crisis resources). These resources will honor confidentiality unless there is an imminent danger to the individual or others, or unless otherwise required by law. In addition, an individual’s disclosure of such incidents during the sacrament of confession will not be revealed by the priest for any reason, which is a sacred obligation protected by law.

Campus officials (other than those identified as confidential resources) who receive a report of Sexual Harassment, which includes, but is not limited to, a report of sexual assault, dating violence, domestic violence or stalking, are required to share that information with the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (the “AVP/TIX Coordinator”) (or designee) for investigation and follow-up. To the extent any such reports result in the creation of publicly available recordkeeping, including the issuance of Crime Alerts (a/k/a timely warnings) and other Clery Act reports to the campus community, these records, Crime Alerts, and any updates to them will be drafted in a way that does not include personally identifying information about the complainant, to the extent permitted by law.

For additional information concerning the privacy and confidentiality of reports, including the identification of the specific confidential resources available to members of the Notre Dame community and the role of University ombudspersons, see the Procedure for Resolving Concerns of Harassment (Appendix 2).

4. University Response to Reports

The University offers a wide range of resources for complainants and respondents, to provide support and guidance throughout the initiation, investigation and resolution of a report under the Policy. Upon receipt of a report, the University may provide interim measures to address concerns regarding safety and well-being and to facilitate the parties’ continued access to University programs and activities. Interim measures can include, but are not limited to, no-contact orders, making alternative academic arrangements; making changes to class or work schedules or extracurricular activities; and making transportation, housing and dining arrangements. To the extent possible, the University will maintain the confidentiality of any interim measures provided to the extent practicable.

When the name of a respondent has been identified, the AVP/TIX Coordinator (or designee) will, where appropriate, issue no-contact orders to the complainant and respondent. These orders are separate and distinct from protective and/or restraining orders issued by courts, and questions about the court-issued orders should be directed to local law enforcement.

The University will also provide written notice to student and employee complainants and respondents about existing counseling, health, mental health, victim advocacy, visa and immigration assistance, and other services available for complainants and respondents, both within the University and in the community.

The complainant and respondent will also be referred to separate Resource Coordinators, who will help the complainant and respondent to identify, explain and navigate University processes and available support services. This can include referrals to counseling, educational support, pastoral care, and medical treatment, as well as information about University and legal processes.

For additional information concerning the University’s response to reports, including the implementation and notification to complainants and respondents of interim or other protective measures, see the Procedure for Resolving Concerns of Harassment (Appendix 2).
5. Procedures for University Disciplinary Action in Cases of Alleged Sexual Harassment

Members of the Notre Dame community who have been subjected to Sexual Harassment, which includes, but is not limited to, sexual assault, dating violence, domestic violence or stalking, are strongly encouraged to review and report the incident in accordance with the Procedure for Resolving Concerns of Harassment (Appendix 2). They are also strongly encouraged to contact the AVP/TIX Coordinator (or designee) with any questions concerning their rights and options, or the University’s procedures. University policy prohibits acts of retaliation against those who in good faith report alleged sexual harassment, and/or participate in a related investigation or proceeding. Although the Procedure for Resolving Concerns of Harassment describes in detail the University’s procedures for institutional disciplinary action in cases of sexual assault, dating violence, domestic violence or stalking, the following are some of the key components of the University’s procedures for disciplinary and other action in such cases:

**Initial Assessment**

- Upon receiving a report of sexual assault, dating violence, domestic violence or stalking, the AVP/TIX Coordinator (or designee) will respond to any immediate health or safety concerns, and then conduct an initial assessment of the nature and circumstances of the report to determine whether the reported conduct involves a potential policy violation and, if so, the appropriate proceeding(s) to bring the matter to resolution. Following completion of the initial assessment, and depending on the findings in the initial assessment, the report may proceed through several possible resolution mechanisms: (1) the report may be referred to the Alternative Resolution process; (2) the report may be referred to the University’s Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct; (3) if the conduct falls outside the scope of du Lac’s policies, the report may be referred to the appropriate entity to address the concerns reported; or (4) the matter may be closed.

**Alternative Resolution**

- After completing the initial assessment, the AVP/TIX Coordinator (or designee) may determine that the Alternative Resolution Process may be appropriate for resolution of the complainant’s report. The Alternative Resolution Process is a voluntary, education and remedies-based process that is not intended to be disciplinary in nature. Alternative Resolution is conducted under the supervision of University-sanctioned, trained professionals, and may be used in certain circumstances, but only with the voluntary, informed consent of both parties, either of whom may end the Process at any time.

**Sexual Harassment Procedures – Formal Complaint**

- At the conclusion of the initial assessment, if the report alleges conduct that falls within the prohibition of Sexual Harassment in the Policy on Harassment (Appendix 1), the AVP/TIX Coordinator (or designee) will inform the complainant that a Formal Complaint is required to proceed under the Formal Proceedings for Sexual Harassment under the Procedures for Resolving Concerns of Harassment (Appendix 2). The Sexual Harassment Procedures involve continued investigation and could also result in disciplinary action against a respondent.

- As noted above, a Formal Complaint of Sexual Harassment should be made to the University’s Office of Institutional Equity in person, by email (equity@nd.edu), through use of the online incident reporting form at speakup.nd.edu, or by mail at the following address:

  Assistant Vice President, Office of Institutional Equity & Title IX Coordinator  
  100 Grace Hall  
  University of Notre Dame  
  Notre Dame, IN 46556  
  574-631-0444  
  equity@nd.edu

  For additional information concerning the filing and the University’s handling of Formal Complaints, see the Procedure for Resolving Concerns of Harassment (Appendix 2).

- Upon receipt of a Formal Complaint of Sexual Harassment, the AVP/TIX Coordinator (or designee) will provide the complainant and respondent a written notice of investigation containing information concerning (i) the conduct allegedly constituting a Policy violation, (ii) the alleged Policy violation(s), and (iii) the parties’ rights under the Sexual Harassment Procedures.

**Sexual Harassment Procedures – Formal Proceedings**

- When a Formal Complaint is referred to the Formal Proceedings under the Sexual Harassment Procedures, an investigator will be appointed to conduct a prompt, thorough, fair and impartial investigation.

- **Advisors.** The complainant and respondent may each be accompanied by an Advisor of his/her choice at each stage of the Sexual Harassment Procedures in which the party participates. Except
during the Hearing, the advisor role is non-speaking. If a party does not have an Advisor to accompany him/her at the Hearing, the party will be appointed to an Advisor of the University’s choice.

- **Investigation.** The University-appointed Investigator will provide a prompt, fair, thorough and impartial investigation of the Formal Complaint. During the investigation, both parties will have the opportunity to provide relevant information, including to identify witnesses and provide other relevant evidence.

- **Investigative Report.** After completing the information-gathering portion of the investigation, including sharing all evidence with and soliciting additional information from the parties, the Investigator will prepare an Investigative Report that outlines each allegation that potentially constitutes Sexual Harassment, an overview of the procedural steps of the investigation, and summarizes the relevant evidence obtained during the Investigation. The parties will be provided access to the final Investigative Report and all evidence related to the allegation(s) in it, and may provide a written response to the Investigative Report in advance of the Hearing.

- **Hearing.** Upon receipt of the Investigative Report, the AVP/TIX Coordinator (or designee) will convene a Hearing Board, which will conduct a hearing to determine, by a preponderance of the evidence, whether the Respondent violated any provision of the Policy on Harassment (Appendix 1). Each party and participant will be provided at least ten days’ written notice of the Hearing. Members of the Hearing Board will be provided a copy of the Investigative Report, along with all evidence provided to the parties and all party responses to the Investigative Report, if any. The Hearing is an opportunity for the Complainant and the Respondent to address the Hearing Board in person, to make opening and closing statements and present relevant witnesses.

- **Hearing - Complainant-Respondent Communications.** Neither the complaint nor the respondent may directly communicate with each other before, during or after the Hearing; nor may they ask questions of each other or of any witnesses that participate in the Hearing. However, although not otherwise permitted to participate in the Hearing, the Advisor to each party will be permitted to ask questions of the other party and any witnesses.

- **Hearing - Determination and Sanctions.** Following the Hearing, the Hearing Board will issue a written determination as to whether, based on a preponderance of evidence, a violation of policy has occurred and which Sanctions, if any, shall be assigned. The Hearing Board will provide its written determination to the parties simultaneously.

- Where there is a finding of a violation of University policy, the Hearing Board may assign one or more Sanctions. A complete list of Sanctions, which the Hearing Board may assign individually or in combination, can be found in Section 4 of the Procedure for Resolving Concerns of Harassment (Appendix 2). The University may also take other remedial measures, as appropriate, to protect the complainant.

**Appeal**

- Within ten calendar days of being informed of the University’s dismissal of a Formal Complaint or a determination regarding responsibility by a Hearing Board, either a complainant or the respondent may request an appeal by filing a written Request for Appeal. The written Request for Appeal must identify an appropriate ground for review, as explained in Section 4 of the Procedure for Resolving Concerns of Harassment (Appendix 2). If a Request for Appeal is filed, the University’s dismissal or the Hearing Board’s determination will not become effective until the appeal process is complete.

- An Appeal Coordinator appointed by the AVP/TIX Coordinator (or designee) will administer the appeal process, which the University will aim to resolve within a reasonably prompt timeframe. Requests for Appeal are screened by the Appeal Coordinator. If the Request is not timely, or if the Request lacks information concerning the appropriate ground(s) for review, the Request for Appeal may be denied by the Appeal Coordinator. Requests for Appeal that are timely submitted and that include the required information concerning the ground(s) for review will be forwarded to the other party and to the Hearing Board, each of which will be permitted to respond in writing to the Request for Appeal.

- The Appeal Coordinator will then forward the Request for Appeal, and any responses from the other party and/or the Hearing Board, to one of the following individuals, who will decide the appeal:
  - For student respondents, the Vice President for Student Affairs (or designee);
  - For staff respondents, the Vice President for Human Resources (or designee); and
  - For faculty respondents, a three-member advisory panel that will provide a recommendation to the Provost (or designee).
• The Appeal decision will be made based on the Request for Appeal, any responses from the other party and/or Hearing Board, and the case file. The Vice President for Student Affairs, the Vice President for Human Resources, or Provost (or their respective designees) may remand the case for additional proceedings, where appropriate. The appeal decision will be communicated to the complainant and respondent in writing. This Appeal decision is final and not subject to further review.

Procedures for Disciplinary Action – Timelines & Training

• Time to Completion. The University will seek to complete the Alternative Resolution Process within 60 calendar days following the decision to proceed with Alternative Resolution. Under the Formal Proceedings for Sexual Harassment, the University will seek to complete the Investigation within 60 calendar days of the filing of a Formal Complaint. The University will seek to complete the Appeal process within a reasonably prompt timeframe after receiving the Request for Appeal. However, the University may extend any of these timeframes for good cause and will notify all parties of such delays.

• Training. The officials involved in responding to reports of Sexual Harassment receive annual training on issues related to sexual assault, dating violence, domestic violence and stalking, and on how to conduct an investigation and hearing process that provides parties with notice and a meaningful opportunity to be heard.
The University has adopted and implemented a program to prevent the use of illicit drugs and the abuse of alcohol by students and employees.

With respect to students, the specific policies and standards pertaining to the use of illicit drugs and alcohol are presented in du Lac: A Guide to Student Life, which is available here. The information presented in du Lac includes the standards of conduct that apply to the unlawful possession, use, sale or distribution of illicit drugs and alcohol by students; the sanctions the University will impose on students for violations of such standards; the legal sanctions that apply to the unlawful possession or distribution of illicit drugs and alcohol; the health risks associated with the use of illicit drugs and the abuse of alcohol; and the drug and alcohol counseling, treatment, or rehabilitation programs available to students.

With respect to employees, the specific policies and standards pertaining to the use of illicit drugs and alcohol are maintained by the Office of Human Resources and are available here. These policies and standards include the standards of conduct that apply to the unlawful possession, use, sale or distribution of illicit drugs and alcohol by employees; the sanctions the University will impose on employees for violations of such standards; the legal sanctions that apply to the unlawful possession or distribution of illicit drugs and alcohol; the health risks associated with the use of illicit drugs and the abuse of alcohol; and the employee assistance program available for employees who want assistance with overcoming drug and/or alcohol abuse.

The website of the Center for Student Well-Being describes the drug and alcohol education, counseling, treatment, rehabilitation, and reentry programs available to students.

The Center for Student Well-Being provides prevention, intervention and educational programs and coordinates assessment activities that support the health of Notre Dame students.

All incoming students must complete AlcoholEdu, an online pre-matriculation course, prior to their arrival on campus. The Center also provides online assessments, group education and workshops upon request to support the health and well-being of all students throughout their time at the University.

Additional information is available for students from the Center for Student Well-Being (574-631-7970) and the University Counseling Center (574-631-7336). Employees may call LifeWorks at 1-888-267-8126 for information or assistance programs.
Support Services for Crime Victims

A number of services are available to assist students, faculty and staff who may become the victim of a crime on campus, or who may be injured in a serious accident or other emergency situation on campus. In addition to prompt and professional emergency medical services provided by NDPD, NDFD, ambulance, hospital or Health Center staff, victims will be offered an opportunity to meet with Campus Ministry staff, and students may meet with professional staff from the Office of Student Affairs. University Counseling Center staff provide services for students 24 hours a day in emergency situations during the academic year.

In cases of criminal activity, information regarding victims’ rights and the steps followed by the criminal justice system to address their case is available from NDPD staff. Assistance for crime victims is also available from the County Prosecutor’s Office.

Resources for Victims Needing Visa and Immigration Assistance

Assistance for those victims needing help with Visa and Immigration issues can be found at Notre Dame’s Office of International Student and Scholar Affairs located in Room 105 of the Main Building. The office can be contacted by phone at (574) 631-3825 or by email at issa@nd.edu. The office is open Monday through Friday from 8:00 am to 5:00 pm.

Immigration Services are also available off-campus through Catholic Charities located at 1817 S. Miami St. in South Bend. They can be reached at (574) 234-3111 ext. 33 or by email at ccoleman@ccfwsb.org.

The Board of Immigration Appeals (U.S. Department of Homeland Security) recognizes Catholic Charities’ Immigration Services as a program that provides accurate and affordable services to immigrants who seek to adjust their status, reunite with family members, obtain employment authorization, or file paperwork to make other status adjustments through USCIS (U.S. Citizenship and Immigration Services, formerly the U.S. Immigration and Naturalization Service, or INS). Citizenship classes and assistance with the process of naturalization are also provided.

Another off-campus resource for assistance with visa and immigration issues is Indiana Legal Services. Their local office is located in the Commerce Building at 401 E. Colfax Suite 116, South Bend, IN. Their phone number is (574) 234-8121 and their email address is www.indianalegalservices.org. They are open from 8:00 am to 4:30 pm, Monday through Friday. Additional information regarding visas and immigration issues can be found on the U. S. State Department website here.

Indiana Sex and Violent Offender Registry

The Indiana Sheriffs’ Sex and Violent Offender Registry provides detailed information about individuals who register as sex or violent offenders at Indiana Sheriffs’ departments.

The purpose of the registry is to inform the general public about the identity, location, and appearance of sex and violent offenders who live, work, or study in Indiana.

The registry, as well as detailed information about Indiana’s laws governing the Sex and Violent Offender Registry, is available here.

Indiana’s Sex and Violent Offender Directory is maintained by the Indiana Criminal Justice Institute (ICJI) and lists individuals who have been convicted of one or more of the sex and violent offenses requiring registration with local law enforcement authorities. The directory and information about ICJI is available here.
Campus and Local Resources

On Campus

Crime/Fire Medical Emergency  9-1-1
Notre Dame Police  (574) 631-5555
University Health Services  (574) 631-7497
Notre Dame Fire Department  (574) 631-6200
Center for Student Well-Being  (574) 631-7970
University Counseling Center  (574) 631-7336
Deputy Title IX Coordinator  (574) 631-7728
LifeWorks Employee Assistance  (888) 267-8126
Office of Community Standards  (574) 631-5551
Office of Student Affairs  (574) 631-5550

The Notre Dame Police Department website can be found here.

Off Campus (Notify Police in Locale Where Incident Occurred)

St. Joseph County  (574) 235-9611
South Bend  (574) 235-9201
Mishawaka  (574) 258-1678
Indiana State Police (District 24)  (574) 546-4900
St Joseph County Prosecuting Attorney’s Office  (574) 235-9544
St. Joseph’s Medical Center ER  (574) 237-7264
SOS of the Family Justice Center  (574) 289-4357
Indiana Legal Services  (574) 234-8121
Immigration Services at Catholic Charities  (574) 234-3111  Ext. 33

The policy statements included in this brochure are up-to-date as of November 2020. For the most current version of campus policies, please visit http://dulac.nd.edu and http://equity.nd.edu/.

The Notre Dame Police Department gratefully acknowledges the assistance of campus law enforcement agencies from across the country for their assistance in developing this brochure.
FIRE SAFETY POLICIES

Reporting a Fire

If a fire occurs in a Notre Dame building, community members should immediately notify the Notre Dame Fire Department by calling (574) 631-5555 or 911 from a campus phone. If a member of the ND community finds evidence of a fire that has been extinguished, and the person is not sure whether NDFD has already responded, the community member should immediately notify NDFD, which will investigate and document the incident.

The University maintains a fire log that records, by the date the fire was reported, any fire that occurred in an on-campus student housing facility. The fire log includes the nature, date, time and general location of each fire, and can be viewed by visiting 252 Hammes Mowbray Hall during normal business hours.

Health, Safety and Security Policies

1. Unless authorized by the Office of Student Affairs or Notre Dame Police Department, firearms or other weapons of any kind, fires, fireworks, explosives, explosive devices, and highly flammable materials are not allowed on University property.
2. Tampering with or misuse of fire alarm and safety devices, emergency communication equipment and related emergency system components is strictly prohibited.
3. Failure to respond appropriately to fire alarms and emergency notifications may result in disciplinary action.
4. Unauthorized presence in construction areas, campus underground tunnels or any restricted area is prohibited.

Housing Policies

The University believes its residence hall facilities provide the foundation of community life. In order to maintain the proper safety and security of these communities, residents and guests must abide by certain housing policies and expectations. The following includes some of the University's housing policies. Students are expected to know and abide by these policies. Failure to do so may result in disciplinary action.

Housing Safety: Conditions in Halls

All students share responsibility for the health and safety conditions of their residence halls. To keep halls safe, students must keep the following facts in mind:
1. Know the fire exit routes from the residence hall.
2. Burned-out light bulbs in corridors will be replaced by Maintenance technicians. Students should not replace any light bulb with brighter or colored bulbs. Oversized bulbs can overload the circuits and create a fire hazard.
3. Installation and/or the use of ceiling fans, air conditioners, water beds, and/or electronic or kerosene space heaters is not permitted.
4. Propane grills or any other type of liquid gas tanks are not to be stored in residence halls.
5. The following are prohibited as interior finish to any residence hall room:
   a. The installation of plywood paneling, plywood sheets, decorative wood shingles, particleboard, hardboard, wallpaper, paperboards, and any other flame and smoke propagating materials.
   b. Combustible fabrics, burlap, paper, cork, and other flame and smoke-propagating materials.

6. Combustible materials should not be placed against or left in contact with radiators, heating units, light bulbs or lighting fixtures, or any other electrical items.

7. Halogen torchiere lamps that have a tubular halogen bulb greater than 300 watts are prohibited. All halogen lamps must have a properly installed safety guard. Individuals owning these lamps must be able to prove the bulb wattage is 300 watts or less, replace all bulbs without wattage ratings and obtain and properly install the wire safety guard. Lamps should never be placed near curtains, bedding, posters or pictures. Clothing, towels, etc., should not be draped over lamps.

8. Carpeting is not permitted on walls or ceilings. Ceilings shall not be draped with any fabric, netting or paper products.

9. Partitions shall not be constructed in any residence hall suites or rooms.

10. Storage is not permitted in corridors or stairwells.

11. Bunk beds, as provided by the University, are always permissible. No more than two beds in any bunk structure are permitted. Extension beyond normal height of bunk structure is not permitted. A single bed spring raised on double end pieces is not permitted. Beds must be debunked and returned to floor level when residents move out of the hall.

12. Platforms or structures at any level constituting additional floor surfaces are prohibited.

13. Bed structures may not render windows unusable for emergency access or for air circulation. Bed structures may not block access to heating or ventilating units, plumbing, lighting fixtures and thermostats. Automatic sprinkler heads will be kept clear of all obstruction.

14. In multi-room suites, the corridor door in the center room shall be maintained for easy exit. The center room corridor door must be maintained so as to open at least 90 degrees. No bed structure or other furniture will block use of the connecting room doors so there is a clear passage or direct access to the center room for exiting. All corridors in every room (including suites) shall be maintained for easy exit.

15. Fire safety equipment may not be tampered or interfered with for any reason.

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**Housing Safety: Appliances**

To meet fire, health and safety requirements, the University discourages the proliferation of electrical appliances in student rooms. All large, domestic-type refrigerators are prohibited. Refrigerators in student rooms must not exceed 5.0 cubic feet in size and must be in good operating condition.

The use of the following electrical appliances is prohibited in all residence halls:

1. Air Conditioners
2. Broilers
3. Rotisseries
4. Ceiling Fans
5. Skillets
6. Rice Cookers
7. Dimmer Switches
8. Hot Plates
9. Microwaves
10. Tabletop Grills
11. Toaster Ovens
12. Bread makers
13. Other such high-wattage appliances

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**Housing Safety: Decorations**

For reasons of residence hall safety and security:

1. All decorations must be non-combustible or factory-treated with flame retardant. No paper of any type may be used to line the exit corridors and stairs.
2. Smoke detectors, heat detectors or sprinkler heads cannot be covered or removed at any time. Nothing can be attached to these devices.
3. No decorations can be put on the floors that may be a trip hazard in an emergency or otherwise.
4. Hose cabinets, fire extinguishers, cabinets, and fire alarm stations may not be covered with any decorative materials.
5. Residence hall room doors may be decorated (not knobs, just the door surface), but no part of an exit or emergency lighting may be covered.
6. Only artificial, flame retardant wreaths and trees may be used in residence halls. Natural evergreen branches or trees are not permitted inside residence halls.
7. Only low voltage, indoor rated incandescent or LED lighting is permitted and no outdoor displays or animated/mechanized decorations are allowed inside of a building.
8. Open flames, including all types of candles and incense, are prohibited.
9. Nothing may impede or hinder occupants’ access to exits, including obstructing the view of an exit sign or exit doorway. This also means windows cannot be blocked with decorations, either inside or outside of the window.

10. No modification of the building electrical system is permitted. Extension cord use must be kept to a minimum, and electrical cords cannot run through doorways, windows, or fire doors.

11. Colored lights may not be installed in corridor lighting fixtures.

**Smoking**

Smoking is prohibited in all residence facilities. Refer to the University's Smoking Policy for more information.

**Procedures for Evacuating Campus Buildings During Fires**

Anyone in a building which is involved in a fire should:

1. Call the Notre Dame Fire Department immediately by pulling the nearest pull station in the building. Pull stations are usually located near or at exits. You can also report a fire by calling 911 from a land line or (574) 631-5555 from your cell phone.
2. Upon hearing the fire alarm, immediately evacuate the building using the nearest available exit. Do not attempt to fight a fire unless you have been trained to do so.
3. Use stairwells and stay off elevators.
4. Get out of the building if possible and stay out until firefighters signal that it is safe to return.
5. Stay back a reasonable distance from the building to avoid falling objects from upper floors.

**Procedures for Those Trapped During Fires**

Anyone trapped by smoke or fire in corridors and who cannot leave by normal exits should:

1. Stay in or return to his or her room, office, or some other smoke and fire-free area. Shut the door and remain there until rescued.
2. If smoke enters the room from under or around the door, place sheets, blankets or clothing around the door to seal it as well as possible.
3. Open windows from the top in order to evacuate any smoke that may enter.
4. Try to stay calm and signal firefighters of your location. They will work their way to you as fast as possible.

**Fire Safety Education and Training Program**

The University provides numerous fire safety education and training opportunities for students and employees.

1. The Notre Dame Fire Department’s website contains fire safety education and training opportunities for students and employees.
2. Fire Safety and Fire Extinguisher Use Training
   a. Selected employees receive fire safety training and are trained in the use of extinguishers
   b. All residence hall staff are trained in fire safety and are provided hands-on fire extinguisher training
3. Fire Safety Events
   a. The Notre Dame Fire Department holds a fire safety event with contests and activities geared to increase fire safety knowledge.
   b. The Notre Dame Fire Department hosts fire safety awareness booths during several campus wide events throughout the year.

**Future Plans for Fire Safety Improvements in Student Housing**

There are no Fire Safety Improvements planned for Student Housing at this time.
## 2019 Student Housing Fire Safety Systems

<table>
<thead>
<tr>
<th>Residence Halls and/or On-Campus Buildings containing Student Residences</th>
<th>Central Alarm Monitoring by Notre Dame Fire Department</th>
<th>Smoke Detection in Common and Sleeping Areas</th>
<th>Full Automatic Fire Sprinkler System</th>
<th>Fire Extinguishers Installed</th>
<th>Number of evacuation (fire) drills</th>
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### 2017 Student Housing Fire Occurrence Statistics

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<tr>
<th>Residence Halls and/or On-Campus Buildings containing Student Residences</th>
<th>Total Fires Within the Building(s) for the Year</th>
<th>Date</th>
<th>Time</th>
<th>Cause of Fire</th>
<th>Number of Injuries that Required Treatment at a Medical Facility</th>
<th>Number of Deaths Related to a Fire</th>
<th>Estimated Value of Property Damage Caused by Fire</th>
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1. INTRODUCTION

The University of Notre Dame strives to maintain a community characterized by a respect for others. At a minimum, this means a community that is free from harassment. Harassment includes Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct, as defined below. At Notre Dame, our goal is to promote respectful behavior and interactions. Our culture of respect means that no type of harassment is tolerated. Upon receiving a report of alleged violations of this Policy, the University will take prompt action, including a review of the matter and, where appropriate, an investigation and other appropriate action to stop the alleged misconduct. The University is also dedicated to responding quickly and thoroughly to all reported or alleged violations of this Policy, and to enforcing the Non-Retaliation Policy to protect those who report and/or are involved in an investigation of conduct prohibited by this Policy.

2. POLICY STATEMENT

The University of Notre Dame does not tolerate Discriminatory Harassment, Sexual Harassment, or Other Sex-Based Misconduct (as defined in this Policy) by or against any member of its community, nor will it tolerate sexual or discriminatory harassing conduct that affects job or educational benefits or that interferes with an individual’s work or academic performance, or that creates an intimidating, hostile, or offensive work or educational environment. All such conduct is expressly prohibited, and individuals who engage in conduct prohibited by this Policy may be subject to disciplinary action, up to and including termination or dismissal.

3. SCOPE

This Policy applies to all faculty, staff, and students. This Policy applies to any allegation of Discriminatory Harassment, Sexual Harassment, or Other Sex-Based Misconduct that is made in the context of an educational program or activity or that otherwise affects the University’s work or educational environment. However, the University’s investigation may be limited where the alleged conduct occurred outside the context of the University’s programs or activities, or work or educational environment.

Nothing in this Policy restricts the University’s right to address and take appropriate action with respect to conduct that, while not meeting the definitions of conduct prohibited by this Policy, is nevertheless inconsistent with the University’s value of respect for others.

Academic freedom and the associated protections of tenure are fundamental to the scholarly enterprise. Because the University remains committed to the principles of academic freedom as articulated in Article IV/Section 2/Academic Freedom and Associated Responsibilities of
Faculty, protections of academic freedom will be considered in any applications of this Policy. Vigorous discussion and debate are fundamental to the University and this policy is not intended to stifle teaching or research methods or infringe upon academic freedom.

4. RESPONSIBLE PARTY

The Assistant Vice President of the Office of Institutional Equity (or designee) is responsible for implementing and monitoring compliance with this Policy on behalf of the University. This includes coordination of training, education, communications and administration of the reporting and response procedures concerning suspected or alleged violations of this Policy.

Any inquiries regarding conduct prohibited by this Policy may be directed to the Assistant Vice President of the Office of Institutional Equity / Title IX Coordinator:

Assistant Vice President, Office of Institutional Equity & Title IX Coordinator
100 Grace Hall
University of Notre Dame
Notre Dame, IN 46556
574-631-0444
equity@nd.edu

Some types of harassment and related misconduct may be criminal in nature and can also be reported to the Notre Dame Police Department, 911 (emergencies) or 574-631-5555 (non-emergencies).

5. DEFINITIONS

<table>
<thead>
<tr>
<th>Complainant</th>
<th>An individual who is alleged to have been directly affected by a violation of this Policy.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consent</td>
<td>Informed, freely given agreement, communicated by clearly understandable words or actions, to participate in each form of sexual activity. Consent cannot be inferred from silence, passivity, or lack of active resistance. A current or previous dating or sexual relationship is not sufficient to constitute consent, and consent to one form of sexual activity does not imply consent to other forms of sexual activity. By definition, there is no consent when there is a threat of force or violence or any other form of coercion or intimidation, physical or psychological. A person who is the object of sexual aggression is not required to physically or otherwise resist the aggressor; sexual contact without informed, freely given consent is sexual misconduct. There is no consent when the individual in question is under the legal age of consent. The legal age of consent in Indiana is 16. Intoxication is not an excuse for failure to obtain consent.</td>
</tr>
<tr>
<td>Formal Complaint</td>
<td>A document filed by a complainant or signed by the Title IX</td>
</tr>
</tbody>
</table>

Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct Policy
Coordinator alleging Sexual Harassment against a respondent and requesting that the University investigate the allegation.

**Incapacitation**

A physical or mental state such that a person lacks the ability to make a knowing and deliberate choice to engage in the sexual interaction. For the purposes of this Policy, a person who is asleep or unconscious is incapacitated, without exception. A person may also become incapacitated due to other factors, which may include the use of alcohol and/or drugs to such a degree that the person no longer has the ability to make a knowing or deliberate choice to engage in the sexual interaction. Engaging in sexual activity with a person whom you know, or should reasonably know, to be incapacitated constitutes a violation. If there is a question about whether the complainant was incapacitated, the relevant standard is whether the respondent knew, or a sober, reasonable person in the respondent’s position should have known, that the complainant was incapacitated and therefore could not consent to the sexual activity.

**Respondent**

An individual who is alleged to have violated this Policy.

### 6. DISCRIMINATORY HARASSMENT

Discriminatory Harassment is (1) unwelcome conduct (2) that is based on an individual’s or group’s race, color, national origin, ethnicity, religion, genetic information, age, disability, or veteran status and (3) that interferes with performance, limits participation in University activities, or creates an intimidating, hostile, or offensive University environment when viewed from the perspective of both the individual and a reasonable person in the same situation.

Discriminatory Harassment may include the following types of misconduct, when such misconduct concerns one or more of the characteristics listed above:

- Verbal abuse, slurs, derogatory comments or insults about, directed at or made in the presence of an individual or group.
- Display or circulation of written materials or pictures that are offensive or degrading.
- Damage to, trespass on or unauthorized use of property, such as spraying or scratching of a motor vehicle, damage or theft of property.
- Physical contact, or threatening language or behavior.
- Other conduct that interferes with an individual’s performance; limits participation in University activities; or otherwise creates an intimidating, hostile, or offensive University environment.

### 7. SEXUAL HARASSMENT

Sexual Harassment as defined and prohibited in this Policy includes conduct on the basis of sex that satisfies one or more of the following:

- An employee or agent of the University conditioning the provision of an aid, benefit, or service on an individual’s participation in unwelcome sexual conduct.
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity.
• Sexual Assault, which is defined as any sexual intercourse by any person upon another without Consent. It includes oral, anal and vaginal intercourse or penetration, to any degree, with any part of the body or other object. It is also referred to as “non-consensual sexual intercourse.”
• Fondling, which is defined as touching of the private body parts (i.e., genitals, buttocks, and/or breasts) of another person for the purpose of sexual gratification, without Consent.
• Incest, which is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
• Dating Violence, which is defined as physical violence or the threat of physical violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with an individual, and the existence of such a relationship shall be determined based on factors such as the length and type of relationship, and frequency of interaction between the persons involved.
• Domestic Violence, which is defined as physical violence or the threat of physical violence committed by a current or former spouse or intimate partner of an individual, by a person with whom the individual shares a child in common, by a person who is cohabiting with or has cohabited with the individual as a spouse or intimate partner, by a person similarly situated to a spouse of the individual under applicable domestic or family violence laws.
• Stalking, which is knowingly or intentionally engaging in a course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.

8. OTHER SEX-BASED MISCONDUCT

Other Sex-Based Misconduct may include, but is not limited to, any of the offenses listed below.

• Any sexual touching with any part of the body or other object, however slight, by any person upon another, without Consent.
• Unwelcome conduct that is either based on an individual’s or group’s sex, sexual orientation, or gender identity, or that is sexual in nature, and that interferes with performance, limits participation in University activities, or creates an intimidating, hostile, or offensive University environment when viewed from the perspective of both the individual and a reasonable person in the same situation.
• Exposing one’s own or another person’s private parts without Consent.
• Recording video or audio, photographing, disseminating, or transmitting intimate or sexual utterances, sounds or images without Consent of all parties involved.
• Allowing others to view sexual acts (whether in person, through electronic means, or via a video camera or other recording device) without the Consent of all parties involved.
• Engaging in any form of voyeurism.
• Sex-based cyber-harassment.
• Prostitution or the solicitation of a prostitute.

To the extent that alleged conduct is prohibited as Sexual Harassment as defined above, such conduct is excluded from the prohibition on Other Sex-Based Misconduct.
9. REPORTING AND RESPONSE PROCEDURES FOR VIOLATIONS OF THIS POLICY

This Policy seeks to encourage all members of the Notre Dame community to report and address incidents of Discriminatory Harassment, Sexual Harassment, and Other Sexual Misconduct. The Procedures for Resolving Allegations of Discriminatory Harassment, Sexual Harassment, and Other Sexual Misconduct as issued and updated by the Office of Institutional Equity, describe the necessary steps for resolving concerns of violations of this Policy.

All University community members are expected to provide truthful information. If an investigation reveals that an individual has provided deliberately false information and/or made an accusation in bad faith or with a view to personal gain or to intentionally harm another in connection with an incident, disciplinary action may be taken. This provision does not apply to information provided in good faith, even if the facts alleged are not later substantiated.

10. CONTACTS

<table>
<thead>
<tr>
<th>Subject</th>
<th>Office or Position</th>
<th>Telephone Number</th>
<th>Office Email or URL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy Clarification</td>
<td>Office of Institutional Equity</td>
<td>574-631-0444</td>
<td><a href="mailto:equity@nd.edu">equity@nd.edu</a></td>
</tr>
<tr>
<td>Web Address for this Policy</td>
<td></td>
<td></td>
<td><a href="http://policy.nd.edu">http://policy.nd.edu</a></td>
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1. INTRODUCTION

The University of Notre Dame strives to maintain a community characterized by a respect for others. At a minimum, this means a community that is free from harassment. The University’s Policy on Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct (“the Policy”) outlines various forms of prohibited conduct. The University will process potential violations of the Policy by University students and employees (including faculty and staff members) in accordance with the reporting and response procedures set forth below.

Section II outlines generally applicable procedures that pertain to Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct. Section III describes the procedures applicable for Alternative Resolution, which, under certain circumstances, may be available to address allegations of Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct. The procedures applicable to claims of conduct constituting Sexual Harassment under the Policy that could result in Sanctions are outlined below in Section IV. The procedures applicable to claims of Discriminatory Harassment and Other Sex-Based Misconduct under the Policy that could result in Sanctions for student Respondents are outlined below in Section V.A. The procedures applicable to claims of Discriminatory Harassment and Other Sex-Based Misconduct under the Policy that could result in Sanctions for staff and faculty Respondents are outlined below in Section V.B.

Any changes to this procedures document will take immediate effect and will be applicable to all pending cases.

2. PROCEDURES THAT APPLY GENERALLY

A. How to Report Violations of the Policy

1. Reporting to the University

The University encourages its students, faculty, and staff to report all violations of the Policy. The University is committed to eliminating misconduct, and to do so, the University must be informed of any conduct that violates the Policy. Any person may report conduct prohibited by the Policy, in person, by mail, by telephone, by email or by online form to the Office of Institutional Equity using the contact information listed below or by any other means that results in the Office of Institutional Equity receiving the person’s report. A person may make a report at any time, including during non-business hours.

You may report to the Office of Institutional Equity by calling 574-631-0444, emailing equity@nd.edu or using the online incident reporting form at speakup.nd.edu.
The University has designated the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator, to handle all inquiries regarding its efforts to comply with and carry out its responsibilities under Title IX and other laws pertaining to equal opportunity and access. This includes the handling of alleged violations of the Policy by University students, faculty, or staff. The Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator may be contacted as follows:

Erin N. Oliver  
Assistant Vice President, Office of Institutional Equity & Title IX Coordinator  
100 Grace Hall  
University of Notre Dame  
Notre Dame, IN 46556  
574-631-0444  
equity@nd.edu

2. Reporting to Law Enforcement

In addition to reporting violations to the University, an individual has the option to pursue a criminal complaint with an appropriate law enforcement agency. In such cases, Complainants may (a) notify proper law enforcement authorities, including on-campus and local police (as described below); (b) be assisted by campus authorities in notifying law enforcement authorities if the Complainant so chooses; or (c) decline to notify law enforcement authorities. The University encourages members of the University community to report all violations of the Policy. If the incident occurred on Notre Dame property, the Notre Dame Police Department, a duly authorized police agency in the state of Indiana, is an appropriate agency with which to file a report. On-campus incidents may also be reported to the St. Joseph County Police Department. In the South Bend area, the local law enforcement agencies include the South Bend, St. Joseph County, and Mishawaka police departments. The Notre Dame Police Department (911 from a campus phone, or 574-631-5555 from a cell phone) can assist with contacting the appropriate agency. Reported violations of the Policy allegedly committed by a student, faculty, or staff member that are reported to the Notre Dame Police Department will also be referred to the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator, who will follow-up and investigate as appropriate. Similarly, where the University receives a report from another police agency of an alleged violation of the Policy, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) and the Notre Dame Police Department will follow-up and investigate as appropriate. The University’s process and procedures are distinct from the criminal investigation as a result of the University’s obligation under Title IX to ensure that it is providing an environment free from discrimination for all members of the University community.

If a Complainant wishes to pursue a criminal complaint, the Complainant may choose to temporarily defer the University’s administrative investigation by making a formal written request to the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee), which may temporarily delay the investigation and the University’s ability to respond. However, the University may choose not to defer its investigation and procedures, where it determines a deferral would be inappropriate, taking into consideration the University’s obligation to maintain an environment free from Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct. At any time, the Complainant...
may choose to rescind the deferral by making a formal written request to the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee), electing to resume the University’s investigation. The University will maintain documentation of the date of deferral. Information obtained through the criminal investigation may be considered in the University’s investigation. Where the University is aware that an individual is pursuing a criminal complaint, a member of the Notre Dame Police Department will request that the St. Joseph County Prosecutor’s Office keep the University informed and immediately advise of its decision whether to prosecute the complaint. The University will maintain documentation of the date of the request to the Prosecutor’s Office. In cases where the Prosecutor’s Office declines prosecution, a member of the Notre Dame Police Department will work with the Prosecutor’s Office to notify the Complainant of the Prosecutor’s decision.

In addition to having the option of pursuing a criminal complaint, a Complaint may also have the option of exploring whether he or she might be entitled to an order of protection, restraining order, or other similar orders issued by a criminal or civil court. For more information about such orders, including the University’s responsibilities concerning such orders, members of the University community should contact Notre Dame Police Department or the Family Justice Center of St. Joseph County.

B. Group Accountability

In addition to investigating and addressing behavior of individuals, the University reserves the right to investigate and hold accountable the collective behavior of groups of individuals, including but not limited to student clubs, organizations, teams, and residential communities.

C. Confidential Resources and Information About Privacy

1. Confidentiality

Notre Dame recognizes that confidentiality is important. Breaches of confidentiality compromise the University’s ability to investigate and resolve claims of Policy violations. Notre Dame will attempt to protect the confidentiality of the process to the extent reasonably possible. Investigators, advisors, mediators, members of hearing panels, and any others participating in the process on behalf of the University shall keep the information obtained through the process confidential. All other participants in the process (including the Complainant, Respondent, Advisors, and witnesses) are encouraged to respect the confidentiality of the proceedings and circumstances giving rise to the dispute and to discuss the matter only with those persons who have a genuine need to know.

While Notre Dame is committed to respecting the confidentiality of all parties involved in the process, it cannot guarantee complete confidentiality. Examples of situations in which confidentiality cannot be maintained include:

- When the University is required by law to disclose information (such as in response to a subpoena or court order);
- When disclosure of information is determined by the Office of Institutional Equity and/or the department necessary for conducting an effective investigation of the claim; and
- When confidentiality concerns are outweighed by the University’s interest in protecting
the safety or rights of others.

2. Confidential Resources

If a student, staff, or faculty member wishes the details of an incident to be kept confidential, the student, staff, or faculty member can speak with:

- Counselors, including at the University Counseling Center and Wellness Center;
- Health providers, such as University Health Services and local hospitals;
- Off-campus rape crisis resources, such as S-O-S, the rape crisis center for St. Joseph County; and
- Vowed religious (priests, deacons, and religious sisters and brothers) working within Campus Ministry and who are operating in that role.

These individuals will honor confidentiality unless there is an imminent danger to the person involved or to others. In addition, disclosure during the Sacrament of Reconciliation (confession) will not be revealed by the priest for any reason, which is a sacred obligation protected by law.

3. Parameters of Privacy and Confidentiality for Investigations: Mandatory Reporting Obligation

In all instances and to the extent possible, the University will protect the privacy of all parties to a report of Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct. That said, with the exception of those Confidential Resources listed above, all University employees, including faculty and staff, are considered mandatory reporters. Employees who receive information about any suspected or potential Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct, whether from the student, faculty, or staff involved or from a third party, must report the information to the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee).

Employees may provide support and assistance to a Complainant, witness, or Respondent; but, mandatory reporters cannot promise confidentiality or withhold information about Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct.

4. Parameters of Privacy and Confidentiality Related to Crime Alerts Issued by the University

In an effort to provide timely notice to the Notre Dame community, and in the event of a serious crime that occurs on campus and poses a serious, ongoing threat to members of the Notre Dame community, a mass email Crime Alert will be sent to all students, faculty, and staff on campus and is posted on the Notre Dame Police Department website, and may also be posted in residence halls and various other buildings on campus. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of Complainants. Such alerts and updates shall not include identifying information about the Complainant in any publicly-available recordkeeping to the extent permitted by law.
D. Availability of Counseling, Medical and Pastoral Resources

1. Counseling Resources

   a. Resources Available to Students, Faculty, and Staff

   The Family Justice Center of St. Joseph County (fjcsjc.org) is a collaboration of civil, legal, medical, and social services which supports individuals affected by domestic violence. The Family Justice Center can be reached by calling 574-234-6900 and its office is located at 533 North Niles Avenue in South Bend. S-O-S of the Family Justice Center (fjcsjc.org/sos) is staffed by trained professionals and volunteer advocates who are available 24 hours a day. The staff can provide confidential counseling and recovery services, as well as support and information about communication with the police, family and friends. S-O-S Volunteer Advocates provide emotional support and information on the phone and in person at area hospital Emergency Departments around the clock. Specially trained professionals offer confidential counseling, group therapy, information, and referrals. The S-O-S Advocate acts as a liaison between the individual and the legal process, and can accompany the individual to court, if desired. The 24-hour telephone number for the S-O-S is 574-289-4357.

   The Rape, Abuse and Incest National Network (RAINN) (rainn.org) is an anti-sexual violence organization that partners with more than 1,100 local rape crisis centers across the country. Among its programs, RAINN has two resources available globally: (1) the National Sexual Assault Online Hotline (https://ohl.rainn.org/online/), a secure web-based hotline that provides live and confidential help through an interface similar to instant messaging; and (2) the National Sexual Assault Hotline (800-656-HOPE), which provides free, confidential services 24 hours a day, seven days a week.

   b. Additional Resources Available to Faculty and Staff

   LifeWorks, the Employee Assistance Program for Notre Dame, provides referrals to professionals who provide confidential counseling and support on a wide range of issues. The service is available 24 hours a day, seven days a week, and can be reached at 888-267-8126 or online at https://www3.nd.edu/~hr/lifeworks/eap.shtml.

   c. Additional Resources Available to Students

   The University Counseling Center, which is staffed by trained professionals and counselors, offers specialized support and assistance. Current students may seek counseling at any time, even years after the incident. The confidential services of the UCC are available to any student who may need support or assistance. The Counseling Center can be reached at 574-631-7336 (24 hours). In addition, a Walk-In Crisis Service is available to students in Saint Liam Hall, Monday-Friday, 9 a.m. – 5 p.m. For further information, go to ucc.nd.edu.

2. Medical Resources

It is especially important for individuals who have been sexually assaulted or subjected to other Sexual Harassment, Discriminatory Harassment, or Other Sex-Based Misconduct that involves physical contact to seek immediate and appropriate medical treatment. Such treatment is also
important to preserve evidence in the event the individual later files criminal charges, or seeks to obtain an order of protection. The two hospitals in the South Bend area are St. Joseph Regional Medical Center (sjmed.com) and Memorial Hospital (qualityoflife.org). While both hospitals offer emergency care and evidence collection, St. Joseph has a specially trained sexual assault team available 24 hours a day, seven days a week. Under Indiana law, the tests and procedures at the hospitals are free of charge if treatment is sought within 120 hours of the assault. The evidence gathered in this examination will be maintained by the hospital and will not be provided to the police unless the individual reports the assault to the police. Any decision about whether or not to talk to the police is up to the individual.

Faculty and staff may visit the Notre Dame Wellness Center (574-634-9355), which is equipped to provide confidential and professional medical care to faculty and staff. Students may visit University Health Services, which is open 24 hours a day during the academic year and is equipped to provide confidential and professional medical care to students. University Health Services can be reached in Saint Liam Hall, 574-631-7567. While the Notre Dame Wellness Center and University Health Services staff are unable to perform procedures related to the collection of evidence for the purposes of pursuing criminal prosecution, they can provide assistance and support when an individual requests or requires transportation to the hospital.

3. Pastoral Resources

Vowed religious (priests, deacons, and religious sisters and brothers) working within Campus Ministry and who are operating in that role are confidential resources. In addition, an individual’s disclosure during the sacrament of confession will not be revealed by the priest for any reason, which is a sacred obligation protected by law. Campus Ministry can be reached at 574-631-7800 or at campusministry.nd.edu.

E. Direct Communication With the Alleged Offender in Cases That Do Not Involve Sexual Harassment

In cases involving Discriminatory Harassment or Other Sex-Based Misconduct, the impacted party may speak directly with the alleged offending person to address his or her concerns and obtain an appropriate resolution, if he or she feels comfortable doing so. Sometimes, an effective manner of addressing offensive behavior is to politely and calmly advise the person, verbally or in writing, that his or her behavior or language is offensive and unwelcome, and to request that the person stop uttering such words or engaging in such behavior.

While this approach may be effective to eliminate the offensive behavior, individuals who choose to address the alleged offender directly must also promptly report the offensive behavior to the Office of Institutional Equity, which will direct the report as appropriate. Such reporting will enable the University to decide whether there is an impact to the community (such as egregious conduct or a pattern of inappropriate behavior) that warrants University to take steps to maintain a respectful environment free from harassment. An individual who directly addresses his or her concerns with the alleged offending person must also notify the Office of Institutional Equity if they did not obtain a satisfactory outcome through their discussions.

F. Supportive Measures
The following information is provided to encourage reporting to the University of conduct prohibited by the Policy. Following receipt of a report, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will promptly and confidentially contact the Complainant to discuss the supportive measures available and will consider the Complainant’s wishes with regard to those supportive measures.

1. Interim Measures

The University offers a wide range of resources for Complainants and Respondents, to provide support and guidance throughout the initiation, investigation, and resolution of a report under the Policy. Upon receipt of a report, the University may take interim measures to address concerns regarding safety and well-being and to facilitate the parties’ continued access to University programs and activities. These measures may be remedial and/or protective (designed to address safety and well-being and continued access to employment and educational opportunities). Interim measures, which may be temporary or permanent, may include no-contact directives, changes in class or work schedules, academic modifications and support, changes in University-owned living arrangements, or any other reasonably available measures that the University deems appropriate. Interim measures are available under all resolution processes and may be implemented prior to the initiation of the process. Interim measures will be administered by the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee). The University will maintain the confidentiality of any interim measures provided, to the extent practicable, and will promptly address any violation of interim measures.

The University encourages reporting of violations of interim measures as soon as possible. For more information, see “Reporting and Response Procedures for Reports of Retaliation, Violations of No Contact Orders, and/or Violations of Terms of Interim Measures” below.

2. No Contact Orders

When the name of a Respondent has been identified, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will, where appropriate, issue No Contact Orders to both the Respondent and the Complainant.

Unless otherwise stated in writing, a Complainant or Respondent who is issued a No Contact Order by the University may not have contact, either directly, indirectly, or through third parties, with specific individuals for a specified period of time. “Third parties” include friends, family, attorneys, and other individuals acting on behalf of a Complainant or Respondent who has been issued a No Contact Order. “Contact” includes, but is not limited to, email, social media, instant messaging, text messaging, phone calls, voicemail, or direct visits. Unintentional contact and contact as outlined below in Section IV is not considered a violation of the No Contact Order.

The University encourages reporting of violations of No Contact Orders as soon as possible. For more information, see “Reporting and Response Procedures for Reports of Retaliation, Violations of No Contact Orders, and/or Violations of Terms of Interim Measures” below.

No Contact Orders are separate and distinct from court-administered actions such as protective orders and restraining orders. Questions about court-administered actions should be directed to local law enforcement.
3. **Assignment of a Resource Coordinator**

After a report of Sexual Harassment is received by the Assistant Vice President of the Office of Institutional Equity (or designee), a Complainant will be offered a Resource Coordinator (“RC”). If a report identifies the name of a Respondent, a RC will also be offered to the Respondent. RCs are trained Notre Dame employees who will serve as resource persons to the Complainant and Respondent to identify, explain, and navigate University processes and available support services. This can include referrals to counseling, educational support, pastoral care, and medical treatment, and information about University and legal processes.

**G. Retaliation**

The University strongly encourages the reporting of any incident of Sexual Harassment, Discriminatory Harassment, or Other Sex-Based Misconduct and takes such reports very seriously. Any actual or threatened retaliation will be addressed by the University pursuant to its Non-Retaliation Policy. Students, faculty, and staff are encouraged to report concerns about retaliation to the Office of Institutional Equity as soon as possible.

1. **Addressing Student Concerns About Other Violations**

At times, students are hesitant to report misconduct to University officials because they are concerned that they themselves, or witnesses to the misconduct, may be found responsible for other policy violations (e.g., parietals or alcohol violations). These behaviors are not condoned by the University, but the importance of addressing Sexual Harassment, Discriminatory Harassment, and Other Sex-Based Misconduct outweighs the University’s interest in addressing lesser violations. Accordingly, in these cases, the University will not refer reporting and participating students to the University Conduct Process to address lesser policy violations (e.g., parietals or alcohol violations).

Students who feel unsafe in a residence hall after parietals should leave the hall, regardless of the time, without concern for a parietals violation. A student will not be found responsible for a violation of the University’s undergraduate residence hall visitation (parietals) policy if the violation is related to an incident of Sexual Harassment, Discriminatory Harassment, or Other Sex-Based Misconduct.

**H. Administrative Leave, Emergency Removal, and Information About Student Respondent’s Enrollment, Transcript, and Degree**

In cases involving a student or staff Respondent, the University may, after undertaking an individualized safety and risk analysis and determining that there is an immediate threat to the physical health or safety of any individual arising from the allegations of sexual harassment justifies removal, remove a Respondent on an emergency basis from participating in some or all University activities. After any such removal, the Respondent will have an opportunity to challenge the decision. The University may place a non-student staff Respondent on administrative leave, pending any investigation under this Policy.

In cases involving a faculty Respondent, the faculty Respondent member may be removed consistent with the procedures under the Academic Articles.
Generally, in cases involving a student Respondent, the student Respondent may not withdraw or take a leave of absence from the University after the University receives a report of an alleged violation of the Policy. The University reserves the right to proceed with an appropriate resolution process regardless of a Respondent’s request for a withdrawal or for a leave of absence from the University. At any time, the University may place an administrative hold on the Respondent’s University academic transcript, make a transcript notification, or withhold the award of the Respondent’s degree. In cases where the University permits a Respondent to withdraw from the University after receiving a report of an alleged violation of University policy (including while the resolution process is pending), this withdrawal may be considered permanent and the Respondent’s academic transcript may be held or noted “withdrawal pending investigation.” Even if a Respondent withdraws from the University, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) may decide to proceed with a resolution process. At the conclusion of a resolution process, the Respondent’s transcript will be updated with the appropriate notation or removal of notation as prescribed by the University’s Conduct Records Reporting Policy.

I. Requests for Anonymity and/or No University Resolution Process

In the event that a Complainant requests anonymity or requests that a matter not be referred to the Sexual Harassment Procedures or Procedures for Discriminatory Harassment and Other Sex-Based Misconduct, or to Alternative Resolution, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will make a determination about whether the request can be granted. The decision will be based on a review of factors, including, but not limited to, patterns of behavior involving the Respondent, a group of individuals, and/or a specific location; threats of future sexual or other violence by the Respondent; the use of a weapon; whether the Complainant is a minor; and/or other risks to the University community.

If a Complainant request that a matter not be referred to the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct, or to Alternative Resolution, and the University agrees to such request, the Complainant will be notified in writing that he/she has six months from the date of the decision of the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) to request that the matter be referred back to a formal process.

If the University is able to agree to a Complainant’s request for anonymity, the University’s ability to meaningfully investigate the incident or impose Sanctions on the alleged Respondent(s) may be limited.

In some cases, based on this review, the University may not be able to agree to the Complainant’s request in order to adhere to its obligation to provide a safe, non-discriminatory environment. If the University determines that it is unable to agree to a Complainant’s request that a matter not be referred to a process outlined in these procedures, the Complainant will be notified in writing prior to the commencement of any formal process.

If the University is unable to agree to a Complainant’s request for anonymity, the Complainant will be notified in writing prior to the University initiating a resolution process and the University will, to the extent possible, share information only with people responsible for handling the University’s response.
J. Initial Assessment

After receiving a report of Sexual Harassment, Discriminatory Harassment, or Other Sex-Based Misconduct, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will gather information about the reported conduct and respond to any immediate health or safety concerns.

The Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee), and where appropriate a Student Affairs administrator, will also assess the nature and circumstances of the report to determine whether the reported conduct is within the scope of the Policy, whether the reported conduct raises a potential Policy violation, and the appropriate manner of resolution under these procedures. This will include, when possible, a discussion of the Complainant’s expressed preference for manner of resolution and any barriers to proceeding. It will also take into consideration the University’s obligation to maintain an environment free from harassment.

At the conclusion of the initial assessment:

- If the report alleges conduct that falls within the Policy, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will inform the Complainant of what processes are available and the applicable procedures; or
- If the report does not fall within the Policy, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will refer the report to an appropriate entity to address the concerns or close the matter.

Depending on the content alleged in the report, the matter may be handled through the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct. In either situation, it is possible that Alternative Resolution, described in Section III below, may also be available.

1. Consolidation of Reports

The Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) has the discretion to consolidate or separate multiple reports of Discriminatory Harassment, Other Sex-Based Misconduct, or Formal Complaints of Sexual Harassment into a single Investigation or multiple Investigations, where the allegations of a Policy violation arise out of the same facts or circumstances. Consolidation might involve multiple Complainants and a single Respondent, multiple Respondents, and/or conduct that is temporally or logically connected. Consolidation may occur under the Sexual Harassment Procedures and the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct.

Where the University receives a report of alleged Sexual Harassment, along with additional report(s) of alleged Discriminatory Harassment or Other Sex-Based Misconduct, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) also has the discretion to determine whether or not to investigate and resolve the report(s) of alleged Discriminatory Harassment or Other Sex-Based Misconduct in consolidation with the alleged Sexual Harassment pursuant to the Sexual Harassment Procedures.
2. Moving to or from Different Procedures

If, during the course of a proceeding under the Sexual Harassment Procedures, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) determines that the conduct alleged does not constitute Sexual Harassment under the Policy or if the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) otherwise determines that the Sexual Harassment Procedures are inapplicable, the matter may be referred to the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct.

Similarly, if, during the course of a proceeding under the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) determines that the conduct alleged does constitute Sexual Harassment or otherwise determines that the Sexual Harassment Procedures are applicable, the matter may be referred to the Sexual Harassment Procedures.

Finally, if the requirements for participating in Alternative Resolution are otherwise met, including both parties’ agreement to participate in Alternative Resolution, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) may refer the matter from either the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct to Alternative Resolution. Likewise, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) may refer a matter from Alternative Resolution to either the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct, if applicable.

3. ALTERNATIVE RESOLUTION

Alternative Resolution is a voluntary, remedies-based, and educational process that is designed to allow a Respondent to accept responsibility for repairing harm and acknowledge harm to the Complainant or to the University community. The goal of Alternative Resolution is to address allegations of harmful and/or prohibited conduct, identify ways that individuals and/or the community have been impacted, and develop a resolution to address the impact and prevent future behavior.

A. Circumstances When Alternative Resolution May Be Appropriate

Alternative Resolution may be available under either the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct. Alternative Resolution, however, may not be appropriate for all forms of alleged Policy violations, and the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) retains the discretion to determine which cases are or are not appropriate for Alternative Resolution.

Alternative Resolution is available only after the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) reviews the matter to confirm that it would be appropriate for Alternative Resolution.
Alternative Resolution may be used only with the voluntary, informed consent of both parties. Before obtaining such consent, the University will notify the parties of the allegations at issue and the requirements of Alternative Resolution, including any limitations on pursuing a resolution under either the Formal Proceedings of the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct.

At any time prior to agreeing to a resolution in Alternative Resolution, either a Complainant or a Respondent may request to end Alternative Resolution and proceed under either the Formal Proceedings of the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct, as applicable.

Alternative Resolution may also only be conducted under the supervision of University-sanctioned, trained professionals, and following a determination by the University that the matter at hand is appropriate for a restorative approach.

Alternative Resolution is not available to resolve allegations that an employee engaged in Sexual Harassment against a student.

In cases involving allegations of Sexual Harassment, Alternative Resolution is not available without the filing of a Formal Complaint.

B. Forms of Alternative Resolution

Alternative Resolution may include, but is not limited to, one or more of the following approaches:

- **Mediation:** A facilitated conversation between two or more individuals, most often the Complainant, the Respondent, and/or other community members. Depending on stated interests, the participants may sometimes work towards the development of a shared agreement, although working towards an agreement is not always the intended outcome.
- **Indirect Mediation:** An indirect conversation individually with the Complainant, the Respondent, and/or other participants to discuss experiences and perspectives and explore interests while working towards meeting expressed needs. This process does not require direct interaction between the parties or the parties and other participants, but rather, independently, with a facilitator. In some cases, such as alleged sexual assaults, mediation will not be appropriate, even on a voluntary basis.
- **Restorative Conference:** A facilitated interaction where the individuals who have been impacted can come together with an individual(s) who assumes responsibility for addressing the impact (to the extent possible). A conference may include multiple members of the community to explore individual and community impact, harm, obligations, and opportunity for repairing them.
- **Accountability Conference:** A facilitated interaction between the Respondent and University faculty and/or staff designed to provide accountability, structured support, and the development of a learning plan. The focus is to balance support and accountability for an individual who has acknowledged their obligation to address impact and willingness to engage in an educational process.
Depending on the form of Alternative Resolution, it may be possible for a Complainant to maintain anonymity in Alternative Resolution.

Additional measures that may be agreed to as a result of Alternative Resolution may include:

- Educational programming and/or training;
- Regular meetings with an appropriate University individual, unit, or resource;
- Extension of a No Contact Order;
- Restriction from participation in facets of the work or educational environment;
- Restriction from participation in particular events;
- Completion of an educational plan with regular meetings with a conversation partner or other appropriate University staff or faculty member;
- Completion of a development plan with oversight from Human Resources or a supervisor, as appropriate;
- Commitment to regular conversations with Human Resources or a supervisor, as appropriate; and/or
- Counseling sessions.

C. Alternative Resolution Agreements

Some forms of Alternative Resolution will result in a written agreement. Any agreements reached in Alternative Resolution must be approved by the Assistant Vice President of Institutional Equity and Title IX Coordinator (or designee).

If the Assistant Vice President of Institutional Equity and Title IX Coordinator (or designee) approves an agreement after the parties have voluntarily reached consensus as to its terms, the Respondent will be required to comply with the agreement. Failure to comply with the agreement may result in the matter being referred to the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct.

D. Referral Back to Other Procedures

If, for any reason, no resolution is reached, the matter may be referred to the Assistant Vice President of Institutional Equity and Title IX Coordinator (or designee) for further action under the Sexual Harassment Procedures or the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct.

E. Timing

The University will seek to complete Alternative Resolution within sixty calendar days following the decision to proceed with Alternative Resolution. The sixty calendar-day timeframe does not typically include academic break periods and may be affected by holidays or other extenuating circumstances. The University reserves the right to reasonably modify Alternative Resolution on a case-by-case basis due to the scope or complexity of the facts and circumstances at issue, or due to other extenuating circumstances. The University may extend any timeframe in this policy for good cause, including extension beyond sixty calendar days. Any modifications will be communicated to both parties.
4. SEXUAL HARASSMENT PROCEDURES

The Sexual Harassment Procedures apply when the Respondent is a student, staff, or faculty member at the University at the time of the alleged conduct and where the conduct alleged includes Sexual Harassment under the Policy.

Following the Initial Assessment, Alternative Resolution may be available in cases alleging Sexual Harassment. In such cases, prior to engaging in Alternative Resolution, the University will provide both parties with written notice of the allegations, explain the requirements and consequences of Alternative Resolution, and obtain both parties voluntary and written consent to participate in Alternative Resolution.

A. Formal Complaint Requirement for Sexual Harassment Procedures

At the conclusion of the initial assessment, if the report alleges conduct that falls within the prohibition on Sexual Harassment in the Policy, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will inform the Complainant that in order to proceed under the Sexual Harassment Procedures, a Formal Complaint, as defined in the Policy, as defined in the Policy, is required.

The University will conduct an Investigation under the Sexual Harassment Procedures only upon the filing of a Formal Complaint alleging Sexual Harassment. A Formal Complaint may be initiated by only the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator or a Complainant participating in or attempting to participate in a University education program or activity. A Complainant may file a Formal Complaint in person at the Office of Institutional Equity, by mail at Office of Institutional Equity100 Grace Hall, Notre Dame, IN, 46556, by email at equity@nd.edu, by contacting the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator, or speakup.nd.edu. When a Complainant submits a Formal Complaint, he or she must include a physical or digital signature to indicate that the Complainant is the person filing the Formal Complaint.

B. Dismissal of Formal Complaints of Sexual Harassment

The Department of Education requires universities to distinguish between conduct regulated by Title IX and conduct that is not regulated by Title IX but is still prohibited by University policies or codes. Under Title IX, the University must dismiss a Formal Complaint of Sexual Harassment or the part of the allegations in a Formal Complaint of Sexual Harassment, if applicable, where the conduct alleged:

- would not constitute Sexual Harassment as defined in the Policy;
- did not occur in the University’s educational programs or activities; or
- did not occur in the United States.

The University may dismiss a Formal Complaint of Sexual Harassment if:

- a Complainant notifies the Title IX Coordinator in writing that he or she would like to withdraw the Formal Complaint or any allegations therein;
- the Respondent is no longer enrolled or employed by the University; or
the University is prevented from gathering evidence sufficient to reach a determination.

A dismissal pursuant to Department of Education Title IX Regulations, however, does not prevent the University from investigating the matter under otherwise applicable processes in these Procedures. For example, if alleged Sexual Harassment occurs at an off-campus location (i.e., outside the University’s educational programs or activities) or outside of the United States, the University may still investigate the matter under the Sexual Harassment Procedures. Similarly, if alleged conduct does not constitute Sexual Harassment as defined in the Policy, the University may still investigate the matter under the Procedures for Discriminatory Harassment and Other Sex-Based Misconduct.

If the University must dismiss allegations of conduct based upon the determination that the conduct does not fall under one or more provisions of the Policy, the dismissal does not preclude the University from addressing conduct in any manner the University deems appropriate under other University policies.

C. Notice of Investigation

Upon receipt of a Formal Complaint of Sexual Harassment, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will provide the Complainant and the Respondent a written Notice of Investigation, containing the following information (if known):

- the conduct allegedly constituting a Policy violation, including the identities of the parties involved in the incident and the date and location of the alleged incident; and
- the alleged Policy violation(s).

This Notice of Investigation will also inform the parties of their rights under the Sexual Harassment Procedures.

If the Investigation reveals the existence of additional or different potential Policy violations, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will issue a supplemental Notice of Investigation that includes this information.

D. Formal Proceedings for Sexual Harassment

Where Alternative Resolution is not pursued, a Formal Complaint of Sexual Harassment will go through the Formal Proceedings under the Sexual Harassment Procedures. These Formal Proceedings involve an Investigation and could result in sanctions against a Respondent. When a Formal Complaint of Sexual Harassment is referred to the Formal Proceedings under the Sexual Harassment Procedures, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will appoint one or more Investigators to conduct a prompt, thorough, fair, and impartial Investigation.

1. Advisors

The Complainant and Respondent will each be permitted to be accompanied by an Advisor of his or her choice at each stage of the Sexual Harassment Procedures in which the party participates.
For example, a party may bring his or her Advisor to his or her own Investigation interview and
to a Hearing, if one occurs. An Advisor may not appear in the place of either the Complainant or
Respondent.

Aside from during the Hearing, as described below, the Advisor role is nonspeaking. While the
Advisor may provide support and advice to the parties before any meeting and/or interview and
during breaks in meetings and/or interviews, outside of the hearing Advisors will not be
permitted to make comments, pass notes, or otherwise disrupt any part of the Sexual Harassment
Procedures process. Advisors who are disruptive during an Investigation meeting and/or
interview will be required to leave.

The University will not delay the scheduling of meetings and/or interviews based on the
Advisor’s unavailability.

With the exception of the Hearing, as described below, the University will communicate directly
with the Complainant and Respondent, not through any third party.

If a party does not have an Advisor to accompany him or her at the Hearing, the Title IX
Coordinator (or designee) will appoint such an Advisor of the University’s choice.

2. Investigation

The University will provide a prompt, fair, thorough, and impartial Investigation of the Formal
Complaint. Investigations are aimed at gathering all available, relevant evidence in the form of
witness interviews and other information. The Investigator(s) appointed by the Assistant Vice
President of the Office of Institutional Equity and Title IX Coordinator (or designee) will
conduct the Investigation.

The University aims to complete all Investigations within sixty calendar days of the filing of a
Formal Complaint. However, there may be some Investigations that cannot be completed within
sixty calendar days. In such cases, the University will communicate to the Complainant and
Respondent that the Investigation is going to take longer than sixty calendar days and, in doing
so, will indicate when the University believes it will complete the Investigation.

In the course of the Investigation, both parties will be afforded an opportunity to provide relevant
information, including an opportunity to identify witnesses and provide other relevant evidence.
The Investigator will meet separately with the Complainant, Respondent, and other relevant
witnesses, if any.

While both parties are encouraged to provide any information they believe may be relevant,
evidence about a party’s prior sexual conduct is ordinarily not considered relevant. Such
information may be relevant in those instances where there was a prior sexual relationship
between the parties and the information shared may be relevant to the issue of Consent or where
such questions and evidence are offered to prove that someone other than the Respondent
committed the conduct alleged. In addition, evidence of a prior consensual dating or sexual
relationship between the parties, by itself, does not imply Consent or preclude a finding of sexual
misconduct.
The Investigator may also gather or request other relevant information or evidence, when available and appropriate. The Complainant and Respondent will be asked to identify witnesses and provide other relevant information, such as documents, communications, photographs, and other evidence. Both parties are encouraged to provide all relevant information (including witness information) as promptly as possible to facilitate prompt resolution. In the course of the Investigation, information will be shared as necessary with people who need to know, such as Investigators, parties, and witnesses.

3. Investigative Report

At the conclusion of the information-gathering portion of the Investigation but before the completion of an Investigative Report, the Investigator will provide hard-copy or electronic access to all evidence obtained as part of the Investigation to both parties (and their respective Advisors, if any) for their review.

The parties will have ten calendar days to review and respond to the evidence. All responses to the evidence must be submitted by the party in writing to the Investigator. Advisors are not permitted to submit written responses to the evidence on their own or on behalf of the party they are advising. The Investigator will consider all timely responses submitted by a party.

The parties’ written responses may provide the following to the Investigator:

- comment or feedback;
- additional information, including identifying additional witnesses; and/or;
- questions for the Investigator to consider asking the other party or witnesses.

Following receipt of the parties’ written responses, if any, the Investigators will review all relevant information obtained and may conduct additional interviews with the parties and/or witnesses. The Investigators will then draft an Investigative Report, which will outline each of the allegations that potentially constitutes Sexual Harassment, overview the procedural steps of the Investigation, and fairly summarize the relevant evidence, both inculpatory and exculpatory, obtained during the Investigation.

The parties, along with their respective Advisors, if any, will be provided hard-copy or electronic access to review the Investigative Report and all evidence directly related to the allegation at least ten calendar days prior to the date of the scheduled Hearing. The parties may provide a written response in advance of the Hearing.

4. Hearing

Upon receipt of the Investigative Report, the Title IX Coordinator (or designee) will convene a meeting of a Hearing Board. The Hearing Board will conduct a Hearing to determine, by a preponderance of the evidence, whether the Respondent violated any provision of the Policy.

The University will provide at least ten days written notice to Hearing participants (including each party’s Advisor, if any, upon the party’s signed information release for their Advisor of choice), including the date, time, location, names of all hearing participants.
Prior to the Hearing, members of the Hearing Board shall be provided a copy of the Investigative Report, along with all evidence provided to the parties and all party responses to the Investigative Report, if any.

a. **Constituting the Hearing Board**

The Hearing Board will be composed of three individuals, selected from a standing pool of committee members nominated by the Assistant Vice President for the Office of Institutional Equity and Title IX Coordinator (or designee), in conjunction with the Vice President for Student Affairs and the Executive Committee of the Academic Council, and appointed by the University President. Each Hearing Board will consist of a Hearing Officer, one staff member, and one faculty member. Students may not serve as members of the Hearing Board.

b. **Pre-Hearing Meeting**

At least three calendar days before the Hearing, the Hearing Officer will convene a Pre-Hearing Meeting among the parties and/or their Advisors. Either a party or his or her Advisor must attend the Pre-Hearing Meeting. The Hearing Officer will set the agenda for the Pre-Hearing Meeting, which may include the following:

- Proceeding structure and logistics, including the process that will be utilized for the presentation of witnesses and evidence
- Stipulations of fact, if any
- Witness lists and order
- Exhibit lists and admissibility
- Relevance of evidence
- Expected length of Hearing and other timing considerations

After the Pre-Hearing Meeting, the Hearing Board will send the parties a written summary of the meeting.

c. **Hearing**

The Hearing is an opportunity for the Complainant and the Respondent to address the Hearing Board in person. The Complainant and the Respondent make opening and closing statements and present relevant witnesses. It is also an opportunity for the Hearing Board to hear directly from the parties and relevant witnesses and to evaluate all relevant evidence obtained during the Investigation. The Hearing Board has the discretion to determine the specific Hearing agenda.

The Complainant and the Respondent will have the opportunity to be present throughout the entire Hearing. Either party may request alternative arrangements for participating in the Hearing that do not require physical proximity to the other party, including participating through electronic means that permit both parties to simultaneously see and hear each other. Should the Complainant or Respondent fail to attend the scheduled Hearing, the Hearing will be held and a determination will be made despite his and/or her absence. If a Complainant, Respondent, or witness does not submit to cross-examination at the Hearing, however, the Hearing Board will not rely on any statement of that party or witness in reaching a determination regarding responsibility.
An excused absence from University obligations, including academic courses, will be provided to parties and witnesses in order to attend the Hearing.

Both the Complainant and the Respondent are provided the opportunity to be heard and respond to any questions of the Hearing Board. The Hearing Board will communicate directly with the Complainant and the Respondent, not through any third party. A representative may not appear in the place of a Complainant or Respondent.

Neither the Complainant nor the Respondent will be permitted to engage in direct communication with each other before, during, or immediately after the Hearing.

d. Role of Advisors in Hearing

Both the Complainant and the Respondent may have an Advisor of choice present at the Hearing. If a party does not have an Advisor for the live hearing, the University will provide an Advisor of its choice to conduct cross-examination on behalf of that party. Advisors are not permitted to actively participate in the hearing, except for asking questions of the other party and any witnesses as described below.

e. Evidence and Questioning

Access to Evidence. The Hearing Board will make all relevant evidence obtained as part of the Investigation that is directly related to the allegations raised in the Formal Complaint available at the Hearing and will give each party equal opportunity to refer to such evidence.

Privileged Information. No person will be required to disclose information protected under a legally recognized privilege. The Hearing Officer will not allow into evidence or rely upon any questions or evidence that may require or seek disclosure of such information, unless the person holding the privilege has waived the privilege.

Objections and Other Procedural Matters. At the Hearing, the Hearing Officer will rule on all objections and other procedural and evidentiary matters, including those regarding privilege, relevance, exhibits, and the testimony of Hearing participants.

Requirement to Participate in Investigation. There is a presumption that, to be considered in the Hearing, evidence or witness testimony must be part of the Investigation record. The Hearing Board has the sole discretion to permit evidence or testimony that is not part of the Investigation record to be offered in a Hearing if that evidence is relevant and was previously unknown or unavailable.

Questioning. The Hearing Officer may, at the Hearing Officer’s discretion, ask questions during the Hearing of any party or witness and may be the first person to ask questions of any party or witness. Each party’s Advisor may ask the other party and any witnesses relevant questions, including those challenging credibility. A Complainant or Respondent will not be permitted to personally ask questions of the other party or any witnesses that participate in the Hearing. Advisors may ask questions under the following procedure: The Advisor will ask a question of the applicable participant. If the Hearing Officer determines the Advisor’s question is not
relevant to the allegations in the Formal Complaint, then the Hearing Officer must explain any
decision to exclude a question as not relevant. If the Hearing Officer allows the question as
relevant, the participant will be expected to answer it.

Cross-Examination. If a party or witness does not submit to cross-examination at the Hearing,
the Hearing Board will not rely on any statement of that party or witness in reaching a
determination regarding responsibility. The Hearing Board, will not, however, draw an inference
about the determination regarding responsibility based solely on a party’s or witness’s absence
from the live hearing or their refusal to answer cross-examination questions or other questions.

f. Recording

Proceedings will be recorded by the Assistant Vice President of the Office of Institutional Equity
and Title IX Coordinator (or designee) and may not be recorded by anyone other than the
Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or
designee). The recording will be preserved for at least seven years after the conclusion of the
Proceeding or as long as necessary to provide evidence should the matter be referred to legal
processes.

5. Determination and Sanctions

Following the Hearing, the Hearing Board will make a written determination as to whether,
based on a preponderance of evidence, a violation of the Policy has occurred and which
Sanctions, if any, shall be assigned. The Hearing Board will provide its written determination to
the parties simultaneously.

The written determination will include a description of the allegations potentially constituting
Sexual Harassment, findings of fact supporting the determination, and conclusions applying the
University’s Policy to the facts.

The Respondent in the Sexual Harassment Procedures is presumed to be not responsible. This
presumption may be overcome only after a Hearing where the Hearing Board concludes that the
Respondent violated University policy, based on a preponderance of the evidence (i.e., whether it
is more likely than not a violation occurred).

Where there is a finding of responsibility for a violation of the Policy, the Hearing Board may
assign one or more Sanctions, as described below. In assigning sanctions, the Hearing Board
may consider the Respondent's past disciplinary or conduct issues, if any, which will be provided
by the relevant University department.

The assignment of Sanctions is designed to eliminate Sexual Harassment, prevent its recurrence,
and remedy its effects, while supporting the University’s educational mission.

Sanctions may be assigned individually or in combination. Sanctions may include, but are not
limited to, the following:

- Counseling or Education
- Verbal or Written Reprimand
● Written Warning
● Participation in a University Program or Activity
● Restorative Justice Conference
● Alcohol Assessment or Education
● Substance Abuse Treatment
● Psychological Assessment
● Ban from Campus or Specific Location(s) on Campus
● Additional Sanctions for Student Respondents
  ○ Loss of Extra-Curricular Privileges
  ○ Loss of Specific Privileges within a Residential Community
  ○ Loss of Opportunity to Live in Campus Housing
  ○ No Contact Order
  ○ Student Disciplinary Action
    ■ Disciplinary Probation: Defined as a specified period of observation and evaluation of a student’s conduct. Any violation of University or residence hall policy committed by a student on Disciplinary Probation is a serious violation and could result in dismissal from the University. A student placed on Disciplinary Probation may not participate in an international study abroad program or any other off-site University academic program during the period of probation.
    ■ Dismissal with the Opportunity to Apply for Readmission: A separation from the University which provides the student an opportunity to apply for readmission after a specified period of time and after meeting all conditions specified at the time of dismissal. An application to the University is required to seek readmission and readmission is not guaranteed. The University reserves the right to consider in its sole discretion, as a part of a student’s application for readmission, any unresolved and/or additional reports of alleged misconduct.
    ■ Permanent Dismissal: A permanent separation from the University with no opportunity for readmission.
● Additional Sanctions for Faculty and Staff Respondents
  ○ Transfer or Reassignment to another department, position, or schedule
  ○ Change of Duties and/or Responsibilities
  ○ Loss of Opportunity for Merit Increase
  ○ Removal from Positions of Leadership
  ○ Loss of Employment Privileges
  ○ Faculty and Staff Corrective Action
    ■ Suspension
    ■ Demotion, including Demotion in Academic Rank
    ■ Revocation of Tenure
    ■ Termination from Employment
    ■ Reduction of Individual Salary or Pay

Sanctions may be imposed on a Respondent through the Sexual Harassment Procedures. Sanctions may not be imposed though Alternative Resolution.
Independent of any Sanctions, the University may also take the appropriate remedial measures to protect the Complainant. The remedial measures may include the provision of counseling, training, educational programming, accommodations, and other assistance as appropriate.

6. Appeals

Within ten calendar days of being informed of the University’s full or partial dismissal of a Formal Complaint or a determination regarding responsibility by a Hearing Board, either a Complainant or a Respondent may request an appeal from by filing a written Request for Appeal.

Third parties may not file a Request for Appeal on behalf of a Respondent or a Complainant. Failure to submit a Request for Appeal within the time specified will render the University's dismissal or the Hearing Board’s determination regarding responsibility final and conclusive. Unless otherwise stated, if a Request for Appeal is filed, the University’s dismissal or the Hearing Board’s determination will not become effective until the appeal process is complete.

An Appeal Coordinator appointed by the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will administer the appeal process. The University will aim to resolve the appeal process within a reasonably prompt timeframe.

A Complainant and/or a Respondent must establish one or more of the following grounds for review:

- A procedural irregularity that affected the outcome of matter. The Complainant’s or Respondent’s Request for Appeal must describe the procedural irregularity in detail and explain how it affected the outcome of the matter.

- New evidence that was not reasonably available at the time of the determination of responsibility or the dismissal, that could affect the outcome of the matter. The Complainant’s or Respondent’s Request for Appeal must describe the new evidence in detail, explain why the evidence was not available prior to the dismissal or determination, and explain how it affected the outcome of the matter. Complainants or Respondents who fail to participate in the Investigation or Hearing process generally will be deemed to have waived the opportunity to present witnesses and relevant information on their own behalf. Such Complainants or Respondents generally will be deemed to have waived the opportunity to present “new evidence” through the appeal process.

- The Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee), Investigator(s), or Hearing Board member(s) had a conflict of interest and/or bias for or against Complainants or Respondents generally, or against the individual Complainant or Respondent, that affected the outcome of the matter.

To the extent that any of the foregoing grounds require an evidentiary determination, the standard of evidence shall be a preponderance of the evidence.

The Complainant and/or Respondent may also appeal on the basis that the assigned Sanction does not fall within the range of appropriate sanctions.
Requests for Appeal are screened by the Appeal Coordinator. Requests for Appeal that are not submitted by the communicated deadline, or that do not include required information concerning the specified ground(s) for review, may be denied by the Appeal Coordinator. A Complainant’s or a Respondent’s Request for Appeal that is submitted within the communicated deadline and that includes the required information concerning the ground(s) for review will be forwarded by the Appeal Coordinator to the other party and to the Hearing Board. The other party will have the opportunity to provide a written response to the Request for Appeal. The other party’s response must be submitted within seven calendar days of receipt of the notice of the Request for Appeal. The Hearing Board will also have the opportunity to provide a written response to the Request for Appeal.

The Appeal Coordinator will then forward the Request for Appeal, any responses from the other party and/or the Hearing Board, and the case file to one of the following individuals, who will decide the appeal:

- for student Respondents, the Vice President for Student Affairs or designee;
- for staff Respondents, the Vice President for Human Resources or designee; and
- for faculty Respondents, a three-member advisory panel will provide a recommendation to the Provost or designee. The panel will consist of three tenured faculty who are elected members of the Academic Council. The advisory panel will forward its recommendation to the Provost or designee, to make the decision on the appeal.

The Appeal decision will be made based on a review of the Complainant’s or Respondent’s Request for Appeal, the case file and, where applicable, any responses from the other party and/or the Hearing Board.

Upon review, the Vice President for Student Affairs, Vice President for Human Resources, or the Provost (or designees) may remand the case for additional formal proceedings, where appropriate.

The outcome of the Appeal will be communicated to the Respondent and the Complainant via written notification. The appeal decision is final and not subject to further review.

5. PROCEDURES FOR DISCRIMINATORY HARASSMENT AND OTHER SEX-BASED MISCONDUCT

A. Student Procedures

In cases where a student (including a student employee) is accused of engaging in Discriminatory Harassment or Other Sex-Based Misconduct under the Policy, the procedures described in this section apply.

1. Initial Assessment

After receiving a report, the Assistant Vice President and Title IX Coordinator (or designee) will gather information about the reported conduct and respond to any immediate health or safety concerns. The Assistant Vice President and Title IX Coordinator (or designee) will assess the nature and circumstances of the report to determine whether the reported conduct is within the
scope of this Policy, whether the reported conduct raises a potential Policy violation, and the appropriate manner of resolution under these procedures. This will include, when possible, a discussion of the Complainant’s expressed preference for manner of resolution and any barriers to proceeding. It will also take into consideration the University’s obligation to maintain an environment free from harassment.

At the conclusion of the initial assessment, the University will either:

- refer the report to the Alternative Resolution process;
- refer the report to the Administrative Review process;
- refer the report to an appropriate entity to address the concerns if the conduct is not within the scope of the policy or does not raise a potential policy violation; and/or
- close the matter.

2. Alternative Resolution

Alternative Resolution may be available in cases alleging Discriminatory Harassment or Other Sex-Based Misconduct, so long as the University provides both parties with written notice of the allegations, explains the requirements and consequences of Alternative Resolution, and obtains both parties’ voluntary and written consent to participate in Alternative Resolution as described above.

3. Administrative Review

Where Alternative Resolution is not pursued and an Initial Assessment determines that an investigative process is appropriate, a report of Discriminatory Harassment or Other Sex-Based Misconduct will go through an Administrative Review. In Administrative Review, the Office of Institutional Equity (or designee) will investigate complaints and determine whether or not a violation of the Policy occurred. A preponderance of the evidence standard (i.e., whether it is more likely than not a violation occurred) will be used to determine the outcome of an Administrative Review, which could result in Sanctions against a Respondent.

a. Advisors

Student Complainants and Respondents in an Administrative Review are provided the opportunity to consult with an Advisor of their choosing. The parties may be accompanied by their respective Advisors at any meeting or interview involved in an Administrative Review, but the Advisor’s role is non-speaking, and Advisors who are disruptive may be required to leave. While Advisors may provide support and advice to the parties before any meeting or interview and during breaks in meetings or investigative interviews, Advisors may not speak on behalf of the parties or otherwise participate in, or in any manner delay, disrupt, or interfere with any meetings or interviews involved in the process.

The University will communicate directly with the Complainant and Respondent throughout an Administrative Review, not through any third party. A representative may not appear in the place of either the Complainant or Respondent.

b. Investigation
When a report of Discriminatory Harassment or Other Sex-Based Misconduct is referred to an Administrative Review, the Assistant Vice President of the Office of Institutional Equity and Title IX Coordinator (or designee) will appoint an Investigator to conduct a prompt, thorough, fair, and impartial investigation.

During an investigation, the Investigator will meet separately with the Complainant, Respondent, and relevant witnesses, if any. Witnesses are individuals the Investigator deems to have information relevant to the allegation of a Policy violation. Witnesses may not participate solely to speak about an individual’s character.

The Investigator may also gather or request other relevant information or evidence, when available and appropriate. The Complainant and Respondent will be asked to identify witnesses and provide other relevant information, such as documents, communications, photographs, and other evidence. Both parties are encouraged to provide all relevant information (including witness information) as promptly as possible to facilitate prompt resolution.

After conducting interviews and gathering other relevant information, if any, the Investigator will prepare an Investigative Report. The Investigative Report will summarize relevant information obtained during the investigation.

The Complainant and the Respondent will be afforded the ability to review the Investigative Report. The Investigator will designate a reasonable time for this review by the parties, not to exceed five calendar days. During the course of this review:

- All documents are property of the University and shall remain in the Office of Institutional Equity; however, the Office of Institutional Equity may provide alternative arrangements to review documents.
- Documents may not be photocopied, photographed, recorded or duplicated.
- Handwritten notes are allowed; cell phones, laptops, and all other electronic/recording devices will be collected.
- An individual participating as a witness may not be present during the review of documents.

c. Acceptance of Responsibility

If, after reviewing the Investigative Report, the Respondent wishes to formally accept responsibility for the alleged Policy violations, the Assistant Vice President for the Office of Institutional Equity and Title IX Coordinator (or designee) may decide, in his or her sole discretion, to recognize the acceptance of responsibility and forego an Administrative Review Board Proceeding. In this situation, the Equity Panel, as described below, will be notified of the acceptance of responsibility, and may assign one or more Sanctions.

d. Determination

Upon receipt of the Investigative Report, the Assistant Vice President for the Office of Institutional Equity and Title IX Coordinator (or designee) will convene a meeting with and seek advice from a two-member Equity Panel. The members of the Equity Panel will be selected by the Assistant Vice President for the Office of Institutional Equity and Title IX Coordinator (or
designee) and will consist of one faculty member and one non-faculty member. The Equity Panel will be selected from a standing pool of members nominated by the Assistant Vice President for the Office of Institutional Equity and Title IX Coordinator (or designee), in conjunction with the Vice President for Student Affairs and the Office of the Provost, and appointed by the University President. Students may not serve as members of the Equity Panel.

Prior to the meeting, members of the Equity Panel shall be furnished with a copy of the Investigative Report and copies of any relevant information obtained by the Investigator(s). At the meeting, the Equity Panel will be afforded the opportunity to ask questions of the Investigator(s). Upon request, the Complainant and the Respondent will be afforded an opportunity to meet independently with the Assistant Vice President for the Office of Institutional Equity and Title IX Coordinator (or designee) and the panel to make a brief statement and to answer any questions that they may have.

The Complainant or Respondent are not required to attend the scheduled meeting, and the meeting will be held and a determination will be made despite a party’s absence. If a party chooses to attend the meeting, however, an excused absence from University obligations, including academic courses, will be provided. A representative may not appear in the place of a Complainant or Respondent; however, parties do have the opportunity to have an Advisor of choice present at the meeting. The advisor’s role is non-speaking. Advisors will not be permitted to make comments, pass notes, or otherwise disrupt the panel proceeding. Advisors who are disruptive during the panel proceeding may be required to leave.

Following the meeting with the Equity Panel, the Assistant Vice President for the Office of Institutional Equity and Title IX Coordinator (or designee) shall make a written determination whether a violation of the Policy has occurred.

Where there is a finding of responsibility for a violation of the Policy, the Assistant Vice President for the Office of Institutional Equity and Title IX Coordinator (or designee) may assign one or more Sanctions, as defined in Section IV above. In assigning Sanctions, the Assistant Vice President for the Office of Institutional Equity and Title IX Coordinator (or designee) may, in his or her sole discretion, consult with the Office of Community Standards.

e. Appeals

Within ten calendar days of being informed of a determination that results in a determination of not responsible or a Sanction, either a Complainant or a Respondent may request an appeal from by filing a written Request for Appeal.

Third parties may not file a Request for Appeal on behalf of a Respondent or a Complainant. Failure to submit a Request for Appeal within the time specified will render the determination final and conclusive. Unless otherwise stated, if a Request for Appeal is filed, the determination will not become effective until the appeal process is complete.

An Appeal Coordinator appointed by the Assistant Vice President for the Office of Institutional Equity and Title IX Coordinator (or designee) will administer the appeal process. The appeal process will generally be resolved in a reasonably prompt timeframe.
A Complainant or a Respondent must establish one or more of the following grounds for review:

- A procedural defect in the Administrative Review that was substantial enough to have changed the determination. The Complainant’s or Respondent’s request must describe the procedural defect in detail and explain how it was substantial enough to have changed the determination; and/or
- The discovery of substantive new information that was unknown or unavailable to the Complainant or Respondent during the Administrative Review and was substantial enough to have changed the determination. The Complainant’s or Respondent’s request must describe the newly discovered information in detail, explain why the information was not available during the Administrative Review, and explain how it was substantial enough to have changed the determination. Complainants or Respondents who fail to participate in the Investigation or Equity Panel meeting generally will be deemed to have waived the opportunity to present “substantive new information” through the Appeal process.

To the extent that any of the foregoing grounds require an evidentiary determination, the standard of evidence shall be a preponderance of the evidence.

The Complainant and/or Respondent may also appeal on the basis that the assigned Sanction does not fall within the range of appropriate sanctions.

After receiving a Complainant’s or a Respondent’s Request for Appeal, the Appeal Coordinator will acknowledge receipt to the Complainant or Respondent via written notification. Requests for Appeal are screened by the Appeal Coordinator. Requests for Appeal that are not submitted by the communicated deadline, or that do not include required information concerning the specified ground(s) for review, may be denied by the Appeal Coordinator. Requests for Appeal that are submitted within the communicated deadline and that include the required information concerning the ground(s) for review will be forwarded by the Appeal Coordinator to the other party and the Equity Panel. The other party will have the opportunity to provide a written response to the Request for Appeal. The other party’s response must be submitted within seven calendar days of receipt of the notice of the Request for Appeal. The Equity Panel will have the opportunity to provide a response to the Request for Appeal. The Appeal Coordinator will then forward the Request for Appeal, any responses from the other party and/or the Equity Panel, and the case file to the Vice President for Student Affairs (or designee), who will decide the appeal.

The Appeal decision will be made based on a review of the Request for Appeal, the case file and, where applicable, any responses from the other party and/or the Equity Panel. Upon review, the Vice President for Student Affairs (or designee) may remand the case for additional proceedings, where appropriate.

The outcome of the Appeal will be communicated to the Respondent and the Complainant via written notification. The Appeal decision is final and not subject to further review.

**B. Faculty and Staff Procedures**

In cases where a faculty or staff member is accused of engaging in Discriminatory Harassment or Other Sex-Based Misconduct under the Policy, the procedures described in this section apply.
1. **Alternative Resolution**

Alternative Resolution may be available in cases alleging Discriminatory Harassment or Other Sex-Based Misconduct, so long as the University provides both parties with written notice of the allegations, explains the requirements and consequences of Alternative Resolution, and obtains both parties’ voluntary and written consent to participate in Alternative Resolution as described above.

2. **Investigation**

Where Alternative Resolution is not pursued, and an Initial Assessment determines that an investigative process is appropriate, the Office of Institutional Equity and Title IX Coordinator (or designee) will appoint an Investigator to investigate allegations to determine whether or not a violation of the Policy occurred. The University will provide a prompt, thorough, fair, and impartial investigation and resolution. A preponderance of the evidence standard (i.e., whether it is more likely than not a violation occurred) will be used to determine the outcome of an investigation.

During the course of an Investigation, the University may impose interim measures to protect the integrity of the process and/or to protect the parties, where appropriate. Such interim measures may include, but are not limited to, No Contact Orders and adjustments to work schedules, locations, or assignments. Any interim measures will be administered by the Office of Institutional Equity and Title IX Coordinator (or designee).

3. **Determination and Sanctions**

The University may take the appropriate remedial measures to protect the Complainant and/or to stop any misconduct by faculty or staff members, and may impose any Sanctions, as defined in Section IV above, it deems appropriate. The remedial measures may include, but are not limited to, the provision of counseling, training, educational programming, accommodations, No Contact Orders, and adjustments to work schedules, locations, or assignments.

The University’s determination as to whether a violation of the Policy occurred will be communicated to the Complainant and the Respondent in writing. The University will notify the Complainant of any remedial measures or sanctions imposed that directly relate to the Complainant.

4. **Appeal**

   a. **Where Respondent is a Staff Member**

In cases involving allegations of Discriminatory Harassment or Other Sex-Based Misconduct against a staff member Respondent, the Complainant or Respondent may request a review of the outcome of the Investigation by submitting a written Request for Appeal to the Vice President of Human Resources within ten calendar days of notification of the outcome of the Investigation. The Request for Appeal must state with specificity acceptable grounds for seeking a review. Acceptable grounds for review are limited to the following: (1) a procedural defect that was
substantial enough to have changed the outcome; and/or (2) the discovery of substantive new information that was unknown or unavailable at the time of the investigation and was substantial enough to have changed the outcome. To the extent that the foregoing grounds require an evidentiary determination, the standard of evidence shall be a preponderance of the evidence. Except in cases of Termination from Employment, the severity of the Sanction is not considered a legitimate ground for review. The Vice President of Human Resources (or designee) will provide the parties the University’s written response, and this response is final.

b. Where Respondent is a Faculty Member

In cases involving allegations of Discriminatory Harassment or Other Sex-Based Misconduct against a faculty member Respondent, the Complainant or Respondent may request that the Vice President and Senior Associate Provost for Faculty Affairs review the outcome of the investigation. This request must be in writing or email, must occur within ten calendar days of notification of the outcome of the Investigation, and must state with specificity acceptable grounds for seeking a review. Acceptable grounds are limited to the following: (1) a procedural defect that was substantial enough to have changed the outcome; and/or (2) the discovery of substantive new information that was unknown or unavailable at the time of the Investigation and was substantial enough to have changed the outcome. To the extent that any of the foregoing grounds require an evidentiary determination, the standard of evidence shall be a preponderance of the evidence. The Vice President and Sr. Associate Provost for Faculty Affairs (or designee) will provide a written response to the party seeking a review, and this response is final.

If a Respondent faculty member wishes to appeal the outcome of an Investigation that results in “severe sanctions,” as defined in the Academic Articles, that faculty member is entitled to the procedural protections (including the right of appeal) set forth in Article IV, Section 9 of the Academic Articles.
APPENDIX 3

All statements of policy and procedure contained in this Annual Security and Fire Safety Report pertain to all the University’s remote locations, except as otherwise noted below.

Chicago Campus

The University of Notre Dame’s facility in Chicago is located at the Railway Exchange Building, at 224 S. Michigan Avenue ("Railway Exchange Building").

Security and Law Enforcement

Securitas Security Services USA ("Securitas"), a private security company, provides onsite security services. Securitas personnel ("Security Officers") are staffed at the Railway Exchange Building 24 hours per day, seven days per week. The Security Officers are trained, and while they are licensed by the state of Illinois, they have no powers of arrest. They enforce building regulations, maintain order, investigate building alarms, screen personnel entering and exiting the building and are on the alert for any unusual activity within the building. During non-business hours, the Security Officers conduct patrols of the building.

The University does not have a Memorandum of Understanding with the Chicago Police Department or any other local police agency. The University does not officially recognize any student organization with an off-site location.

Emergency Procedures and Crime Reporting

Individuals are encouraged to accurately and promptly report all crimes to the local law enforcement authorities, including the Chicago Police Department, even when the victim is unable to make such a report. Criminal investigations are handled by the Chicago Police Department.

To contact the police in an emergency, telephone 911 and ask for the police; in the event of a non-emergency, telephone 311.

Any crime, emergency or suspicious situation should also be reported immediately to the building’s Security Officers, and to the University’s Program Director. The Security Officers can be reached at (312) 341-9436 in the event of an emergency. Building Management, Jones Lang LaSalle, can be reached at (312) 341-9431 for non-emergency matters.

Building Lighting and Physical Plant

Jones Lang LaSalle (the “Property Manager”) maintains the Railway Exchange Building with a concern for the safety and security of the members of our community. The building’s facilities and lighting are regularly surveyed by Jones Lang LaSalle staff. Security staff assist Jones Lang LaSalle by reporting potential safety or security concerns. Anyone who notices a safety or security problem with the physical plant should contact the Property Manager at 312-341-9431, or in person in the Office of the Building located on the 3rd floor.

Security of and Access to the Academic Facility

The Railway Exchange Building is staffed by Security Officers 24 hours per day, seven days per week. The Railway Exchange Building is open to the public from 7:00 am to 6:00 pm Monday through Friday. Access is available to tenants and their guests at any time.

Tenants and guests entering the building between 6:00 pm and 10:00 pm Monday through Friday and all day on Saturday and Sunday are required to use their security access cards at the security console. The Michigan Avenue doors are unlocked until 10:00 pm each night. All Tenants must use their security access cards to enter the building at Michigan Avenue between 10:00 p.m. and 7:00 a.m. each day. The Jackson Boulevard doors are open from 7:00 a.m. through 6:00 pm, Monday through Friday, and are locked at all other times. On weekends, access is only available from Michigan Avenue.

Sex Offender Registries

The Illinois State Police provides an online listing of sex offenders required to register in the State of Illinois. This registry, as well as detailed information about Illinois laws governing the registry, is available here. The database is updated daily and allows searching by name, city, county, zip code, compliance status, or any combination thereof, so that the general public has access to the identity, location, and appearance of sex offenders who live, work, or study in Illinois. The registry can also be searched by geographic location.
Crime Alerts (a/k/a Timely Warnings)

In an effort to provide timely notice to the Notre Dame Chicago community, and in the event a serious crime occurs at the Railway Exchange Building and poses a serious, ongoing threat to members of the Notre Dame community in Chicago, a mass email Crime Alert will be sent to all students and employees at the building. The alerts are generally written by the Program Director or a designee, in consultation with the Chief of the Notre Dame Police Department, and they are distributed to the community by email. Updates to the Notre Dame Chicago community about any particular case resulting in a Crime Alert may be distributed via email or may be posted in the Railway Exchange Building.

Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants. Such alerts and updates shall not include identifying information about the complainant in any publicly-available recordkeeping to the extent permitted by law.

Notification About an Immediate Threat

The University will immediately notify the Chicago community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty or staff occurring at the Railway Exchange Building. The Chicago Police Department and Chicago Fire Department are primarily responsible for confirming that there is a significant emergency or dangerous situation at the facility that could cause an immediate threat to the health or safety of the members of the community.

The Property Manager, in conjunction with the Program Director, is responsible for communicating appropriate, relevant information to students, faculty and staff in the event of an emergency. In the event of an emergency, notification may be made via fire alarm system, email, and/or announcements (including announcements over the loud speaker system) by staff inside the building.

Taking into account the safety of the community, the Property Manager, in conjunction with the Program Director, will immediately determine the content of the notification and initiate the notification system. Such actions will be delayed if, in the judgment of the first responders (including, but not limited to police and fire service), issuing a notice will compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Information is made available to the larger community, including parents of students, and the people in Chicago and the surrounding areas, by logging onto the Notre Dame Emergency Information website here.

Dublin, Ireland Global Gateway

The University of Notre Dame’s facility in Dublin is the O’Connell House, located at 58 Merrion Square South, Dublin 2, Ireland.

Security and Law Enforcement

Law enforcement is provided by An Garda Síochána, the national police service of Ireland. The agency is often referred to simply as Garda. The Mission of An Garda Síochána is working with communities to protect and serve. Following the establishment of the Irish Free State in 1922, the Dublin Metropolitan Police merged with the An Garda Síochána in 1925. The Gardaí maintains a permanent 24-hour presence from O’Connell House to Dáil Éireann, a few hundred yards away.

The Garda Station nearest to O’Connell House is the Pearse Street Garda Station in the Dublin Metropolitan Region. The Pearse Street Garda Station is located at 1 – 6 Pearse Street, Dublin 2 (Tel: +353 1 666 9000).

The premises at O’Connell House are protected by an alarm system which is monitored 24 hours per day, 7 days a week, by Top Security company. Top Security also provides key holding services and is the first point of call for intruder and fire alarms. All information in respect of the activation and subsequent actions taken are recorded on a real time basis and can be recalled at any time. Top Security does not have the authority to make arrests and does not provide any security functions at O’Connell House other than those mentioned above. University employees do not perform these or any security functions.

Neither the University nor Top Security has a memorandum of understanding with the Garda or any local police agency.

The Garda maintains a 24-hour presence from O’Connell House to the Royal Society of Antiquaries of Ireland, a few doors away.
The University does not officially recognize any student organization in Dublin with a location outside the O'Connell House.

**Emergency Procedures and Crime Reporting**

Individuals are encouraged to accurately and promptly report crimes, including when the victim is unable to make such a report. Any crime, emergency, or suspicious situation should be reported immediately to the Garda by dialing 999 or 112. This call is free on landline and mobile phones. For a fire or medical emergency, call 999. In the event of a crime, emergency, or suspicious situation, resident staff at O'Connell house should be notified immediately, regardless of whether local law enforcement officials have already been contacted.

**Support Services for Victims of Sexual Assault**

In addition to the reporting options available to all University students, members of the Notre Dame community in Dublin who are subjected to sexual assault may receive local support and assistance through:

Rotunda Hospital: Sexual Assault Treatment Centre  
Tel: 01 817 1736 (9am-4:30pm M-F), 01 817 1700 (outside normal hours)  
Email: satu@rotunda.ie  
Opening hours: 9am-4:30pm M-F

Dublin Rape Crisis Centre  
McGonnell House  
70 Lower Leeson Street, Dublin 2  
Tel: 1800 778 888 (24/7)  
Email: info@rcc.ie  
Opening hours: 8am-5:30pm Mon-Fri, 9.00am-3:30pm Sat

**Building Lighting and Physical Plant**

The staff at O'Connell House maintains the academic building with a concern for the safety and security of the members of our community. University facilities and lighting are regularly surveyed by staff. Anyone who notices a safety or security problem with the physical plant or landscaping should contact building staff.

**Security of and Access to the Academic Facility**

The University facilities at O'Connell House are private property. Individuals are allowed onsite at the discretion of the University. It is the University’s expectation that visitors abide by University rules. Policies for persons visiting are outlined in the student handbook. Visitors to O'Connell House must sign in and out of the building.

Reception has an intercom with inbuilt monitor so that the receptionist can identify and communicate verbally with a visitor before he/she is granted access to the building. Hours of operation are from 9:00am to 8:00pm Monday, Wednesday and Thursday, 9:00am to 5:00pm Tuesday and Friday, and are extended as necessary to meet the needs of the needs of the students. The building is closed on weekends.

Within O'Connell house, a fingerprint recognition system is in use which allows students, staff and faculty access to the building. Staff will know who is in the building at all times for health & safety reasons.

The premises at O'Connell House are monitored 24 hours per day, 7 days a week by Top Security company. Top Security also provides key holding services and is the first point of call for intruder and fire alarms.

**Sex Offender Registries**

The sex offender registries in Ireland are different than those found in the United States. The details held by the Gardai in relation to those persons guilty of sex offences and who are subject to the requirements of the Sex Offenders Act 2001 are not subject to freedom of information legislation. You are not entitled, therefore, to apply under the Freedom of Information Acts to find out details of sex offenders living in your area.

**Crime Alerts (a.k.a. Timely Warnings)**

In an effort to provide timely notice to the Notre Dame Dublin community, and in the event a serious crime occurs at O'Connell House and poses a serious, ongoing threat to members of the Notre Dame Dublin community, a mass email Crime Alert will be sent to all students and employees at O'Connell House and will typically be posted in the lobby/entrance area of the building. Updates to the Notre Dame Dublin community about any particular case resulting in a Crime Alert may be distributed via email or may be posted in O'Connell House. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants. Such alerts and updates shall not include identifying information about the complainant in any publicly-available recordkeeping to the extent permitted by law.

**Notification About an Immediate Threat**

Notre Dame will immediately notify the community at O'Connell House upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty or staff occurring at the O'Connell House. Dublin public safety
services are primarily responsible for confirming that there is a significant emergency or dangerous situation onsite that could cause an immediate threat to the health and safety of the members of the Notre Dame community.

The House Manager is responsible for communicating appropriate, relevant information to students, faculty and staff at O’Connell House in the event of an emergency. Notification may be made via alarm system, email, and announcements by staff inside O’Connell House.

The House Manager will immediately determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to police and fire), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Emergency information is available to the Notre Dame community associated with this location, including parents of students, through the Notre Dame International Emergencies Abroad website [here](#).

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**Tantur Ecumenical Institute – Jerusalem, Israel**

The University of Notre Dame operates the the University of Notre Dame at Tantur in Jerusalem (“Tantur”).

**Security and Law Enforcement**

The University of Notre Dame at Tantur has a series of security cameras located around the complex and they are monitored 24 hours a day. During daylight hours, the camera at the main gate is monitored and entry controlled from the reception desk. In the evening when the night guard comes on duty, all doors are checked and the administrative building is locked. From that point and through the night the only public entrance to Tantur is through the main door at reception. There is a Security Officer/receptionist on site through the night who remains inside and monitors the security cameras. The Security Officer/receptionist has no power of arrest and is not affiliated with any police agency. Tantur has no memorandum of understanding with any local police agency. The University does not officially recognize any student organization in Israel with a location outside Tantur. An incident/crime log is maintained by the security staff and is available for inspection upon request during business hours.

**Emergency Procedures and Crime Reporting**

Individuals are encouraged to accurately and promptly report all crimes to the local law enforcement authorities, including when the victim is unable to make such a report. Criminal investigations are handled by the Israeli Police. To contact the police in an emergency, telephone 100 and ask for the police, or contact security/receptionist staff at the building entrance and ask them to summon police. To call an ambulance, dial 101. For a fire emergency, dial 102. In the event of a crime, emergency or suspicious situation on Tantur property, resident staff or the security officer/receptionist should be notified immediately, regardless of whether local law enforcement officials have already been contacted.

**Building Lighting and Physical Plant**

The staff at Tantur maintains the facility with a concern for the safety and security of the members of our community. Tantur’s facilities and lighting are regularly surveyed by Tantur staff. Anyone who notices a safety or security problem with the physical site that may affect the safety and/or security of others, should contact the Tantur receptionist.

**Security of and Access to the Academic Facility**

The University facilities at Tantur are private property. Individuals are allowed onsite at the discretion of the University. It is the University’s expectation that visitors abide by University rules.

Vehicular access to the University of Notre Dame at Tantur is through a locked gate which is monitored by camera and opened by security officer/receptionist staff. This gate is monitored 24 hours a day. There are also two pedestrian gates to Tantur which are monitored by surveillance cameras. The buildings are locked during the night and any entry or departures from the buildings are monitored. Residents of Tantur should protect themselves by always locking their doors whether they are in or away from their rooms – even when leaving for a moment. Residents should not prop open locked doors. Remember, too, that residents are held accountable for the actions of their guests.

**Support Services for Victims of Sexual Assault**

In addition to the reporting options available to all University students, members of the Notre Dame community in Jerusalem who are subjected to sexual assault may receive local support through the Rape Crisis Centers in Israel 24-hour hotline for victims of rape and
Sexual harassment: Telephone 1202 for women, 1203 for men. For medical assistance in Jerusalem contact Bat-Ami at Hadassah University Hospital Ein Kerem, Telephone 02-6422758 or 02-6777222 at any time.

Sex Offender Registries

Israel has no sex offender registries that are accessible to the public.

Security Alerts (a/k/a Timely Warnings)

In an effort to provide timely notice to the Notre Dame Tantur community, in the event a serious crime occurs at Tantur and poses a serious, ongoing threat to members of the Tantur community, a mass email Crime Alert is sent to all students and employees in the Tantur program.

Security Alerts may also be posted by program staff inside the entrance to the facility and in the common areas. The alerts are generally written by the Executive Director, or a designee, in consultation with the Chief of the Notre Dame Police Department. Updates to the Notre Dame Tantur community about any particular case resulting in a Security Alert may be distributed via email or may be posted in common areas. Security Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants. Such alerts and updates shall not include identifying information about the complainant in any publicly-available recordkeeping to the extent permitted by law.

Notification About an Immediate Threat

Notre Dame will immediately notify the Tantur community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty or staff at Tantur. Israeli public safety services are primarily responsible for confirming that there is a significant emergency or dangerous situation onsite that could cause an immediate threat to the health and safety of the members of the community.

The Tantur Executive Director is responsible for communicating appropriate, relevant information to students, faculty and staff in the event of an emergency. Notification may be made via alarm system, email, and announcements by staff inside the facility.

Taking into account the safety of the community, the Executive Director will immediately determine the content of the notification and then initiate the notification system. Such actions will be delayed if in the judgment of the first responders (including, but not limited to police and fire service), the notification would compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Emergency information is available to the Notre Dame community associated with this location, including parents of students, through the Notre Dame International Emergencies Abroad website here.

London, England Global Gateway

Security and Law Enforcement

The University of Notre Dame in England (UNDE), which is affiliated with the University of Notre Dame, USA (University), has engaged Blink, a private security company, to provide manned guarding at its two premises: namely, Fischer Hall, the academic facility, and Conway Hall, the residential facility. UNDE has also engaged South Bank Business Watch to provide mobile security operatives who patrol the vicinity of Conway Hall. South Bank Business Watch is registered and regulated by a UK Government body, and its security operatives are trained and affiliated by the regulating body, are not armed, and have no powers of arrest. Blink provides a security operative at Conway Hall for 24 hours per day, seven days per week. Blink provides another security operative at Fischer Hall from 4:00 pm to midnight Monday thru Friday and 8:00 am to midnight on weekends. The UNDE does not have a Memorandum of Understanding with the London Metropolitan Police or any other police agency. The UNDE does not officially recognize any student organization with location outside Fischer Hall and Conway Hall. An incident/crime log is maintained at each location by the security operative and is available for inspection upon request during business hours.

Emergency Procedures and Crime Reporting

Individuals are encouraged to accurately and promptly report all crimes to the local law enforcement authorities, including when the victim is unable to make such a report. Criminal investigations are handled by the Metropolitan Police. Fischer Hall falls within the jurisdiction of the Charring Cross Police Station. Conway Hall falls under the Kennington Police Station. To contact the police in an emergency, telephone 999 and ask for the police; in the event of a non-emergency, telephone 101. Any crime, emergency or suspicious situation should be reported
immediately to the security operative. The telephone number at the teaching building is 020 7484 7800 and at the residential building is 020 7928 1716.

Building Lighting and Physical Plant

The Department of Estate and Facilities Management maintains the London academic building and residence hall with a concern for the safety and security of the members of our community. Facilities and lighting are regularly surveyed by the London staff. Security staff assist Estate and Facilities Management by reporting potential safety or security concerns. Anyone who notices a safety or security problem with the physical plant should contact the Facilities Manager at 020 7484 7802.

Security of and Access to the Academic Facility

UNDE facilities in London are private property. Individuals are allowed onsite at the pleasure of UNDE. Visitors are expected to abide by UNDE's visitation-related policies as outlined in the residence hall rules.

Safety and security within the London residence hall is the joint responsibility of the residence hall staff and security. Entrances to the London residence hall are generally locked at all times except during move-in and move-out. Ensuring that the residence hall is free from uninvited visitors requires that residents themselves take an active role in making sure strangers are reported to hall staff and/or Security. London residents should protect themselves by always locking their doors whether they are in or away from their rooms – even when leaving for a moment. London residents should not prop open locked doors. Remember too, that residents are held accountable for the actions of their guests.

UNDE employs Blink a private security company that provides security operatives at Conway Hall and Fischer Hall. Blink provides a security operative 24 hours a day seven days a week in Conway Hall. Blink provides a security operative in Fischer Hall from 4pm to midnight Monday thru Friday and 8am to Midnight on weekends.

Support Services for Victims of Sexual Assault

In addition to the reporting options available to all University students, members of the Notre Dame community in London who are subjected to sexual assault may receive local support and assistance through The Havens sexual assault resource centers. Services are available on a confidential basis at any of their three locations:

The Haven - Camberwell

King's College Hospital, London SE5
Telephone number - 020 3299 1599 9:00 am through 5:00 pm Monday to Friday, or 020 3299 9000 at all other times.

The Haven - Paddington
St Mary's Hospital, London W2
Telephone number - 020 3312 1101 9:00 am through 5:00 pm Monday to Friday, or 020 3312 6666 at all other times.

The Haven - Whitechapel
The Royal London Hospital, London E1
Telephone number - 020 7247 4787 at any time

Sex Offender Registries

The sex offender registry in the United Kingdom is different than those found in the USA. The registry in England contains the details of anyone convicted, cautioned or released from prison for a sexual offence against children or adults since September 1997, when it was set up. The register, which is run by the police, is not retroactive, so does not include anyone convicted before 1997. Under the Sex Offenders Act 1997, as amended by the Sexual Offences Act 2003, all convicted sex offenders must register with the police within three days of their conviction or release from prison. Failure to register is an offence which can carry a term of imprisonment. Registrants must inform the police within three days if they change their name or address, and disclose if they are spending seven days or more away from their home. Convicted sex offenders have to register with their local police every year.

Head teachers, doctors, youth leaders, sports club managers and others, including landlords, are notified of the existence of a local sex offender on a confidential basis, but the information is not available to the general public in the UK.

Crime Alerts (a/k/a Timely Warnings)

In an effort to provide timely notice to the Notre Dame London community, and in the event a serious crime occurs at either Fischer Hall or Conway Hall and poses a serious, ongoing threat to members of the UNDE community, a mass email Crime Alert will be sent to all students and employees in the London program. Crime alerts are also posted by program staff in both Fischer Hall and Conway Hall and are typically posted in the lobby/entrance area of the buildings. The alerts are generally written by the Director of the London Program, or a designee, in consultation with the Chief of the Notre
Dame Police Department, and they are distributed to the community by listerv. Updates to the Notre Dame London community about any particular case resulting in a Crime Alert may be distributed via email or may be posted in Fischer Hall and Conway Hall. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants. Such alerts and updates shall not include identifying information about the complainant in any publicly-available recordkeeping to the extent permitted by law.

Notification About an Immediate Threat

UNDE will immediately notify the London community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty or staff occurring at either of the London facilities. Municipal public safety services in London are primarily responsible for confirming that there is a significant emergency or dangerous situation onsite that could cause an immediate threat to the health and safety of the members of the London community.

The London Facilities Manager, in conjunction with the Executive Director, is responsible for communicating appropriate, relevant information to students, faculty and staff in the event of an emergency. In the residence hall, the Rector may make this notification. In the event of an emergency, notification may be made via alarm system, email, and announcements by staff inside the academic building and residence hall.

Taking into account the safety of the community, the London Facilities Manager at the academic building and the Rectors in the residence hall, in conjunction with the Executive Director, will immediately determine the content of the notification and initiate the notification system. Such actions will be delayed if, in the judgment of the first responders (including, but not limited to police and fire service), issuing a notice will compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Emergency information is available to the Notre Dame community associated with this location, including parents of students, through the Notre Dame International Emergencies Abroad website here.

Rome, Italy Global Gateway

The University of Notre Dame operates an academic facility in Rome, located at via Ostilia 15, Rome, Italy (the “academic facility”), as well as a nearby residential facility known as the Villa on the Celio (the “Villa”).

Security and Law Enforcement

Police services are provided by the Italian Police. ITALPOL, a security service, checks on the academic facility in the late night hours after the building is closed, and provides 24/7 security services to the Villa including access control, CCTV monitoring, and a walking patrol of the facility and its vicinity. The ITALPOL Security Officers are not sworn police officers, have no power of arrest, and are not affiliated with any local police agency. The University has no memorandum of understanding with any police agency in Rome. Security matters for the academic facility in Rome fall under the responsibility of the Executive Director.

The University does not officially recognize any student organization in Rome with a location outside the via Ostilia facility or the Villa.

Emergency Procedures and Crime Reporting

Individuals are encouraged to accurately and promptly report crimes to the local law enforcement authorities, including when the victim is unable to make such a report. Criminal investigations are handled by Italian Police. To contact the police in an emergency, telephone 112 and ask for the police. To report a fire emergency, dial 115; and to request an ambulance in response to a medical emergency, dial 118. Any crime, emergency or suspicious situation should also be reported immediately to security (if possible) and residential or academic staff members.

Building Lighting and Physical Plant

The via Ostilia building and the Villa are maintained with a concern for the safety and security of the members of our community. The Rome Executive Director is responsible to coordinate safety and security matters. The facility and its lighting are regularly surveyed by staff. Please assist by reporting potential safety or security concerns to the Executive Director. Anyone who notices a safety or security problem with the physical plant should contact the Rome Executive Director at +39 06772643610.

Security of and Access to the Academic Facility

The University facilities in Rome are private property. Individuals are allowed onsite at the discretion of the
University. It is the University’s expectation that visitors abide by University rules. Hours of operation for the academic facility are from 8:00 am to midnight, and the entrance to the building is locked at all times. Students, faculty and staff use a key to enter the Rome academic building, and should not admit unknown visitors into the building. Policies for persons visiting the academic facility are outlined in the student handbook. For more information contact the Executive Director.

Safety and security within the Villa and its residential community is the joint responsibility of the residence hall staff and security. Entrances to the residence hall are generally locked at all times. Ensuring that the residence hall is free from uninvited visitors requires that residents themselves take an active role in making sure strangers are reported to hall staff and/or security. Doors within the facility lock automatically whether students are in or away from their rooms – even when leaving for a moment. Residents should not prop open locked doors. Remember too, that residents are held accountable for the actions of their guests. Policies for persons visiting the Villa are outlined in residence hall rules.

Support Services for Victims of Sexual Assault

In addition to the reporting options available to all University students, members of the Notre Dame community in Rome who are subjected to sexual assault may receive local support and assistance through the nearest public hospital. In accordance with Italian law, all medical services rendered in response to sexual assault are free of charge. If desired, the individual may have a support person remain with him/her throughout the visit.

The public hospitals closest to the University’s facilities in Rome are:

- Ospedale San Giovanni Addolorata
  Via di S. Giovanni in Laterano 149

- Ospedale San Giovanni Calibita-Fatebenefratelli
  Via di Ponte Quattro Capi 39, 00186 Roma

Sex Offender Registries

Italy has no sex offender registries that are accessible to the public.

Crime Alerts (a/k/a Timely Warnings)

In an effort to provide timely notice to the Notre Dame Rome community, in the event a serious crime occurs in the academic facility or the Villa and poses a serious, ongoing threat to members of the Notre Dame Rome community, a mass email Crime Alert will be sent to all students and employees in Rome and will typically be posted in the lobby/entrance area of the building(s). Updates to the Notre Dame Rome community about any particular case resulting in a Crime Alert may be distributed via email or may be posted in common areas. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants. Such alerts and updates shall not include identifying information about the complainant in any publicly-available recordkeeping to the extent permitted by law.

Notification About an Immediate Threat

Notre Dame will immediately notify the Rome community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty or staff occurring at either of the Rome facilities. Municipal public safety services in Rome are primarily responsible for confirming that there is a significant emergency or dangerous situation that could cause an immediate threat to the health and safety of the members of the Rome community. The Rome Executive Director is responsible to communicate with students, faculty and staff in the Rome facility. The Director of Student Affairs and the Rector are also responsible to communicate with students and others at the Villa. In the event of an emergency, notification may be made via the fire alarm system, email, and/or a verbal announcement by staff inside the building.

The Executive Director in conjunction with the program director will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to police and fire service), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Emergency information is available to the Notre Dame community associated with this location, including parents of students, through the Notre Dame International Emergencies Abroad website here.
The University of Notre Dame Environmental Research Center (UNDERC) is established in two locations. The “East” location encompasses land on both sides of the state line between Wisconsin (in Vilas County) and Michigan’s Upper Peninsula (in Gogebic County). The “West” location is in western Montana (in Lake County).

Security and Law Enforcement

Both sites are subject to local law enforcement agencies (respectively, county sheriffs’ offices in Gogebic County, MI and in Vilas County, WI (East), and in Lake County, MT (West)). These law enforcement agencies can be reached as follows:

Gogebic County, MI - (906) 667-0203
Vilas County, WI - (800) 472-7290
Lake County, MT – (406) 883-7301

UNDERC East, commonly referred to as Land O’Lakes, the University-owned property located in the northern Wisconsin and Michigan’s Upper Peninsula, is staffed by a year-round, full-time property manager. Residence halls and teaching facilities at Land O’ Lakes are monitored by resident staff members who oversee access privileges during seasonal use (May-September). Similarly, at UNDERC West, located in Montana, University-rented housing and instructional facilities are monitored by resident staff when students are present (June-August).

For both locations, on-site staff members provide the first link in the reporting of non-urgent crimes or other incidents. The University has not entered into any memoranda of understanding with any police agencies with jurisdiction over UNDERC East or UNDERC West.

The University does not officially recognize any student organizations in any locations outside of UNDERC East or UNDERC West.

Emergency Procedures and Crime Reporting

Individuals are encouraged to accurately and promptly report all crimes to the local law enforcement authorities, including when the victim is unable to make such a report. Criminal investigations are handled by the county sheriff’s department with jurisdiction (see above). In the event of an emergency, contact the police by dialing 9-1-1, giving your location, and asking for the appropriate county sheriff’s office. In the instance of a non-emergency, or an occurrence that does not merit immediate medical attention, individuals are encouraged to call one of the numbers cited below. In the event of a crime, emergency or suspicious situation at an UNDERC site, resident staff should be notified immediately, regardless of whether local law enforcement officials have already been contacted. The pertinent telephone numbers to call at UNDERC East (Land O’Lakes) are:

Gary Lamberti (Director) – (906) 842-1012
Matthew McClelland (Property Manager) – (906) 842-2257
Michael Cramer (Assistant Director) – (906) 842-2486
Teaching Building – (906) 842-8633

In Montana at UNDERC West, call the UNDERC Director Gary Belovsky at (406) 644-2265 or Assistant Director David Flagel who can be reached at the teaching/residence building at (406) 644-8639.

Building Lighting and Physical Plant

The UNDERC East (Land O’ Lakes) Property Manager and maintenance personnel maintain the academic buildings and residence facilities with a concern for the safety and security of the members of our community. At UNDERC West, the landlord of the rental facilities is responsible for all building-related maintenance work. Facilities and lighting are regularly surveyed by UNDERC staff. Anyone who notices a problem with the physical site that would jeopardize the safety and/or security of others should contact an UNDERC site staff member, all of whom can be reached via the contact numbers listed below.

UNDERC East:
Gary Lamberti (Director) – (906) 842-1012
Mattew McClelland (Property Manager) – (906) 842-2257
Michael Cramer (Assistant Director) – (906) 842-2486

UNDERC West
Gary Lamberti (Director) – (406) 644-2265
David Flagel (Assistant Director) – (406) 644-8639
Residence/Instructional Building – (406) 644-2478

Security of and Access to the Academic Facility

The University facilities at UNDERC East (Land O’ Lakes) are private property. Individuals are allowed onsite at the discretion of the University. Normal operating dates for UNDERC East are from May 15 to September 15. Access to the property between March 1 and May 15 is severely limited due to the instability of the roads during the spring thaw. Depending on road conditions, the property manager may restrict or prohibit driving on
certain portions of the property until late May.

The gates to the UNDERC East (Land O’ Lakes) property are locked and access is restricted to authorized personnel only. Requests for access to the property for scientific and educational purposes must be made through the Director or Assistant Director, both during the spring-summer field season and at all other times of the year. The property manager does not have the authority to admit visitors to the property for scientific or educational purposes, nor can he permit anyone to use UNDERC facilities or equipment, without prior approval from the Director or Assistant Director.

Residents and regular visitors of UNDERC East (Land O’ Lakes) may be issued keys to the south property gate by the Director or Assistant Director. Keys are not to be duplicated or given to others without permission. Possession of a key to the property gates does not constitute implied permission to enter the property unless specific authorization has been given to do so. Even more, keys must be surrendered immediately at the request of the UNDERC Director, Assistant Director or the Land O’ Lakes Property Manager.

Each person visiting the property, including field station residents, must complete a Visitor Information Form each time he or she visits the property. Visitors may obtain forms from the Assistant Director that must be filled out and returned to the Assistant Director immediately following their arrival. During the spring-summer field season, UNDERC East visitors must always inform the Assistant Director once they are on site. At other times, or if the Assistant Director is unavailable, visitors must check in with the Land O’ Lakes Property Manager in order to retrieve and complete a Visitor Information Form. Visitors are expected to lock entrance gates each time they enter or leave the property.

Safety and security within the residence facility is the responsibility of the on-site UNDERC staff. Even more, while the Land O’ Lakes property is gated and locked, and the UNDERC West site is on private property, ensuring that residence facilities are free of uninvited visitors requires that residents themselves take an active role in maintaining the safety of others. For example, residents should immediately notify on-site UNDERC staff concerning the presence of strangers onsite. It is important to note that residents are held accountable for the actions of their guests. Furthermore, it is the University’s expectation that visitors abide by all University rules. Policies for persons visiting residence halls are outlined within the sites’ residence hall rules.

Support Services for Victims

In addition to the reporting options available to all members of the University community, members of the Notre Dame community at one of the UNDERC locations who are the victims of crime or sexual assault may receive confidential support and assistance at local hospitals, which are noted below. Also, resources specifically dedicated to serving victims of sexual assault or misconduct are indicated by a (*) mark.

**Woodruff, WI**
Howard Young Medical Center
Telephone (715) 356-8000
Open for emergencies 24/7

*Tri-County Council on Domestic Violence
Telephone (800) 236-1222

**Polson, MT**
*Domestic Violence Education and Services
Telephone (406) 883-3350

**Ronan, MT**
St. Luke’s Community Health Care
Telephone (406) 676-4441
Open for emergencies 24/7

**National**
*RAINN National Sexual Assault Hotline
Telephone (800) 656-HOPE

**Sex Offender Registries**

Sex offender registries provide detailed information about individuals who register as sex offenders in the relevant jurisdiction. The purpose of such registries is to inform the general public about the identity, location, and appearance of sex offenders who live, work, or study in a jurisdiction. The sex offender registries for UNDERC sites are:

Michigan- [http://www.mipsor.state.mi.us/](http://www.mipsor.state.mi.us/)
Wisconsin- [http://offender.doc.state.wi.us/public/](http://offender.doc.state.wi.us/public/)

**Crime Alerts (a/k/a Timely Warnings)**

In an effort to provide timely notice to the Notre Dame community, in the event a serious crime against people occurs onsite at UNDERC East or UNDERC West and poses a serious, ongoing threat to members of the Notre Dame community at one of the UNDERC sites, an email Crime Alert will be sent to all students and employees who are documented as being on site at that particular time. The Crime Alert is also typically posted on an established
central bulletin board. Updates to the Notre Dame community at the affected site about any particular case resulting in a Crime Alert may be distributed via email and may also be posted on an established central bulletin board. The UND ERC Director, the site’s Assistant Director, or the Land O’ Lakes Property Manager will consult the Notre Dame Police Department Chief or designee when drafting a Crime Alert. Crime Alerts and any updates will be drafted and disseminated in a way that protects the confidentiality of complainants. Such alerts and updates shall not include identifying information about the complainant in any publicly-available recordkeeping to the extent permitted by law.

Notification About an Immediate Threat

Notre Dame will immediately notify the appropriate UND ERC community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health and safety of students, faculty or staff on the property. County public safety officials near UND ERC sites are primarily responsible for confirming that there is a significant emergency or dangerous situation on the property that could cause an immediate threat to the health and safety of the members of the community.

The UND ERC Director, Assistant Directors and the Land O’ Lakes Property Manager are responsible for communicating appropriate, relevant information to students, faculty and staff in the event of an emergency. Notification tactics include the following: A note will be posted on a centralized bulletin board, a mass e-mail or text message will be sent, or an in-person announcement will be made inside the academic and/or resident facilities.

Taking into account the safety of the community, the UND ERC Director, Assistant Directors or the Land O’ Lakes Property Manager will immediately determine the content of the notification, and then initiate the notification system. Such actions will be delayed if first responders, such as police and fire service, feel that the notification would compromise the efforts to assist a victim, or contain, respond to and mitigate the emergency.

The general public can view information regarding emergency situations at Notre Dame, and on its affiliated properties, by visiting the Notre Dame Emergency Information website [here](#).
All statements concerning fire safety-related policies and procedures contained in this Annual Security and Fire Safety Report generally pertain to all remote locations, except as noted below.

## Fire on Campus

Fire services are provided by the local Fire Brigade. The Fire Brigade can be contacted by dialing 102 from any phone.

## Fire Log

A printed copy of the daily fire log is available in the Rector’s office during normal business hours.

## Procedures for Evacuating Buildings During Fires

Anyone in a building which is involved in a fire should:

1. Call the Israeli Fire Brigade immediately by pulling the nearest pull station in the building. Pull stations are usually located at or near exits. Alternatively, dial 102 to report the fire.
2. Use stairwells and stay off elevators.
3. Get out of the building if possible and stay out until firefighters signal that it is safe to return.
4. Stay back a reasonable distance from the building to avoid falling objects from upper floors.

**REMEMBER:** Call 102 for all fire emergencies. For an ambulance, call 101.

## Future Plans for Fire Safety Improvements in Student Housing

Smoke alarms and fire extinguishers in student housing were replaced in August of 2018.

### 2019 Student Housing Fire Safety Systems

<table>
<thead>
<tr>
<th>Residence Halls and/or On-Campus Buildings containing Student Residences</th>
<th>Central Alarm Monitoring</th>
<th>Smoke Detection in Common and Sleeping Areas</th>
<th>Full Automatic Fire Sprinkler System</th>
<th>Fire Extinguishers Installed</th>
<th>Number of evacuation (fire) drills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tantur Ecumenical Institute</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>0</td>
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</tbody>
</table>

## Student Housing Fire Occurrence Statistics

<table>
<thead>
<tr>
<th>Residence</th>
<th>Year</th>
<th>Total Fires Within the Building(s) for the Year</th>
<th>Date</th>
<th>Time</th>
<th>Cause of Fire</th>
<th>Number of Injuries that Required Treatment at a Medical Facility</th>
<th>Number of Deaths Related to a Fire</th>
<th>Value of Property Damage Caused by Fire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tantur Residence</td>
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<td>N/A</td>
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<td>Tantur Residence</td>
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<td>N/A</td>
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<td>0</td>
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<tr>
<td>Tantur Residence</td>
<td>2019</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Fire on Campus
Fire services are provided by the London Fire Brigade. For more information visit the London Fire Brigade website (here). To report a fire emergency, the phone number is 999. For non-emergencies, the phone number is 020 8555 1200.

Fire Log
A printed copy of the daily fire log is also available at the Office of the Facilities Manager, in the academic facility during normal business hours.

Procedures for Evacuating Buildings During Fires
Anyone in a building which is involved in a fire should:

1. Call the London Fire Brigade immediately by pulling the nearest pull station in the building. Pull stations are usually located near or at exits. Alternatively, dial 999 to report the fire.
2. Use stairwells and stay off elevators.
3. Get out of the building if possible and stay out until firefighters signal that it is safe to return.
4. Stay back a reasonable distance from the building to avoid falling objects from upper floors.

REMEMBER: Call 999 for all fire, medical or police emergencies.

Future Plans for Fire Safety Improvements in Student Housing
Conway Hall is a newly remodeled facility with state of the art fire protection systems that meet all applicable codes. Fire safety improvements are ongoing for student housing at this time.

2019 Student Housing Fire Safety Systems

<table>
<thead>
<tr>
<th>Residence Halls and/or On-Campus Buildings containing Student Residences</th>
<th>Central Alarm Monitoring</th>
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</thead>
<tbody>
<tr>
<td>Conway Hall</td>
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<td>Yes</td>
<td>Yes</td>
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Student Housing Fire Occurrence Statistics

<table>
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<tr>
<th>Residence</th>
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<th>Total Fires Within the Building(s) for the Year</th>
<th>Date</th>
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<th>Cause of Fire</th>
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<th>Value of Property Damage Caused by Fire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conway Hall</td>
<td>2017</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<td>0</td>
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</tr>
<tr>
<td>Conway Hall</td>
<td>2018</td>
<td>0</td>
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<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Conway Hall</td>
<td>2019</td>
<td>0</td>
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<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Fire Safety

All Notre Dame students are required to complete the online fire extinguisher training through ComplyND.

1. At the UNDERC East property in Michigan/Wisconsin, the dormitory in which the students reside has a centralized fire alert system, and a sprinkler system. Also, fire extinguishers are located in each of the common areas, all of which are checked for usability monthly. Additionally, each dorm room has an emergency ladder to expedite escaping from a fire if exits are blocked. (The UNDERC staff demonstrates how to use these ladders.)

2. At the UNDERC West property in Montana, the housing facility has smoke detectors and fire extinguishers in each of the common areas, all of which are checked monthly.

In the event of a fire, students and staff are trained to safely exit buildings and meet at a predetermined location to ensure that all on-site individuals are accounted for. Fire drills are regularly scheduled to make sure students understand the fire safety protocol. All fire drill protocols are posted in each dormitory building, individual room and laboratory area.

Fire on Campus

If a fire occurs at an UNDERC site, community members should immediately notify the relevant local fire safety department. Local fire services are provided by:

WI ---- Boulder Junction Volunteer Fire Department, (715) 385-2002
       Land O’ Lakes Volunteer Fire Department, (715) 547-6170

MT ---- Charlo Volunteer Fire Department, (406) 644-2501

Fire Log

A printed copy of the daily fire log is available at the UNDERC office on the main Notre Dame campus during normal business hours.

Procedures for Evacuating Campus Buildings During Fires

Anyone in a building which is involved in a fire should:

1. Call the local fire department. Alternatively, dial 911 to report the fire.
2. Use stairwells and stay off elevators.
3. Get out of the building if possible and stay out until firefighters signal that it is safe to return.
4. Stay back a reasonable distance from the building to avoid falling objects from upper floors.

REMEMBER: Call 911 for all fire, medical or police emergencies. When calling 911 at UNDERC East, tell the call-taker that you need Boulder Junction or Land O’ Lakes emergency services

Future Plans for Fire Safety Improvements in Student Housing
There are no fire safety improvements planned for UNDERC student housing at this time.

### 2019 Student Housing Fire Safety Systems

<table>
<thead>
<tr>
<th>Residence Halls and/or On-Campus Buildings containing Student Residences</th>
<th>Central Alarm Monitoring</th>
<th>Smoke Detection in Common and Sleeping Areas</th>
<th>Full Automatic Fire Sprinkler System</th>
<th>Fire Extinguishers Installed</th>
<th>Number of evacuation (fire) drills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dormitory A</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>1</td>
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<tr>
<td>Dormitory B</td>
<td>No</td>
<td>Yes</td>
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<tr>
<td>Ward House</td>
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<tr>
<td>UNDERC-West Rentals</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>1</td>
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</tbody>
</table>

### Student Housing Fire Occurrence Statistics

<table>
<thead>
<tr>
<th>Residence</th>
<th>Year</th>
<th>Total Fires Within the Building(s) for the Year</th>
<th>Date</th>
<th>Time</th>
<th>Cause of Fire</th>
<th>Number of Injuries that Required Treatment at a Medical Facility</th>
<th>Number of Deaths Related to a Fire</th>
<th>Value of Property Damage Caused by Fire</th>
</tr>
</thead>
<tbody>
<tr>
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<td>2017</td>
<td>0</td>
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<tr>
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<tr>
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<td>N/A</td>
<td>N/A</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Ward House</td>
<td>2017</td>
<td>0</td>
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<td>N/A</td>
<td>N/A</td>
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<tr>
<td>UNDERC-West Rentals</td>
<td>2017</td>
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<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Dormitory B</td>
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<td>0</td>
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<td>N/A</td>
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<td>Dormitory C</td>
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<td>N/A</td>
<td>N/A</td>
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<td>0</td>
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<tr>
<td>Ward House</td>
<td>2019</td>
<td>0</td>
<td>N/A</td>
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<tr>
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<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Fire on Campus

Fire services are provided by the Vigili del Fuoco. To report an emergency, the phone number is 112. The direct phone number is 115. For more information visit the Vigili del Fuoco website.

Fire Log

A printed copy of the daily fire log can be obtained by contacting the administration for the Rome Global Gateway academic facility during normal business hours.

Procedures for Evacuating Buildings During Fires

Anyone in a building which is involved in a fire should:

1. Call the Vigili del Fuoco at 115 or 112 and activate the fire alarm by pushing the buttons located in the building. This will activate the emergency siren and shut off the fire doors that can be opened by push bar.
2. Use stairwells and stay off of elevators.
3. Get out of the building and go to the designated meeting point.
4. Stay back from the building to avoid falling objects.

REMEMBER: Call 112 or 115 for all fire emergencies.

Future Plans for Fire Safety Improvements in Student Housing

The student housing facility at 23 Via Celimontana in Rome (the “Villa”) opened in August 2017. It is equipped with fire protection systems that meet all applicable codes. There are no plans for fire safety improvements at this facility at this time.

2019 Student Housing Fire Safety Systems

<table>
<thead>
<tr>
<th>Residence Halls and/or On-Campus Buildings containing Student Residences</th>
<th>Central Alarm Monitoring</th>
<th>Smoke Detection in Common and Sleeping Areas</th>
<th>Full Automatic Fire Sprinkler System</th>
<th>Fire Extinguishers Installed</th>
<th>Number of evacuation (fire) drills</th>
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Student Housing Fire Occurrence Statistics

<table>
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<tr>
<th>Residence</th>
<th>Year</th>
<th>Total Fires Within the Building(s) for the Year</th>
<th>Date</th>
<th>Time</th>
<th>Cause of Fire</th>
<th>Number of Injuries that Required Treatment at a Medical Facility</th>
<th>Number of Deaths Related to a Fire</th>
<th>Estimated Value of Property Damage Caused by Fire</th>
</tr>
</thead>
<tbody>
<tr>
<td>23 Via Celimontana</td>
<td>2017</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
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</tr>
<tr>
<td>23 Via Celimontana</td>
<td>2018</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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</tr>
<tr>
<td>23 Via Celimontana</td>
<td>2019</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Appendix F

Indiana State University

2020 Annual Security and Fire Safety Report

Contains Statistical Information for the Following Calendar Years:
2017, 2018, and 2019

For the following locations:
ISU Main Campus, Landsbaum Center for Health Education,
Sycamore Outdoor Center, and ISU Flight Academy
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INTRODUCTION

Accessibility of Information and Non-Discrimination Policy

This publication is available in alternative formats upon request. Indiana State University is committed to the policy that all persons shall have equal access to programs, facilities, admission and employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy or by state or federal authorities. It is the policy of the University to maintain an academic and work environment free of discrimination, including harassment. Indiana State University does not discriminate on the basis of: age, disability, genetic information, national origin, pregnancy, race/color, religion, sex, gender identity or expression, sexual orientation, veteran status, or any other class protected by federal and state statues. Indiana State University is committed to providing equal opportunity in education and employment for all. Discrimination based upon any protected class is strictly prohibited. Direct all inquiries regarding this Non-discrimination Policy to the Title IX Coordinator, Indiana State University, Rankin Hall, Suite 426, 200 North 7th Street, Terre Haute, Indiana, 47809, phone 812-237-8954, email: Stephannie.Gambill@indstate.edu.

Message from the President of Indiana State University

To the Indiana State University Community—

Safety on our campus is a top priority, and the cooperation of everyone is needed to make our campus as safe as possible. Please help us foster a secure and supportive environment at Indiana State University for our students, faculty, staff, and visitors. To do this, we all need to embrace the values of responsibility, respect, and integrity which are essential to the success of any community. This publication contains information about campus safety measures and reports statistics about crime in our University community. It also describes our efforts to combat alcohol and drug abuse. Please take the time to read it and help foster a more caring and safe environment.

Deborah J. Curtis, Ph.D.
President

Message from the Chief of Police at Indiana State University

To the Indiana State University Community—

Establishing and maintaining a safe campus environment for students, staff, and visitors of Indiana State University is of utmost importance. We strive to promote an environment in which individuals feel safe to visit, learn, and work. This Annual Security Report provides campus policies, crime statistics, crime prevention programs, and information on how to prevent and prepare for a wide range of emergencies. A safe and supportive campus can be achieved with everyone’s cooperation.

Michele Barrett
Chief of Police
Clery Geography Definitions

On-Campus

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the area identified paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as food or other retail vendor).

Separate Campuses

A separate campus is an additional location that the institution owns or controls, is not reasonably geographically contiguous with the main campus, has an organized program of study, and there is at least one person on site acting in an administrative capacity.

All policy statements contained in this report apply to all campuses unless otherwise indicated.

Note. The crime statistics for the following locations will be listed within this report in separate charts from the crime statistics of the main campus:

- Landsbaum Center for Health Education
- ISU Flight Academy
- Sycamore Outdoor Center

Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Non-Campus Buildings or Property

Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Clery Maps of Indiana State University

Clery Map of the Core Campus*
*Note: This map depicts the Core Campus of Indiana State University. The Campus border is outlined in blue. All of the university properties located within the blue areas are considered to be on campus. The Streets that the university owns or controls are highlighted in yellow. The streets that are not highlighted are considered to be public property.

University Owned Property Not Pictured in the Core Campus Map

- Bob Warn Field at Sycamore Stadium
- ICON Warehouse
- Kiewig Woods
- Lambda Chi Alpha Fraternity House
- Landsbaum Woods
- Little Bluestem Prairie Nature Preserve
- Memorial Stadium
- Mullins House
- NW River Campus
- Phi Delta Theta Fraternity House
- Phi Gamma Delta Fraternity House
- Pi Kappa Alpha Fraternity House
- Pseudacris Pond
- Sigma Alpha Epsilon Fraternity House
- Sigma Chi Fraternity House
- Sigma Kappa Sorority House
- Sigma Phi Epsilon Fraternity House
- Soccer Field
- Theta Chi Fraternity House
- Tau Kappa Epsilon Fraternity House
- University Apartments Unit 1
- University Apartments Unit 2
- University Apartments Unit 3
- University Apartments Unit 4

Clery Maps of the Separate Campuses

Landsbaum Center for Health Education
This Separate Campus is located at
1433 N 6 1/2 Street, Terre Haute, IN.

The campus consists of one building that is not reasonably contiguous to the main campus of Indiana State University. However, it is owned and controlled by the institution, has an organized program of study, and has an administrator on-site.

Sycamore Outdoor Center
This Separate Campus is located at
1373 W County Rd 700 N, Brazil, IN.

The campus consists of one main building and eight (8) lakes on approximately 80 acres. The Sycamore Outdoor Center is not reasonably contiguous to the main campus of Indiana State University. However, it is owned and controlled by the institution, has an organized program of study, and has an administrator on-site.
ISU Flight Academy
This Separate Campus is located at 520 S. Airport Street, Terre Haute, IN.

The campus consists of a facility located at the Terre Haute Regional Airport. The ISU Flight Academy is not reasonably contiguous to the main campus of Indiana State University. However, it is owned and controlled by the institution, has an organized program of study, and has an administrator on-site.

Indiana State University Clery Team
Lauren Baines, Student Health Promotions Director
Kristi Barley, Center for Global Engagement Study Abroad Program Director
Michele Barrett, Chief of Police
Katie Butwin, General Counsel
Craig Enyeart, Student Conduct and Integrity Director
Bill Fairbanks, Safety Specialist
Stephannie Gambill, Title IX Coordinator
Amanda Hobson, Interim Dean of Students
Sally Hunter, Internal Audit Director
Amanda Knerr, Executive Director of Residential Life and Housing
Angie Lansing, Senior Associate Athletic Director
Tamara McCollough, Clery Compliance Lieutenant
Andy Morgan, Interim Vice President for Student Affairs
Sherry O’Neal, Risk Manager
Tammy Parker, Assistant to the Chief of Police
Rich Toomey, Associate Vice President of Enrollment Management
Kale Walker, Training Specialist and Human Resources Generalist

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, more commonly known as the Clery Act, 20 U.S.C. §1092(O) et. seq., and its implementing regulations, 34 C.F.R. 668.46, require colleges and universities to do the following:

- Publish an annual report every year by October 1st\(^1\) that contains three years of campus crime and fire safety statistics and certain campus security policy statements.
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms.
- Note: The statistics must be gathered from campus police or security, local law enforcement, and other University officials who have significant responsibility for student and campus activities.
- Provide “timely warning” notices of those crimes that have occurred and pose an ongoing threat to the safety of students and employees.
- Issue an emergency notification, upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus.
- Disclose in a public crime log crimes and alleged crimes that occur on campus or within the patrol jurisdiction of campus police that is reported to the campus police.

The Indiana State University (ISU) Public Safety Office prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on our website at [http://www.indstate.edu/pubsafety](http://www.indstate.edu/pubsafety). This report is prepared in cooperation with the local law enforcement agencies surrounding our campus and alternative sites, Equal Opportunity and Title IX Office, the Division of Student Affairs, the Office of Human Resources, ISU Risk Management, Enrollment Management, Communications and Marketing, Residential Life, Student Conduct and Integrity, General Counsel, Internal Auditing, Registration and Records, and Environmental Safety. Each entity provides updated information on their educational efforts, policy implementation and programs to comply with the Clery Act requirements.

Campus crime, arrest and referral statistics include those reported to the ISU Public Safety Office, designated campus officials (including but not limited to directors, deans, department heads, athletic coaches, academic and organization advisor, the Title IX Coordinator and investigator(s), Student Conduct and Integrity officials, and local law enforcement).

The Student Counseling Center, Victim Advocates, and the Psychology Clinic inform their clients of the procedures to report a crime to the ISU Public Safety Office on a voluntary or confidential basis, should they feel it is in the best interest of the client. A procedure is in place to anonymously capture crime statistics disclosed confidentially during such a session. The compilation of the statistical information provided in this report does not violate the Family Educational Rights and Privacy Act (FERPA) or any other law.

Each year, an e-mail notification is made to all enrolled students, faculty, and staff that provide the web site to access this report. Copies of the report may also be obtained at the ISU Public Safety Office located next to Pickerl Hall at 210 N. 6th Street, or by calling 812-237-3777. All prospective employees may obtain a copy from Human Resources located in Rankin Hall at 201 N 7th Street, Room 300 or by calling 812-237-4114, and the website address will be attached to ISU employment applications. All prospective students may obtain a copy from the Office of Admissions located at the John W. Moore Welcome Center, 318 North Sixth Street or by calling 812-237-2121.

Please note that all policy statements contained in this report pertain to the main campus and the identified separate campus locations unless otherwise stated.

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\(^1\) For 2020, the date was changed to December 31.
Daily Logs

Crime Log

The Indiana State University Police Department is required by the Jeanne Clery Act to maintain a daily crime log. The purpose of the daily crime log is to record criminal incidents and alleged criminal incidents that are reported to the campus police department. Indiana State University Police Department enters all criminal incidents reported to the police department. The daily crime log is updated within two (2) business days of the reporting of information to the police department. The police department is located within at 210 N. 6th Street, Terre Haute, IN 47809

Note: A business day is Monday through Friday, except for days when the university is closed. Normal business hours are 8:00 a.m. to 4:00 p.m. (Eastern Time).

Media Log

The Media Log is required by the state of Indiana Public Access Laws under Indiana Code 5-14-3-2 (l) et. seq. and is a recording in chronological order of all crimes reported to the police that include the name, address, and criminal charges of all persons arrested. The media log is made available to the general public at the Indiana State University Police Department. The police department is located at 210 N. 6th Street, Terre Haute, IN 47809.

All crimes reported to the Indiana State University Police Department are posted to the media log within two (2) business days of the report unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim. Indiana State University Police Department may also withhold information from the media log when there is clear and convincing evidence that the release of the information would jeopardize an ongoing criminal investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence.

Note: A business day is Monday through Friday, except for days when the university is closed. Normal business hours are 8:00 a.m. to 4:00 p.m. (Eastern Time).

The Indiana State University Police Department

The ISU Police Department Officers are fully sworn and have authority to apprehend, enforce Federal, State, and local laws and arrest anyone involved in illegal acts on any property owned, leased, or used by Indiana State University and, throughout the State of Indiana. Officers also have the authority to enforce university policies. If any offenses involving University rules and regulations are committed by an Indiana State University student, the ISU Police Department may also refer the individual to Student Conduct and Integrity, a division of Student Affairs.

Indiana State University Police Department maintains a twenty-four hour police operation located at 210 N. 6th Street between Erickson and Pickerl Hall.

The ISU Police Department’s primary jurisdictional boundaries are Tippecanoe Street on the north, Wabash Street on the south, 12th Street on the east and N. Water Street on the west. The ISU Police Department also has jurisdiction on any University owned or leased property in outlying areas. These areas are predominately patrolled jointly by both the University Police and Terre Haute City Police.

ISU Police Department Mission Statement

Indiana State University Police Department supports the mission and core values of the University by preserving a safe environment for students, faculty, staff, and visitors with respect for others and for the law. We promote safety and enforce laws guided by our commitment to relationship-building and collaboration within our diverse community.
Working Relationship with Local, State, and Federal Law Enforcement Agencies

The ISU Police Department maintains a close working relationship with the Terre Haute City Police Department. The ISU Police Department occasionally works with other law enforcement agencies in Indiana, including the Vigo County Sheriff Department, Indiana State Police, and others. University Police communicate regularly on the scene of incidents that occur in and around the campus area. The University Police work closely with agencies when incidents arise that require joint investigative efforts, resources, crime related reports and exchange of information, as deemed necessary.

Currently, there is no memorandum of understanding between the University Police and Terre Haute City Police that addresses the investigation of alleged criminal incidents. The University anticipates on getting one in the future.

Crimes Involving Student Organizations at Non-Campus Locations

Indiana State University relies on its close working relationships with local law enforcement agencies to receive information about incidents involving Indiana State University students and recognized student organizations, on and at non-campus locations. In coordination with local law enforcement agencies, the ISU Police Department will actively investigate certain crimes occurring on or near campus.

If the department learns of criminal activity at non-campus locations involving students or student organizations officially recognized by the institution, (including student organizations with non-campus housing facilities) it will coordinate with the appropriate external law enforcement agency and forward information about the situation to the Office of Student Conduct and Integrity, as appropriate.

The University requires all recognized student organizations to abide by federal, state, and local laws, and University regulations. The University may become involved if a recognized student organization engages in such conduct that is determined to violate the Code of Student Conduct. The Code of Student Conduct can be found at the following link:

SECTION 1: Emergency and Crime Reporting at Indiana State University

ISU encourages prompt and accurate reporting of all crimes to the ISU Public Safety Office and the appropriate law enforcement agencies. Such a report is encouraged even when the victim of a crime elects not to make a report or is unable to do so. If crimes are never reported, little can be done to help other members of the community from also being victims. We encourage University community members to report crimes promptly and to participate in and support crime prevention efforts. The University community will be much safer when all community members participate in safety and security initiatives.

Campus and Community Reporting Mechanisms

The University has identified several ways for campus community members and visitors to report crimes, serious incidents, and other emergencies to appropriate University officials. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire Indiana State community that you immediately report all incidents. This is so that the ISU Police Department can investigate the situation and determine if follow-up action(s) are necessary. Reporting crimes to the ISU Police will aid in the issuance of a Timely Warning or Emergency Notification and depending on the crime, inclusion of the information in the annual crime statistics disclosure.

- To report by phone, dial 9-1-1 from any campus telephone or use the “Help” button on the Code Blue Phone system to reach the ISU Police Department. If using a cell phone on campus, dial 812-237-5555 for an emergency.
- To report in person, visit ISU Police Department at 210 N. 6th Street, Terre Haute, Indiana.
- To report a crime online, go to the ISU Public Safety Office website, [http://www.indstate.edu/pubsafety](http://www.indstate.edu/pubsafety), click on Silent Witness Reporting.

Crimes should be accurately and promptly reported to the ISU Police Department or the appropriate police agency, when the victim of a crime elects to, or is unable to make such a report.

Blue Light Phones

The University has Blue Light Phones on the Indiana State University campus. The “Push for Help” button is linked to the ISU Police Department and to 9-1-1 services and should be used for emergencies. The “Info” button should be used for non-emergencies situations, such as escort requests, battery jump, vehicle lockouts, and to report minor incidents. For additional information on the Blue Light Phones system, please contact the ISU Police Department at 812 - 237-5555.

Silent Witness/Anonymous Reporting

If you are interested in reporting a crime online, you can utilize the ISU Public Safety Office’s, Silent Witness reporting form. The form can be accessed through the department’s website, [http://www.indstate.edu/pubsafety](http://www.indstate.edu/pubsafety). It is our policy to not attempt to trace the origin of the person who submits this form unless such is deemed necessary in the interest of public safety. Cases reported anonymously are disclosed in the annual crime statistics.
Campus Security Authority (CSA)

A Campus Security Authority or CSA is a Clery term that encompasses four groups of individuals and organizations associated with an institution. These four groups are outlined below:

- **Group #1**: A campus police department or a campus security department of an institution. All individuals who work for the campus police department are campus security authorities (CSAs).
- **Group #2**: Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into institutional property). Access monitors, contract security officer, event security officers, staff who provide safety escorts on campus (professional and student staff) are campus security authorities (CSAs).
- **Group #3**: Any individual or organization specified in an institution’s statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- **Group #4**: An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.

An official is any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

**Examples of Individuals Who Generally Meet the Criteria for Being a Campus Security Authority (CSA)**

- Dean of Students
- Resident Assistants and Academic Peer Advocates
- Hall Directors
- Area Coordinators
- Study Abroad Coordinators
- Title IX Coordinator
- Ombudsperson
- Fraternity & Sorority Life (office staff)
- Access Monitors
- Advisors to Student Organizations
- Director of Student Health Center
- Director of Counseling Center
- Victim Advocates
- Athletic Directors (includes Assistant Athletic Directors)
- Coaches (includes All Coaches, graduate assistants, and part-time employees)
- Intramural Sports Supervisors
- Event Security Officers
- Contract Security Officers
- Faculty Advisor to Student Groups
- Peer Mentors
- Local Law Enforcement Officers contracted by the institution
- Administrators at Separate Campuses

**Examples of Individuals Who Would Not Meet the Criteria for Being a Campus Security Authority**

- Faculty member who does not have any responsibility for student and campus activity beyond the classroom
- Clerical or cafeteria staff

In most cases, it is possible for a CSA to fulfill his or her reporting responsibilities while still maintaining victim confidentiality.

CSA reports are used by the institution to compile statistics for Clery Act reporting. CSA reports also help determine if there is a serious or ongoing threat to the safety of the campus community that would necessitate an alert (timely warning or emergency notification).

The responsibilities of a CSA can usually be met without disclosing any personal identifying information.

Bear in mind that a CSA report doesn’t have to automatically result in the initiation of a police or disciplinary investigation if the victim chooses not to pursue this action.
While the University has identified several CSAs, we officially designate the following departments as a place where campus community members should report crimes for timely warning notices and statistical reporting purposes:

<table>
<thead>
<tr>
<th>Office</th>
<th>Campus Address</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>ISU Police Department</td>
<td>210 N 6th Street</td>
<td>812-237-5555</td>
</tr>
<tr>
<td>Equal Opportunity and Title IX</td>
<td>Rankin Hall, 4th Floor</td>
<td>812-237-8954</td>
</tr>
<tr>
<td>Dean of Students Office</td>
<td>Hulman Memorial Student Union, 8th Floor</td>
<td>812-237-3829</td>
</tr>
</tbody>
</table>

**Local Law Enforcement Agencies**

Although the ISU Police Department serves as the primary law enforcement agency for the campus, occasionally community members may need to contact other local law enforcement agencies.

<table>
<thead>
<tr>
<th>Office</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Terre Haute City Police</td>
<td>812-238-1661</td>
</tr>
<tr>
<td>Vigo County Sheriff</td>
<td>812-462-3226</td>
</tr>
<tr>
<td>Indiana State Police</td>
<td>317-232-8241</td>
</tr>
</tbody>
</table>

**Maxient Online Reporting System**

Online report forms are available on the Office of Student Conduct and Integrity website at [http://www.indstate.edu/sites/default/files/media/Documents/PDF/student-conduct-code.pdf](http://www.indstate.edu/sites/default/files/media/Documents/PDF/student-conduct-code.pdf) for information/complaints against students when law enforcement is not necessary which include the following:

- University specific policy violations
- Concerns for well-being
- Academic integrity violations
- Non-threatening disruptive behavior

**Voluntary Confidential Reporting**

If you are the victim of or witness to a crime, you may still choose to make a report and request that it remain confidential. The purpose of such a report is to comply with your wish to keep your identity confidential, while also providing information to help ensure the future safety of yourself and others. An individual’s request regarding the confidentiality of reports of sexual assault or harassment will be considered in determining an appropriate response; however, such requests will be considered in the dual contexts of the University’s legal obligation to ensure a working and learning environment free from sexual assault and harassment and the due process rights of the accused to be informed of the allegations and their source. Some level of disclosure may be necessary to ensure a complete and fair investigation, although the University will comply with requests for confidentiality to the extent possible. Using the information provided in the confidential police report, the University can keep an accurate record of: the number of incidents involving students, employees, and visitors; determine if there is a pattern of crime regarding a particular location, method, or assailant; and alert the university community of potential dangers. Reports filed in this manner are counted and disclosed in the annual crime statistics for the university.

**Confidential Reporting for Students**

If a student would like the details of an incident to be kept confidential, the student may speak with on-campus counselors, campus health service providers, a victim advocate, off-campus local rape crisis counselors, domestic violence resources, or members of the clergy/chaplains who will maintain confidentiality except in extreme cases of immediacy of threat or danger, abuse of a minor, or as otherwise required by law. Students may access a Victim Advocate and/or campus counselors in the ISU Student Counseling Center, the Psychology Clinic, or the Grosjean Counseling Clinic. Contact information for confidential resources may be found at [http://www.indstate.edu/student-affairs/wrc](http://www.indstate.edu/student-affairs/wrc).
Confidential Reporting for Employees

If an employee would like the details of an incident to be kept confidential, the employee may discuss the matter confidentially with the Employee Assistance Program, the Psychology Clinic, the Grosjean Counseling Clinic, off-campus local rape crisis counselors, domestic violence resources, or members of the clergy / chaplains who will maintain confidentiality except in extreme cases of immediate threat or danger, abuse of a minor, or as otherwise required by law. Employees may also access the Employee Assistance Program. Contact information for confidential resources may be found at [http://www.indstate.edu/humres/staff-benefits/eap/index.htm](http://www.indstate.edu/humres/staff-benefits/eap/index.htm).

Pastoral and Professional Counselors

Pastoral Counselors and Professional Counselors are not considered to be campus security authorities under the Clery Act. As a matter of policy, the University encourages Professional Counselors; if and when they deem it appropriate, to inform the persons they are counseling of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual crime statistics.

A Pastoral Counselor is defined as:
A person, who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.

A Professional Counselor is defined as:
A person whose official responsibilities include providing mental health counseling to members of the institution’s community and who is functioning within the scope of the counselor’s license or certification.

Note: this definition also applies to professional counselors who are not employees of the institution but are under contract to provide counseling services at the institution.

In order for Pastoral and Professional Counselors to be exempt from disclosing reported offenses, pastoral or professional counselors must be acting in the role of pastoral or professional counselors.
Indiana State University’s Response to Reports of Crime

Dispatchers are available at respective telephone numbers 24 hours a day to answer your calls. In response to a call, the ISU Police Department will take the required action, either dispatching an officer or asking the victim to report to the ISU Police Department to file an incident report. All reported crimes will be investigated by the University and will become a matter of public record.

The ISU Police Department forwards some reports to the Office of Student Conduct and Integrity for potential action, as appropriate. ISU Police detectives will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to the Office of Student Conduct and Integrity. If assistance is required from the Terre Haute Police Department or the Terre Haute Fire Department, The ISU Police Department will contact the appropriate unit. If a sexual assault or rape should occur, responders at the scene, including ISU Police will offer the victim a wide variety of services.

Timely Warning Reports (Crime Alerts)

In an effort to provide timely notice to the campus community in the event of a Clery Act crime, that occurs within the ISU Clery Geography (On-Campus, Public Property, and Non-Campus Property) that may pose a serious or continuing threat to members of the community, the ISU Chief of Police or his/her designee issues a “timely warning” under the heading “Campus/Crime Alert”. The University Police will generally issue Campus/Crime Alerts for the following crimes: major incidents of arson; aggravated assault; murder/non-negligent manslaughter; robbery; and sexual assault. Timely warnings can be issued for threats to persons or to property. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by the ISU Police Department. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other ISU community members and a Timely Warning Notice would not be distributed.

In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. Sex offenses will be considered on a case by case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by the Public Safety Office. Cases involving property crimes will be assessed on a case by case basis and alerts will typically be sent if there is a discernible pattern of crime.

The ISU Police Chief or designee reviews all reports to determine if there is an on-going threat to the community and if the distribution of a Campus Crime Alert is warranted. Campus Crime Alerts may also be posted for other crime classifications and locations, as deemed necessary. Campus Crime Alerts shall be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences.

The decision to issue a Timely Warning/Campus Alert will be considered on a case-by-case basis considering all of the facts surrounding a crime or incident, including factors such as the nature of the crime and or the continuing danger to the campus community. The possible risk of compromising law enforcement efforts will also be considered.

The ISU Police Department will post these warnings through a variety of methods, including but not limited to the Indiana State University portal email system, Rave Text messaging System (to those who register), ALERTUS Emergency Messaging System, the ISU Police Department website at: http://www.indstate.edu/pubsafety, the Indiana Statesman (campus newspaper), local media, and posting of crime alerts in visible campus locations as may be deemed appropriate.

The purpose of these Timely Warnings is to notify the campus community of the incident and to provide information that may enable the community to take steps to protect themselves from similar incidents.

Anyone with information warranting a timely warning should report the circumstances to the ISU Public Safety Office, by phone 812-237-5555 or in person at the dispatch center within Public Safety, 210 N. 6th Street, next to Pickerl Hall.
Timely Warning Notice Distribution Process

The chart below reflects what office or who is responsible for what part of the Timely Warning Notice distribution process.

<table>
<thead>
<tr>
<th>Type Of System</th>
<th>Primary Message Creator</th>
<th>Backup Message Creator</th>
<th>Authority for Approving and Sending Messages</th>
<th>Primary Message Sender</th>
<th>Backup Message Sender</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Safety Website</td>
<td>Director Of Public Safety</td>
<td>Next Highest Ranking Public Safety Officer</td>
<td>Director of Public Safety or Next Highest Ranking Public Safety Officer</td>
<td>Director of Public Safety</td>
<td>Next Highest Ranking Public Safety Officer</td>
</tr>
<tr>
<td>ISU Connect</td>
<td>University Communications Director</td>
<td>Associate Director of University Communications</td>
<td>University Communications Director or Associate Director of University Communications</td>
<td>University Communications Director</td>
<td>Associate Director of University Communications</td>
</tr>
<tr>
<td>Rave Text System</td>
<td>Director of Public Safety</td>
<td>Next Highest Ranking Public Safety Officer</td>
<td>Director of Public Safety Next Highest Ranking Public Safety Officer</td>
<td>Director of Public Safety</td>
<td>Next Highest Ranking Public Safety Officer</td>
</tr>
<tr>
<td>Alertus</td>
<td>Director of Public Safety</td>
<td>Next Highest Ranking Public Safety Officer</td>
<td>Director of Public Safety Next Highest Ranking Public Safety Officer</td>
<td>Director of Public Safety</td>
<td>Next Highest Ranking Public Safety Officer</td>
</tr>
<tr>
<td>Local Media</td>
<td>University Communications Director</td>
<td>Associate Director of University Communications</td>
<td>University Communications Director or Associate Director of University Communications</td>
<td>University Communications Director</td>
<td>Associate Director of University Communications</td>
</tr>
</tbody>
</table>

Emergency Response and Evacuation Procedures

Indiana State University Emergency Preparedness/Response Plan

The Indiana State University Emergency Preparedness/Response Plan has been designed as a contingency plan for campus emergencies. The basic emergency procedures are to enhance the protection of lives and property through effective use of University and campus community resources. This plan is reviewed annually to ensure that it remains current and addresses the campus needs. The Indiana State University Emergency Preparedness/Response Plan is located on the ISU Public Safety Office website at [http://www2.indstate.edu/pubsafety/safety.php](http://www2.indstate.edu/pubsafety/safety.php).

A ready reference publication of the University procedures for emergency situations is located at [http://www.indstate.edu/pubsafety](http://www.indstate.edu/pubsafety) under Emergency Information then click on “Safety on Campus”. Included in the Safety on Campus Emergency Procedures is basic “how to” information to help the campus community respond to emergencies. While it is impossible to produce a document that is all-inclusive, this publication addresses the most common emergencies.
Evacuation Procedures

Buildings and Residence Halls:
- All building and Residence Hall evacuations will occur when an alarm sounds and/or upon notification by Public Safety, Building Coordinator, or designee.
- When the fire alarm is activated during an emergency, leave by the nearest marked exit and alert others to do the same. Handicap evacuation will be preplanned for each building at Indiana State University.
- Contingencies for handicapped evacuation shall be included in each building Emergency Response Plan.
- Do not use the elevators in case of fire and/or earthquake.
- Once outside proceed to a clear area that is at least 200 feet away from the affected building. Keep streets, fire lanes, hydrant areas, and walkways clear for emergency vehicles and personnel. Know your evacuation assembly points.
- DO NOT return to an evacuated building unless told to do so by a designated University official.

Campus Evacuation:
- Evacuation of all or part of the campus will be announced by ISU Public Safety Office.
- All persons (students, faculty, and staff) are to immediately vacate the site in question and relocate to another part of the campus or designated location as directed.

Testing of the Emergency Preparedness/Response Plan

Annually, the Emergency Preparedness/Response Plan is reviewed. This comprehensive review includes several departments across campus.

To ensure the University’s emergency plans remain current and actionable, the University will conduct at least one test a year and it may be announced or unannounced. The test will meet all of the following criteria: be scheduled; contain drills, exercises, follow-through activities; be designed for assessment and evaluation of emergency plans and capabilities. The test will address emergency response and evacuation procedures at different campus sites. The University has an emergency plan for each building.

The University tests the emergency notification system monthly, by sending test message to the University community via Rave messaging, email, All Hazards Siren, Alertus, and ISU Live Television. These tests are evaluated for timeliness of message distribution, and effectiveness of All Hazards Siren.

In conjunction with at least one emergency test each year, the University will notify the Indiana State University community of the test and remind the community of the information included in the University’s publicly available information regarding emergency response procedures.

Documentation for each test includes a description of the test, the date, time and whether it was announced or unannounced.

Emergency Notification System

Indiana State University will immediately notify the campus community upon confirmation of an emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. Indiana State University is committed to ensuring the campus community receives timely, accurate, and useful information in the event of a significant emergency or dangerous situation on campus or in the local area that poses an immediate threat to the health and safety of campus community members. Notification to the campus community will be authorized by the ISU Chief of Police or highest ranking Public Safety officer available using one or more of the following methods (face to face communications may be used as well):
- Rave-Text Messaging and email system notification. Register at: http://getrave.com/login/indstate
- All Hazards Siren. Please note that the all hazards siren is tested at 11:00 a.m. on the first Tuesday of each month.
Alertus Emergency Messaging System—full computer screen “pop-up” messages on all properly configured PC’s connected to the ISU network.

- Email messages via ISU portal.
- ISU Live television.
- A recorded message on the ISU Information Line: 812-237-7777
- "Voice over Internet Protocol (VOIP) Telephones in all classrooms
- Local media outlets

Confirming the Existence of a Significant Emergency or Dangerous Situation

Most significant emergencies are reported to ISU Public Safety’s dispatch. A Police officer will be dispatched to the scene to confirm the emergency or disaster conditions. The confirmation may occur with the assistance of University administrators, local first responders and/or the National Weather Service.

Dispatch will request the appropriate assistance from the fire department or emergency services personnel and will immediately contact the ISU Chief of Police or the next highest-ranking Public Safety official.

The ISU Chief of Police or highest-ranking Public Safety official shall in turn activate the Emergency Notification System.

The ISU Public Safety Office, will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system unless doing so, in their professional judgment, would compromise efforts to: assist a victim, contain the emergency, respond to the emergency, or otherwise mitigate the emergency. An example of not compromising efforts to mitigate the emergency might be agreeing to a request of local law enforcement or fire department officials. As soon as the condition that may compromise efforts is no longer present, the University will issue the emergency notification to the campus community.

Determining the Appropriate Segment of the Campus Community to Receive an Emergency Notification

Regardless of the event, whenever the emergency notification system is activated regardless if it is on the main campus of the University or the identified separate campuses, the entire campus will be notified. There will be no segments that will be omitted from receiving an emergency notification.

Determining the Content of the Emergency Notification

Once the University has confirmed that a significant emergency or dangerous situation exists, the Chief of Police or highest ranking Public Safety officer will determine the contents of the notification. The individual authorizing the alert will develop the most succinct message to convey the appropriate information to the community. The goal is to ensure that individuals are aware of the situation and they know the steps to take to safeguard their personal and community safety.

Initiating the Notification System

In the event of a situation that poses an immediate threat to members of the campus community, the University has various systems in place for communicating information quickly. Some or all of these methods of communication may be activated in the event of emergency notification to all of the campus community. The University will post updates during a critical incident on the ISU Public Safety homepage. If the situation warrants, the University will establish a telephone call-in center.
The call center will serve as a means to communicate with the University community during an emergency situation. The Chief of Police or highest ranking Police Officer is responsible for initiating the Emergency Notification System using one or more of the methods described in the Emergency Notification section of this document.

**Procedures for Disseminating Emergency Information to the Larger Community and Follow-Up Messages**

(i.e. individuals and organizations outside the campus community)

If the University activates its Emergency Notification System in response to a situation that poses an immediate threat to members of the campus community, the ISU Police Department is responsible for disseminating the Emergency Notification to the larger community. There will be information about the situation and steps the University has taken to address the emergency. Primarily, the Office of Communications and Marketing is responsible for crisis communications and for updating notices on Facebook, Twitter, and other social networking platforms. They will also maintain communications with national, regional, and local news and radio outlets.

Follow up information will be distributed using some or all of the identified communication systems (except fire alarms).

To summarize, a University Police Officer will confirm that there is a significant emergency or dangerous situation. The Chief of Police or highest ranking Police Officer will determine the content of the notification and initiate the notification system.

**Enrolling in the University’s Emergency Notification System**

We encourage members of the campus community to enroll in the RAVE Alert system by visiting: [http://getrave.com/login/indstate](http://getrave.com/login/indstate). We encourage members of the University Community to regularly update their information on this site. This will ensure that the campus community receives pertinent information in the event of an emergency.

**Security of and Access to University Facilities**

**Main Campus**

Access to campus buildings and grounds is a privilege extended to students, faculty, staff, and guests. The University encourages an open environment with limitations to assure adequate protection of all members of the University community. Except for residence halls, most campus facilities are normally open when classes are in session or by special arrangements. A few University facilities are available to the general community. Building hours are monitored and buildings are secured at the end of the regular academic day.

During non-operational hours, University buildings are locked. Only faculty, staff, and students with proper authorization and identification are permitted into buildings.

Residential Life continually evaluates security procedures for the residence halls and implements many preventive measures. Outside doors are locked at 12:00 a.m., key floor stairwells access, and key floor elevators are open 24/7. For additional information about residence hall security, contact Residential Life at 812-237-3993.

**Security Considerations for the Maintenance of Campus Facilities**

The Department of Facilities Management maintains the university buildings and grounds with a concern for safety and security. Facilities Management staff inspect campus facilities regularly, promptly make repairs affecting safety and security, and responds to reports of potential safety hazards, such as lights that are out and broken windows and door locks. The ISU Police Department assists Facilities Management by reporting potential safety and security hazards.
Indiana State University ensures security is a priority consideration as we address and schedule routine maintenance and make upgrades to facilities.

Public Safety Officers conduct routine patrols of campus to assess and monitor security related matters for campus buildings and property (these patrols include both academic/administrative facilities as well as residential facilities), routine maintenance and make upgrades to facilities. Landscaping and outdoor lighting on campus is designed for security and to provide pedestrians peace of mind. Similarly, sidewalks and other pathways are designed to provide well-traveled lighted routes from parking areas to buildings and from one building to another.

Under the directions of the ISU Public Safety, annual lighting tours are conducted. Representatives from student organizations and leadership, Facilities Management, Office of Risk Management and the Police Department team together to visually inspect the campus looking for and identifying potentially unsafe areas due to lack of lighting. This tour is conducted in the late fall of each year. Any burned out lighting found is replaced accordingly.

Unsafe facility conditions or those that raise concern for personal safety and property protection, including inoperable locking hardware, exterior lighting, steps, handrails, unsecured equipment, and hazardous conditions should be reported by calling the Department of Facilities Management at 812-237-8100 during normal business hours and by calling ISU Public Safety Office at 812-237-5555 outside of normal business hours.

**ISU Flight Academy**

Access to campus buildings and grounds is a privilege extended to students, faculty, staff and guests. The University encourages an open environment with limitations to assure adequate protection of all members of the University community. The ISU Flight Academy sits southeast of the Main Campus and is at the Terre Haute Regional Airport. This facility is normally open when classes are in session or by special arrangements. This facility is also open to the general public during normal business hours. Building hours are monitored and buildings are secured at the end of the regular academic day.

During non-operational hours, University buildings are locked. Only faculty, staff, and students with proper authorization and identification are permitted into buildings.

This separate Campus does not currently contain any residential housing facilities.

**Security Considerations for the Maintenance of Campus Facilities**

The Department of Facilities Management maintains the university buildings and grounds with a concern for safety and security. Facilities Management staff inspect campus facilities regularly, promptly make repairs affecting safety and security, and responds to reports of potential safety hazards, such as lights that are out and broken windows and door locks. The Terre Haute International Airport Police is the main entity responsible for handling any potential safety and security hazards located at this particular separate campus.

Indiana State University in collaboration with Terre Haute International Airport Staff ensures that security is a priority consideration as we address and schedule routine maintenance and make upgrades to facilities.

Terre Haute International Airport Police conducts routine patrols of the campus. The police assess and monitor security related matters for campus buildings and property. The facility’s maintenance personnel schedules routine maintenance and makes recommendations for upgrades to facilities.

Landscaping and outdoor lighting on campus is designed for security and to provide patrons peace of mind.

Unsafe facility conditions or those that raise concern for personal safety and property protection, including inoperable locking hardware, exterior lighting, steps, handrails, unsecured equipment, and
hazardous conditions, should be reported by calling the Terre Haute International Airport at 812-877-2524.

**Landsbaum Center for Health Education**

Access to campus buildings and grounds is a privilege extended to students, faculty, staff and guests. The University encourages an open environment with limitations to assure adequate protection of all members of the University community. The Landsbaum Center for Health Education sits north of the Main Campus by Union Hospital. This facility is normally open when classes are in session or by special arrangements. This facility is also open to the general public during normal business hours. Building hours are monitored and buildings are secured at the end of the regular academic day.

During non-operational hours, University buildings are locked. Only faculty, staff, and students with proper authorization and identification are permitted into buildings.

This separate Campus does not currently contain any residential housing facilities.

**Security Considerations for the Maintenance of Campus Facilities**

The Department of Facilities Management maintains the university buildings and grounds with a concern for safety and security. Facilities Management staff inspect campus facilities regularly, promptly make repairs affecting safety and security, and responds to reports of potential safety hazards, such as lights that are out and broken windows and door locks. The ISU Police Department along with Union Hospital Security assist Facilities Management by reporting potential safety and security hazards.

Indiana State University in collaboration with Union Hospital Staff ensures that security is a priority consideration as we address and schedule routine maintenance and make upgrades to facilities.

Indiana State University Police Department along with Union Hospital Security conduct routine patrols of campus to assess and monitor security related matters for campus buildings and property, routine maintenance and make upgrades to facilities. Landscaping and outdoor lighting on campus is designed for security and to provide pedestrians peace of mind.

Unsafe facility conditions or those that raise concern for personal safety and property protection, including inoperable locking hardware, exterior lighting, steps, handrails, unsecured equipment, and hazardous conditions, should be reported by calling the Department of Facilities Management at 812-237-8100 during normal business hours and by calling ISU Police Department at 812-237-5555 outside of normal business hours.

**Sycamore Outdoor Center**

Access to campus buildings and grounds is a privilege extended to students, faculty, staff, alumni and their guests. The University encourages an open environment with limitations to assure adequate protection of all members of the University community. The Sycamore Outdoor Center sits east of the Main Campus and is located in Brazil, Indiana. This facility is normally open on Sundays or by making special arrangements. This facility is open to current students, staff, and faculty with an Indiana State University ID, and ISU Alumni with their Alumni card, on Sundays from 9:00 a.m.-6:00 p.m., April through October. Closed on holiday weekend Sundays, including Easter, Mother’s Day, Memorial Day, Father’s Day, Independence Day, and Labor Day. The buildings and grounds are monitored, and subsequently, the buildings are secured at the end of the regular academic day.

During non-operational hours, University buildings are locked. Only faculty, staff, students, alumni and their guests with proper authorization and identification are permitted into buildings. Prior reservations must be on file with Sycamore Outdoor Center staff.

This separate Campus does not currently contain any residential housing facilities.
Security Considerations for the Maintenance of Campus Facilities

Indiana State University maintains the buildings and grounds with a concern for safety and security. The university has assigned a caretaker that inspects the campus facilities regularly, promptly makes repairs affecting safety and security, and responds to reports of potential safety hazards, such as lights that are out and broken windows and door locks. The ISU Police Department along with Union Hospital Security assists Facilities Management by reporting potential safety and security hazards.

Indiana State University in collaboration with the Clay County Sheriff’s Department ensures that security is a priority consideration as we address and schedule routine maintenance and make upgrades to facilities.

The Clay County Sheriff’s Department conducts patrols of the field campus to assess and monitor security related matters for conduct routine patrols of campus to assess and monitor security related matters for campus buildings and property, routine maintenance and make upgrades to facilities. Landscaping and outdoor lighting on campus is designed for security and to provide pedestrians peace of mind.

Unsafe facility conditions or those that raise concern for personal safety and property protection, including inoperable locking hardware, exterior lighting, steps, handrails, unsecured equipment, and hazardous conditions, should be reported by calling the Sycamore Outdoor Center caretaker at 812-448-1991 during normal business hours and by calling ISU Public Safety Office at 812-237-5555 outside of normal business hours.
SECTION 2: Campus Security Policies

Security Awareness Programs for Students and Employees

During the Fall Welcome and throughout the year, students are informed of services offered by the ISU Police Department. Presentations outline ways to maintain personal safety and residence hall security. Students are told about crime on campus and in surrounding neighborhoods. Similar information is presented to new staff and faculty through their respective orientation programs. Crime Prevention Programs and Sexual Assault Prevention Programs are offered on a continual basis and as requested.

Periodically throughout the academic year the ISU Police Department, in cooperation with other University organizations and departments, presents crime prevention awareness sessions on sexual assault (rape and acquaintance rape), drug abuse, theft, and vandalism, as well as educational sessions on personal safety, relationship violence, and residence hall security.

In addition to these presentations, information is disseminated to students, staff, and faculty through crime prevention awareness materials, posters and displays. Much of this is managed through the Dean of Students Office. Articles and advertisements in University communications and student publications are also used to share awareness information about security.

The ISU Police Department works closely with the University College which has the needs of first year students as a primary focus.

The Office of Student Conduct and Integrity annually educates and notifies the campus community of content and updates to the Indiana State University Code of Student Conduct.

A common theme of all awareness and crime prevention programs is to encourage students, staff, and faculty to be aware of their responsibility for their own security and the security of others.

When time is of the essence, information is released to the University community through Crime Alerts posted prominently throughout campus, through computer memos sent over the University’s Email system, and the University’s text messaging service.

Parental Notification Policy

It is the goal of Indiana State University to expand the partnership with parents/guardian in encouraging students to make reasonable, responsible, and health decisions about alcohol and other drugs. In addition, we know that there is a strong association between a declining academic performance and the illegal abuse/use of alcohol and other drugs by our students. By notifying parents/guardians of violations of this nature, we have the opportunity to work together to aid in the academic success and health social integration of our students.

If a student under the age of 21 is found responsible of violating the 3.3.3 Drug Related Behavior and/or 3.3.4 Alcohol Related Behavior of the Code of Student Conduct, ISU Student Conduct and Integrity will notify the student’s parents/guardians in writing.

See the following website for the University Code of Conduct and additional information concerning Parental Notification: http://www.indstate.edu/code-of-student-conduct.
Missing Student

When it is determined that a student is apparently missing from the University, staff at Indiana State, in collaboration with campus and local law enforcement, will be guided by this Missing Student Policy and standing operating procedures, to locate the student.

If a member of the University community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately notify the ISU Police Department by calling 9-1-1 from on campus phone or 812-237-5555 from any other phone. Anyone receiving a missing student report should immediately bring it to the attention of ISU Police Department. The ISU Police Department will generate a missing person report and initiate an investigation.

In addition to registering a general emergency contact, students residing in on-campus housing have an option to confidentially identify more than one individual to be contacted by the ISU Police Department within 24 hours of the determination that the student is missing, if the student has been determined missing by the ISU Police Department, or the local law enforcement agency. This option is provided on the application for student housing and a response must be provided in order to make the application complete. This option is provided on an annual basis.

If a student has identified such an individual, ISU Police Department will notify that individual no later than 24 hours after the student is determined to be missing for 24-hours. The information regarding the confidential contact person will be accessible only by authorized campus officials and law enforcement in the course of the missing student investigation. When students are informed of their option to provide a confidential contact, they are advised that their contact information will be registered confidentially, and that this information will be accessible only to authorized campus officials and law enforcement and that it may not be disclosed outside of a missing person investigation.

The ISU Police Department will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing. If the missing student is under the age of 18 and is not emancipated, ISU Police Department will notify the student’s custodial parent or legal guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

Regardless of whether the student has identified a contact person, is above the age of 18 or is an emancipated minor, ISU Police Department will notify the local law enforcement agency that has jurisdiction in the area within 24 hours that the student is missing.

University Contact for a Missing Student
Indiana State University
ISU Police Department
210 North 6th Street
Terre Haute, IN 47809
812-237-5555

Crime Prevention Programs

Crime Prevention Programs on personal safety and theft prevention are sponsored by various campus organizations throughout the year. Public Safety personnel facilitate programs for students, parents, faculty, new employee orientations, student organizations, community organizations, in addition to programs for Residential Life Resident Assistants and residents providing a variety of educational strategies and tips on how to protect themselves from sexual assault, theft, and other crimes.

Rape Aggression Defense System (RAD) training is also offered for female students and staff. It is a comprehensive course that begins with awareness, prevention, risk reduction, and avoidance, while progressing on to the basics of hands-on defense training. Certified RAD instructors will teach the courses provided.
In order to enhance and regularly visit possible emergency preparedness and prevention programs, Sycamore Cares exists. This is a group made up of upper managers from the Office of Student Conduct and Integrity, Residential Life, Student Affairs, Student Counseling Center, and Public Safety. The objective of Sycamore Cares is to systematically identify, evaluate, and manage potentially threatening situations, including persons of concern, at the University.

As mentioned above, under the directions of the ISU Public Safety Office, annual lighting tours are conducted. Representatives from student organizations and leadership, Residential Life, Facilities Management, and Public Safety, among others, team up together to visually inspect the campus looking for and identifying potentially unsafe areas due to lack of lighting. This tour is conducted in the late fall of each year. Members of the university community are also able to submit information regarding areas of concern that could potentially use more lighting. If you or your organization would like to request a specific program, please contact the ISU Public Safety Office at 812-237-5555.

**Obtaining Registered Sex Offender Information**

In accordance with section 121 of the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921), concerning registered sex offenders, Indiana State University is providing a link to the Indiana Sex and Violent Offender Registry. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information concerning registered sex offenders may be obtained. Effective January 1, 2003, Zachary's Law required sheriff's departments to jointly establish the Indiana Sex and Violent Offender Registry to provide detailed information about individuals who register as sex or violent offenders in Indiana. A list of registered sex offenders in the state of Indiana is available at [http://icrimewatch.net/indiana.php](http://icrimewatch.net/indiana.php).
SECTION 3: Sexual Assault/ Sexual Violence, Dating Violence, Domestic Violence, and Stalking

Overview

Indiana State University Policy 923 Non-Discrimination and Anti-Harassment prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking.

Indiana Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

Indiana criminal definitions — as set forth in the Indiana Code—may differ from definitions under ISU policy. Criminal law definitions for domestic violence, sexual assault-related crimes, and stalking are provided in Appendix A. Indiana law does not separately define dating violence, nor does it define consent in reference to sexual activity. Indiana law does indicate the age of consent as it pertains to sexual activity is sixteen (16) years of age.

ISU has adopted a definition of consent to be used in determinations of sexual misconduct in violation of Policy 923 Non-Discrimination and Anti-Harassment. The definition states:

Consent is defined as a knowing, voluntary, and clear mutual agreement to engage in sexual activity. Consent must be freely and actively given, and communicated by clearly and mutually understandable words or actions to participate in each form of sexual activity. Consent may be withdrawn at any time. Consent to some sexual contact cannot be presumed to be consent for other sexual activity including previous consent or the existence of a current or previous relationship. Silence or the absence of resistance is not the same as consent. Lack of consent means:

a. The person has not given consent; or
b. The person is incapable of giving consent because of mental, developmental, or physical disability; or
c. Force is used or threatened; or
d. The person is incapable of giving consent as a result of judgment-inhibiting intoxication without regard to the intoxicant; or
e. The person is not sufficiently conscious to provide consent; or
f. The person is not old enough to give consent. In Indiana, any person who has reason to believe that a child is a victim of child abuse or neglect has a duty to make a report to Child Protective Services or to the police.

See Policy 923 Non-Discrimination and Anti-Harassment

Risk Reduction Information

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse, and Incest National Network, http://www.rainn.org):

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don’t know where you are going, act like you do.
4. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
5. Make sure your cell phone is with you and charged and that you have cab money.
6. Don’t allow yourself to be isolated with someone you don’t trust or someone you don’t know.
7. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.

8. **When you go to a social gathering, go with a group of friends.** Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.

9. **Trust your instincts.** If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).

10. **Don’t leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, just get a new one.

11. **Don’t accept drinks from people you don’t know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself.

12. **At parties,** don’t drink from the punch bowls or other large, common open containers.

13. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they’ve had, or is acting out of character, get him or her to a safe place immediately.

14. **If you suspect you or a friend has been drugged, contact law enforcement immediately** (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:

16. **Remember that being in this situation is not your fault.** You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.

17. **Be true to yourself.** Don’t feel obligated to do anything you don’t want to do. “I don’t want to” is always a good enough reason. Do what feels right to you and what you are comfortable with.

18. **Have a code word with your friends or family** so that if you don’t feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.

19. **Lie.** If you don’t want to hurt the person’s feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

20. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

21. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

### Safe and Positive Options for Bystander Intervention

Bystanders play a critical role in the prevention of sexual assault, dating violence and domestic violence. These are people who are not directly involved in the perpetuation of violence yet they recognize the warning signs of such behavior. They also serve as witnesses to the violence. At Indiana State University we want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below are some ways to be an active bystander adapted from: [http://stepupprogram.org/facilitators/strategies-effective-helping](http://stepupprogram.org/facilitators/strategies-effective-helping).

Further information regarding bystander intervention may be found at: [http://indstate.edu/equalopportunity/titleix/its-on-blue](http://indstate.edu/equalopportunity/titleix/its-on-blue). If you or someone else is in immediate danger, dial 911. This could be when a person is being physically abusive towards another and it is not safe for you to interrupt.

### Non-Emergency Situation:

- **Direct:** You speak with the person directly.
- **Indirect:** Talk to another person who you feel could be helpful or give guidance and direction — teammate, counselor, administrator, coach.

**Note:** If you do not act immediately, don’t ignore the situation. Just because you don’t act right then and there doesn’t mean you can’t do it later!

**Whatever response you choose, remember the following in a non-emergency situation:**

- Consider frequency, duration and intensity/severity when evaluating a situation.
• Determine the barrier for the person if possible—motivation, ability or environment.
• Know your limits as a helper—engage others as necessary.
• Be sensitive, understanding, and non-judgmental.
• Challenge misperceptions—Express your true feelings/beliefs.
• Identify the red flags; Anticipate problems.
• Determine the priority goal; Formulate a plan; Prepare/practice what you want to say.
• Interrupt/distract/delay a situation you think might be problematic—before it becomes an emergency!
• Set boundaries—do not make excuses for the person or otherwise enable them.
• Conduct conversations in a safe environment.
• **Maintain mutual respect and mutual purpose.**
• **Remember the Law of Delivery**—Who (person/s), What (content), When (timing), Where (location/ privacy), Why (reasons) and How (tone).
• Carefully assess the entire situation/circumstances before making any decisions or taking any action. Choose the most effective ways of helping for that particular situation. Do not engage in conduct that may escalate the situation.

### Emergency Situation

- **Direct**: You take responsibility as the primary helper.
- **Indirect**: You request that someone else take responsibility as the primary helper (e.g., the Police, Emergency Medical Trained or EMT personnel, Athletic Administrators, etc.)

**Whatever response you choose, remember the following in an emergency situation:**

- Calm the person
- Gather information
- Look at options
- Provide support
- Know appropriate referrals
- Do not become trapped
- Look for the best exit strategies (getting out of the situation) for those involved.
- Be clear and direct with all of your requests.
- **Make safe** choices; consider the level of risk in choosing an action for intervening.
- Understand boundaries and limits — don’t be a hero. Remember verbal fights can quickly turn into physical fights. **It is often better to WALK AWAY.**
- Intervene early—before a problem becomes a crisis or disaster.
- Publicly state your commitment to helping. “I will do X.”
- Engage other bystanders—You do “Y.”
- Discuss consequences that the person cares about—Encourage VALUE BASED DECISIONS.
- Assess personal exposure/liability when actions you know about are criminal.
- Call 9-1-1 if it is not safe or prudent for you to help directly.

**ISU Primary and Ongoing Programs and Initiatives for Prevention Sexual Assault/Sexual Violence, Domestic Violence, Dating Violence, or Stalking**

**Overview**

Indiana State University takes the safety of our students seriously, and we strive to create an environment and culture that is safe for all community members and is respectful of all individuals. Primary and ongoing prevention and response initiatives are crucial to creating a safe, supportive, and healthy environment for students, faculty, and staff and to prevent sexual assault, dating violence, domestic violence, or stalking. The programming provided at ISU includes such topics as sexual assault/sexual violence, domestic violence, dating violence, and stalking. The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end sexual assault/sexual violence, dating violence, domestic violence, stalking that:
• Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
• Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Our educational programming consists of primary prevention and awareness programs for all incoming students and new employees. Our programming starts with orientation in early summer for incoming students and their parents and extends into the first semester and beyond. It also includes and ongoing awareness and prevention campaigns for continuing students.

Our educational initiatives do the following:

A. Make clear that ISU policy prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking;
B. Make available the definitions of domestic violence, dating violence, sexual assault, and stalking according to Indiana law;
C. Define consent and identify what behavior and actions constitute consent in reference to sexual activity and in accordance with ISU Policy and the purposes for which that definition is used. Indiana law does not define consent.
D. Provide descriptions and examples of safe and positive options for bystander intervention that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognition of situations that may involve potential harm, knowledge of institutional structures and cultural conditions that may facilitate violence, identification of barriers to intervening and safe, effective intervention strategies, and action to intervene;
E. Provide information on risk reduction, including options designed to decrease perpetration and bystander in-action and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that may facilitate violence.
F. Provide information regarding:
   a. Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs.
   b. Confidentiality and privacy as they relate to investigation and assistance.
   c. Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.
   d. Interim modifications to academic, living, transportation, and working situations or protective measures and the process for requesting such modifications or measures; and
   e. Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking.

It’s On Blue—A Campus Wide Initiative

ISU’s efforts to provide primary and continuing education, prevention and awareness programming are focused through the It’s On Blue campaign. It’s On Blue is ISU’s version of the It’s On Us national sexual assault prevention campaign and is focused on four (4) areas:
• Enhanced in-person training initiatives for employee and student groups
• Programming for student groups to raise awareness
• Campus-wide information efforts
• Online training for the campus community through the online It’s On Blue educational program

Our enhanced in-person training initiatives are focused on those individuals participating in the response, investigation and resolution of complaints of dating violence, domestic violence, sexual assault and stalking. In addition, we are utilizing the Step-Up! Bystander intervention program as well as the One Love Dating Violence Training Program. Student groups participate in programming and other efforts through It’s On Blue, including production of an ISU “Consent” video: [http://youtube.com/watch?v=X41AdhHGoBq](http://youtube.com/watch?v=X41AdhHGoBq).

The overarching component of the It’s On Blue campaign has been the online prevention and awareness educational program offered through Everfi.
Primary Prevention and Awareness Programs for Incoming Students

During New Student Orientation, students and parents are provided with information about campus and community resources for sexual violence prevention and response during the resource fair. The Equal Opportunity and Title IX Office, Dean of Students Office, and Student Counseling Center collaborate in providing this information. Incoming students are specifically instructed to complete the online Everfi training module and are introduced to the It’s On Blue Program. Incoming students were specifically instructed to complete the online Everfi training module and were introduced to the It’s On Blue program.

 Incoming residential students are also provided with additional information about the resources available on campus. All Residential Life Staff, including professional staff and resident assistants, receive training not only on responding to sexual and interpersonal violence but also on the resources available for prevention, education, risk reduction, and awareness. Residence hall safety begins with the existence of resident advisors (RAs) on duty, electronic door locks, an escort policy, outside doors being alarmed and programmed to sound if they are propped open. The Equal Opportunity and Title IX Office has partnered with the Division of Student Affairs and Residential Life to agree to the following information:

1. All residence life staff, including residential assistants and professional staff, receive information and training on sexual and interpersonal violence awareness, response, and resources, Title IX, and Clery Act reporting obligations.
2. Resident Assistants speak with students on their residence hall floors at the start of every year about issues of campus safety (e.g., “if you see something, say something”, not walking alone, etc.) and resources availability.
3. Incoming students are encouraged to complete the It’s On Blue online education program as soon as possible.

Ongoing Prevention and Awareness Programs for Students

As part of our ongoing programming, ISU has several ongoing campus wide-initiatives that unify programs, departments and campuses.

Step-Up!

- The Division of Student Affairs, through the Dean of Students Office, Student Conduct and Integrity, and Student Health Promotion, has offered bystander intervention training to student groups including fraternities and sororities to make students aware of the importance of safely and effectively intervening when they see dangerous or unacceptable behavior. This program will now be coordinated through the Equal Opportunity and Title IX Office in partnership with the above departments.
- ISU has had Step Up! as the campus-wide bystander intervention program since 2009. Step-Up! is based on a national program adopted by more than 120 colleges and universities nationwide. It has demonstrated success in helping students feel empowered to act and gives them a specific process and resources to intervene in a safe, early, effective way in situations that could endanger the health and safety of others.
- A Bystander Intervention Program is available by request through the Dean’s Office.
It’s On Blue Classroom Presentations

The Office of Equal Opportunity and Title IX collaborated with University College to launch a classroom presentation geared specially for first-year students that took the online training module to the next level with more focus on ISU’s policy, prevention, reporting options, and resources. The presentation is requested by the class instructor. The Title IX staff member is allotted the entire 50-minute class period for the presentation. Topics such as healthy relationships, consent, and methods for bystanders to safely intervene are discussed. Students are encouraged to complete a post-session survey to assess learning objectives.

Sexual Assault Awareness Month ("SAAM")

During National Sexual Assault Awareness Month, the Office of Equal Opportunity and Title IX hosted multiple campus events to bring awareness to sexual assault prevention efforts. Roll Red Roll, a documentary film chronicling a sexual assault of a student by members of the high school football team and the community’s response, was premiered on campus with free admission. “These Hands Don’t Hurt” encouraged students to take a pledge and paint their handprint on a canvas banner to be hung during SAAM events representing a commitment to end relationship violence.

Take Back the Night

Take Back the Night is a march against rape and sexual assault meant to empower members of ISU community. Before the march, students from Gender Studies 450 Class facilitate “Speak Outs” which allow students, faculty, staff, and community members to share their story (if they wish). This event occurs once per academic year and is sponsored by Gender Studies classes.

Information is also disseminated to students through crime prevention awareness materials, posters and displays. Articles and advertisements in University communications and Student publications are also utilized to share awareness information about security and other things that affect the campus community. Efforts include data collection, policy analysis, bystander intervention, social marketing, and male involvement, presentation for classes and student organizations.

R.A.D. Classes (Rape Aggression Defense)

The ISU Police provide R.A.D. self-defense class by request for student groups, classes, residence hall floor programs, student organizations, etc. throughout the year.

ISU has developed an annual educational campaign consisting of presentations that include distribution of education materials to new students; participating in and presenting information and materials during new employee orientation.
## List of Ongoing Prevention and Awareness Programs from Academic Year 2019-2020*

*The above listing is of large events open to the campus community smaller programs with specific target audiences not listed. While these programming events are primarily designed for ISU students, all of the programs are advertised in publications disseminated or available the entire campus community and hosted in highly traveled public spaces. We anticipate that faculty, staff, parents, and guests will have access to the resources and information.

### Abbreviations for prohibitive behaviors in the table:
- SA—Sexual Assault
- DoV - Domestic Violence
- DaV - Dating Violence
- S—Stalking
- C—Consent
- HR—Healthy Relationships
- B—Bystander

<table>
<thead>
<tr>
<th>Program Sponsored or Co-Sponsored by EO/Title IX Office</th>
<th>Date</th>
<th>Target Audience</th>
<th>Location</th>
<th>Prohibitive Behaviors</th>
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<td>New International Student It’s On Blue Program</td>
<td>8/13/19</td>
<td>International Students</td>
<td>Cunningham Memorial Library</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>Taco About Sex</td>
<td>8/20/19</td>
<td>ISU Students</td>
<td>Fountain</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>The Real: The Sex Talk</td>
<td>8/20/19</td>
<td>ISU Campus (New Students)</td>
<td>Tilson Auditorium</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>It’s On Blue University College Classroom Presentations</td>
<td>16 presentations that began on 9/4/19</td>
<td>University College Students</td>
<td>Various Classrooms</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>Coffee with Title IX</td>
<td>9/18/2019</td>
<td>ISU Students</td>
<td>HMSU/Starbucks Conference Room</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>It’s On Blue Promotion Event</td>
<td>9/25/19</td>
<td>ISU Students</td>
<td>HMSU Commons</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>These Hands Don’t Hurt</td>
<td>10/8/19</td>
<td>ISU Students</td>
<td>Fountain Area</td>
<td>DoV, DaV, HR, B</td>
</tr>
<tr>
<td>One Love Keynote Address</td>
<td>10/9/19</td>
<td>ISU Students</td>
<td>Dede II</td>
<td>DoV, DaV, HR, S, B</td>
</tr>
<tr>
<td>One Love Escalation Workshop Facilitator Training</td>
<td>10/10/19</td>
<td>Faculty/Staff/Peer Educators</td>
<td>HMSU Room 307</td>
<td>DoV, DaV, HR, S, B</td>
</tr>
<tr>
<td>Change the Culture</td>
<td>10/10/19</td>
<td>ISU Students</td>
<td>Dede II</td>
<td>DoV, DaV, HR, S, B</td>
</tr>
<tr>
<td>Escalation Workshop</td>
<td>10/21/19</td>
<td>ISU Students</td>
<td>Dede I</td>
<td>DoV, DaV, HR, S, B</td>
</tr>
<tr>
<td>The Real: Healthy Relationships</td>
<td>10/15/19</td>
<td>ISU Students</td>
<td>HMSU Room 407</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>New International Student Orientation</td>
<td>1/9/20</td>
<td>International Students</td>
<td>Dede III</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>Get Cozy with Consent</td>
<td>1/16/20</td>
<td>ISU Students</td>
<td>HMSU/Starbucks Conference Room</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>The Real: Ask the Sexperts</td>
<td>1/21/20</td>
<td>ISU Students</td>
<td>Dede I</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>Donut Go Further without Consent</td>
<td>2/4/20</td>
<td>ISU Students</td>
<td>HMSU</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>Behind the Post</td>
<td>2/11/20</td>
<td>ISU Students</td>
<td>Dede III</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
<tr>
<td>One Love Club Meeting</td>
<td>3/4/20</td>
<td>Interested Students</td>
<td>Arena B83</td>
<td>SA, DoV, DaV, S, HR, C, B</td>
</tr>
</tbody>
</table>
The Office of Student Conduct and Integrity annually educates and notifies the campus community of content and updates to the Indiana State University Student Code of Conduct.

**Primary Prevention and Awareness Programs for New Employees**

A representative of the Office of Equal Opportunity and Title IX attends each new employee orientation/onboarding session that is offered every other Monday. The new employees are instructed about rules and regulations regarding ISU policy as it relates to safety and security—including ISU policies on sexual assault/violence, dating violence, domestic violence, and stalking. The new employee is also provided with an Indiana State University Fact Finder Binder at orientation. All new employees are also required to complete the employee version of the It's On Blue online training and prevention program within thirty (30) days of hire. A video entitled “Responsible Employee” is assigned to the employee for completion during the second year of employment.

The Office of Equal Opportunity and Title IX also participates in two (2) sessions of New Faculty Orientation. New faculty members were provided with information relating to Policy 923, specifically, sexual harassment, sexual misconduct/sexual assault, dating violence, domestic violence, stalking, student training and prevention initiatives, their reporting obligations, and campus resources.

**Ongoing Prevention and Awareness Programs for Employees**

By mandate of the ISU Board of Trustees, the “It's On Blue” online education and awareness program is required of all employees. In addition, the online Skillsoft training modules are still available. Specific employee groups (residential life programming staff, academic advisors, athletic staff and others) may receive more individualized in-person training by the Title IX Coordinator. In addition, Sycamore eLearning (Powered by Skillsoft) is an online training program which offers a multitude of different modules and educational publications. Staff, faculty, and students can take these courses at their leisure voluntarily or can have these courses assigned to them via a supervisor. The courses offer topics such as domestic violence...
awareness to workplace harassment. These courses provide the user the opportunity to partake in an interactive learning experience and allow for the user to learn material via a “hands-on” experience.

Periodically during the academic year, the ISU Police, in cooperation with other University organizations and departments, present crime prevention awareness sessions on sexual assault (rape and acquaintance rape), relationship violence, and residence hall security. These programs are primarily focused on students in their employment capacities. Rape Aggression Defense (RAD) is a free self-defense class offer by ISU Public Safety Office. This is a comprehensive course that begins with awareness, prevention, risk reduction, and avoidance, while progressing on to the basics of hands-on defense training. Certified RAD instructors teach each session.

### Reporting and Response to Victims of Sexual Assault/Sexual Violence, Dating Violence, Domestic Violence and Stalking

#### Immediate Steps a Victim May Take

**Get to a Safe Place.** Get to a safe place as soon as possible. Your safety is most important.

**Seek Medical Attention.** After an incident of sexual assault, dating violence, or domestic violence the victim should consider seeking medical attention as soon as possible, even if there are no obvious signs of physical injury. You may wish to consult with medical personnel quickly regarding prevention of sexually transmitted infections, pregnancy; evidence collection, and toxicology testing if there are signs that drugs or alcohol may have facilitated the assault. Individuals of any gender can be victims of sexual assault, dating violence, domestic violence and stalking. We encourage victims seek medical attention at the emergency room of either of the hospitals in Terre Haute, Indiana.

#### Seeking Medical Care

**Terre Haute Regional Hospital**
3901 South 7th Street
Terre Haute, IN 47802 812-232-0021
http://regionalhospital.com

**Union Hospital**
1606 North 7th Street Terre Haute, IN 47804
812-238-7000
http://myunionhospital.org/unionhospital

Both Terre Haute Regional Hospital and Union Hospital have trained Sexual Assault Nurse Examiners (SANE) who conduct forensic examinations and collect the evidence for the sexual assault kits. In Indiana, evidence may be collected even if you choose not to make a report to law enforcement.

Indiana law does not require a victim of sexual assault to participate in the criminal justice system or cooperate with law enforcement in order to be provided with a forensic medical exam, including options to be reimbursed for charges incurred on account of such an exam, or both.
SANE services are provided free of charge to all victims, regardless of your decision to involve law enforcement. Please call 812-232-0021 or 812-238-7000 for more details. The SANE Program is staffed by registered nurses who have completed specialized education and clinical preparation in the medical forensic care of a patient who has experienced sexual assault or abuse. SANE’s philosophy of nursing empowers patients to determine their plan of care, including:

- Emotional support
- Physical examination and wellness check
- Collection of medical-forensic evidence
- Assistance with reporting the crime to police, when requested (mandatory reporting for children)
- Assistance with concerns about sexually transmitted infections and pregnancy
- Assistance with safety planning
- Development of a medical follow-up plan

A victim advocate from Indiana State University can also be on hand for support and advocacy during the SANE exam.

**Things to Know About the SANE Exam**

- During the exam you can expect to be examined for internal and external injuries, foreign hair samples, and semen/other body fluids.
- If possible, bring an extra set of clothes (if you decide to have evidence collected, the police may want the clothes worn during the assault for evidence) and a friend or another supportive person.
- If you think you may want to file a police report in the future, do not shower, drink, eat, douche, or change your clothes prior to the exam. These activities can destroy important physical evidence that is useful should you decide to make a police report. If you’ve already showered or changed, it’s still okay to go to a SANE for an exam. Also, document everything you remember happening with as much detail as possible. (This can also help should you decide to take legal action). If you have changed your clothes, please bring the clothes you were wearing to the hospital. (Note that the SANE may ask to keep both sets of clothing.
- You can choose to have forensic evidence collected without immediately filing a police report.

In the event an adult victim chooses not to report the sexual assault incident to law enforcement, evidence obtained from the examination will be securely stored for the period of one year using only a confidential number. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University adjudicators/investigators or police.

**Reporting to Law Enforcement**

If the victim of sexual assault, dating violence, domestic violence or stalking wishes to seek the assistance of law enforcement, the victim should contact the ISU Public Safety Office immediately by calling 9-1-1 or 812-237-5555. If the individual is off-campus, immediately call 9-11 or contact the appropriate law enforcement agency:

<table>
<thead>
<tr>
<th>Law Enforcement Agency</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana State Police</td>
<td>317-232-8241</td>
</tr>
<tr>
<td>Terre Haute City Police</td>
<td>812-238-1661</td>
</tr>
<tr>
<td>Vigo County Sheriff</td>
<td>812-462-3226</td>
</tr>
</tbody>
</table>

Victims are encouraged to talk with an advocate, a counselor or contact someone the person trusts to attend any interviews or discussions with law enforcement. Residential Life staff members (such as your RA or Area Coordinator) or a University Police officer will also contact the ISU victim advocate or counselor on-call for immediate assistance while the report is made.

Although the university strongly encourages all members of its community to report dating violence, domestic violence, sexual assault or stalking to law enforcement (including Indiana State University Police and/or local police), it is the victim’s choice whether or not to make such a report. Victims may report to
the ISU Police Department at 812-237-5555 (non-Emergency) or 911 (if an emergency). The information given to the police can prevent a future assault and be used to learn more about trends, locations and methods of assault, even if the victim requests no further action. It may also be used to help identify the same assailant if they assault someone else.

**Reporting to the ISU Equal Opportunity and Title IX Office**

ISU has designed a reporting and response process to assist victims of sexual assault, dating violence, domestic violence, and stalking. Victims may report dating violence, domestic violence, sexual assault or stalking to the ISU Title IX Coordinator. The Title IX Coordinator has the authority to investigate or designate another person to investigate complaints of sexual assault, dating violence, domestic violence, and stalking. The Title IX Coordinator may also provide referrals and other assistance to victims, consistent with ISU policy.

**Title IX Coordinator Contact Information**

Equal Opportunity and Title IX Office  
Rankin Hall, Room 426  
Indiana State University  
Terre Haute, Indiana 47809  
(812) 237-8954  
ISU-equalopportunity-titleix@mail.indstate.edu

Reports of dating violence, domestic violence, and stalking may also be made using the online reporting form.

**Note:** Reports made to the Title IX Coordinator will be kept private but they are not confidential. Confidential resources include the ISU Counseling Center or the ISU Victim Advocate.

Reports of sexual assault, dating violence, domestic violence, and stalking made to ISU Public Safety are also referred to the Title IX Coordinator to provide additional supportive measures and information about the investigative process, regardless of the decision to participate in a criminal investigation.

All ISU employees, except those who serve as confidential resources, are expected to report to the Title IX Coordinator when they receive a report of sexual assault, dating violence, domestic violence, or stalking. Those who serve as campus security officials are also required to report reports of criminal conduct, including dating violence, domestic violence, sexual assault, or stalking to ISU Public Safety.

**Preservation of Evidence**

Individuals who experience sexual assault, dating violence, domestic violence or stalking are encouraged to preserve evidence and seek medical attention shortly after the event.

- **Do not** shower, drink, eat, douche, or change your clothes prior to the exam. Do not bathe, wash your hands, brush your teeth, drink, eat, or even use the restroom—all these things can destroy evidence that may be helpful in a criminal investigation; however if you have done any of these things since the attack, evidence can still be collected.
- **Avoid** changing your clothes. It is recommended that you bring an extra set of clothes with you to the hospital.
- **Do not** clean or remove anything from the location where the attack occurred.
- **Consider** preserving other relevant information such as communications from the perpetrator in the case of stalking such as social media posts, emails, text or other materials.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with ISU Public Safety or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date. This preservation
of evidence may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order. If you wish to press charges or seek a protective order, it is important to preserve and record evidence including recording a description of the perpetrator (including type of clothing, race, age, height, weight, hair color, eye color, distinguishing marks, etc.), details of events, where events occurred, and the direction of travel of any vehicle involved. Best practices to preserve evidence with respect to sexual offenses include seeking medical attention shortly after the event.

### Assistance for Victims: Rights and Options

Whether or not a victim elects to pursue a criminal complaint or a formal Title IX complaint, individuals are encouraged to report the matter to the Title IX Coordinator. The University will assist student and employee victims of sexual assault, domestic violence, dating violence, and stalking and will provide students and employees with a written explanation of their rights and options. The written explanation of the victim’s rights and options will be provided to a student or employee who has been the victim of dating violence, domestic violence, sexual assault, or stalking whether the offense occurred on or off campus.

Such written information will include:

- Recommended procedures victims should follow if a crime of sexual assault, dating violence, domestic violence, or stalking has occurred;
- Information about how the institution will protect the privacy of victims and other necessary parties;
- Information about victim services within the institution and in the community, including existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and the community;
- Information to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures.
- A statement regarding the victim’s options for supportive measures and assistance in seeking an order of protection; and
- Explanation of the procedures for institutional disciplinary action against those found responsible for violations of ISU policy.

The ISU Victim Advocate is available for confidential consultation in navigating policies and understanding processes pertaining to the reporting, investigation, and adjudication processes, in addition to support for other student needs.

Please contact the Women’s Resource Center or the On-Call Victim Advocate for assistance.

**Women’s Resource Center:**
812-237-3829  
(Mon. - Fri., 8:00 a.m. - 4:30 p.m.; closed holidays and during University breaks)

**On-Call Victim Advocate:**
812-243-7272 (24 hours a day/7 days a week)

### Protective Measures

During the initial meeting, the Investigator will assess the situation, gather preliminary information, and provide written information to those involved in a report of dating violence, domestic violence, sexual assault, or stalking about available options, services, and resources as identified above. As set forth in Policy 923, supportive measures are intended to provide additional safety and will be provided equitably. Supportive measures may be available whether or not a formal complaint is filed. In some cases the University may implement supportive measures without request from the parties. Supportive measures may consist of counseling, housing assistance, academic assistance, or other measures deemed appropriate. Determinations about appropriate supportive measures will be made on a case-by-case basis by the Investigator.

If reasonably available, a party may be offered changes to academic, living, transportation, protective measures or working situations whether or not the complainant chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the
academic situation may be to transfer an individual to a different section, take the class in an
online format, etc. Potential changes to living situations may include moving to a different room or
residence hall. Possible changes to work situations may include changing working hours. A safety
escort may also be provided to the student, faculty or staff.

A complainant may then meet with Campus Police to develop a Safety Action Plan, which is a plan for
campus police and the victim to reduce the risk of harm while on campus or coming and going from campus.
This plan may include, but is not limited to escorts, special parking arrangements, provision of temporary
cellphone, change of classroom location or allowing a student to complete assignments from home, etc. ISU
cannot apply for legal order of protection, no contact order or restraining order on behalf of a student
victim.

Protective measures may also be implemented after an investigation and hearing. Possible protective
measures range from modification of counseling or other assistance offered via the Division of Student Affairs
to modification of the educational and work environment.

Privacy and Confidentiality

Students may request that directory information on file with the University be withheld from third parties by
contacting the Office of Registration and Records. Employees may request that directory information be
withheld from public postings by contacting the ISU Human Resource Office. Whether or not a victim has
opted-out of allowing the University to share “directory information,” personally identifiable information
about the victim and other necessary parties will be treated as private and only shared with persons who
have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in
providing support services to the victim, including interim measures such as work, living or academic
modifications and protective measures.

Complainants and respondents will have an equal opportunity to inspect and review any evidence obtained as
part of the investigation that is directly related to the allegations in the formal complaint, consistent with
the University Investigation Procedures.

The institution will maintain as confidential, any modifications or protective measures provided to the victim
to the extent that maintaining such confidentiality would not impair the ability of the institution to provide
the accommodations or protective measures.

Orders for Protection in Indiana

The Indiana Civil Protection Order Act (IC 34-26-5) provides that courts can issue orders to protect individuals
from domestic or family violence, stalking, a sex offense, or harassment. There are two types of Orders for
Protection and Ex Parte Order for Protection, often issued without a hearing and for a particular period of
time until a hearing can be held and an Order for Protection Issued After a Hearing.

Indiana requires that the person requesting the Order for Protection file a Petition for Order for Protection.
Indiana has established an online system to petition for protection orders, which allows law enforcement to
have immediate access to the most current information. For domestic or family situations that occur in Terre
Haute or Vigo County, the petition will be reviewed by a judge in the Vigo County courts. The judge may
require the parties to appear for a hearing.

When an Order for Protection is issued, it is enforceable across Indiana. ISU Public Safety requests that when
an individual has a validly issued Order for Protection that ISU Public Safety and the Title IX Coordinator are
notified in a timely manner and provided with a copy of the order so that the order can be enforced on
campus, if necessary. Individuals are advised to keep a copy of Orders for Protection with them at all times.

Individuals who are seeking a protection order should strongly consider seeking help from an advocate.
Advocates can assist with completing the online Petition for Protective Order. Documentation or other forms
of evidence may be required.
Protection order assistance is available with these agencies:

**The Indiana Coalition Against Domestic Violence (ICADV)**
1-800-332-7385

**Vigo County Clerk’s Office**
33 South 3rd Street, Court House, 1st Floor, Terre Haute, IN 47807 812-462-3211

**The Council on Domestic Abuse (CODA)**
812-232-1736 or 800-566-2632

**Vigo County Crime Victim Assistance Program**
812-462-3319

Additional information on advocate resources, tutorials for electronic filing of Petitions for Orders for Protection and other important information for individuals who have experienced dating violence, domestic violence, sexual assault, and stalking be found on the Indiana Courts website.

ISU does not issue legal orders of protection. However, as a matter of institutional policy, the institution may impose a no-contact order between individuals in appropriate circumstances. The institution may also issue a “trespass order” if information available leads to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community. A person found to be in violation of a trespass order may be arrested and criminally charged.

**Summary of Investigation and Adjudication Process**

Allegations of dating violence, domestic violence, sexual assault, and stalking are investigated and adjudicated by the Equal Opportunity and Title IX Office and consistent with ISU Policy 923 Non-Discrimination and Anti-Harassment and its related procedures. The procedures are utilized whenever or wherever a formal complaint is made, regardless of the status of the complainant (person who has allegedly experienced dating violence, domestic violence, sexual assault or stalking) and the respondent (accused individual).

The complaint process is initiated when a complainant submits a formal complaint with the Office of Equal Opportunity and Title IX or when the Title IX Coordinator determines that a formal complaint is appropriate.

All proceedings will be conducted in a fair, prompt, and impartial manner from the initial investigation to the final result.

ISU seeks to have a final determination of formal complaints of discrimination within sixty (60) days. This period does not include time for appeal. The ability to complete the investigation may vary depending on the complexity of a case, the availability of witnesses, and the existence of university breaks. The investigator may extend the period of investigation and will provide written notice to the parties.

Once a complaint is made, the Title IX Coordinator will make a determination about whether or not the complaint will be investigated. If the Title IX Coordinator dismisses the formal complaint, the parties will have the opportunity to appeal the decision using the appeal process below.

During an investigation, the complainant and respondent will each have an equal opportunity to describe the situation and present witnesses and other supporting evidence. Each party will also have the opportunity to be accompanied by an advisor of their choice to any investigation meeting or proceeding. The complainant and respondent may also have a support person present at any interview. The investigator may also interview other individuals with relevant knowledge, review documentary or other evidence that was made available to the investigator. Upon completion of the investigation, the investigator will provide each party with a preliminary investigation report and allow each party to provide factual corrections and additional information, if relevant, to the investigator.

In all investigations except allegations of sexual harassment, the assigned investigator will make a determination about whether or not it is more likely than not that discrimination or harassment prohibited by this policy has occurred. The final investigation report, including the determination, will be provided to the appropriate Cabinet Member(s). The Cabinet Member to whom the Respondent reports will make a determination about disciplinary action or sanctions, if warranted. The appropriate Cabinet Member may...
take disciplinary action against a respondent based on the contents of the investigation report and the determination of discrimination.

In cases involving allegations of sexual harassment, after receiving information from the parties about the preliminary report, the investigator will issue a final report and schedule the matter for hearing, which will be adjudicated by a hearing officer.

Each party may have a hearing advisor present at the hearing, and if a complainant or respondent does not have a hearing of advisor, ISU will provide one for the party. Hearing advisors will have the opportunity to ask questions of witnesses and the other party at the hearing. The standard of proof used at the hearing will be preponderance of the evidence or whether it was more likely than not that the conduct occurred. The hearing officer will review all relevant information provided by the parties and the investigator and make determination about whether or not it was more likely than not that the respondent engaged in the prohibited conduct, and, if so, will make a determination as to sanctions against the respondent. Both parties will receive notification at the same time, in writing, of the result of the hearing including the determination and any sanction to the extent the sanction directly impacts the complainant the appeal process, as well as any change to the result and when such results become final. The hearing officer may also provide for additional or continued protective measures for the complainant. Both parties will receive notice of any change to the result and information about when such results become final. ISU will make all reasonable efforts to complete the investigation and hold the hearing within sixty (60) days of the date of the formal complaint.

Both parties have the opportunity to appeal the determination by filing an appeal with the President within twenty (20) days of being notified of the outcome of the hearing. The President will refer the matter to the Discrimination Appeals Committee, who will make a recommendation to the President. The President will make the final determination about the appeal.

All individuals involved in the investigation, adjudication, and appeal process will be annually trained on the relevant issues on dating violence, domestic violence, sexual assault, and stalking, the conduct of the investigation, and the hearing process to promote a hearing process that protects the safety of victims and promotes accountability.

**Possible Sanctions**

Students are subject to a varying sanctions upon a finding of a violation of ISU policies prohibiting dating violence, domestic violence, sexual assault, and stalking. Sanctions may include reprimand, loss of campus privileges or resources, trespass orders, persona non grata orders, suspension, educational requirements, or termination. Suspensions periods may range from one academic term to up to ten years.

Employees are subject to varying sanctions upon a finding of a violation of ISU policies prohibiting dating violence, domestic violence, sexual assault, and stalking. These sanctions include sanctions imposed for discriminatory behavior, harassing behavior, retaliatory behavior, or for making false charges regarding the same by a faculty or staff member include, but are not limited to, reprimand, loss of campus privileges or resources, trespass orders, suspension, demotion, reduction in faculty rank, reduction in pay, and loss of tenure and dismissal.

**Reporting of Aggregate Information**

When information about aggregate reports or complaints of dating violence, domestic violence, sexual assault or stalking must be submitted, including recordkeeping related to ISU’s Clery Act reporting and disclosures, ISU will ensure that personally identifiable information is not included or will be redacted.
## Available Victim Resources & Services

The following chart below, contains the resources available on and off campus along with the services provided and contact information.

### ON CAMPUS RESOURCES

<table>
<thead>
<tr>
<th>Resource</th>
<th>Service Provider</th>
<th>Types of Services Available</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling/Mental Health</td>
<td>ISU Counseling Center, Psychology Clinic, Grosjean Counseling Clinic</td>
<td>Individual Counseling, Group Counseling, Drug and Marijuana Counseling, Veterans Services, Alcohol and other drug programs, Psychological Evaluation, Individual, couples, and group psychotherapy, Counseling for children, adolescents, adults, and families, Psychological and educational services for children and adults, Diagnostic testing for anyone ages 2 to adult</td>
<td>812-237-3939, 812-237-3317, 812-237-2800</td>
</tr>
<tr>
<td>Health</td>
<td>UAP Clinic—ISU Health Center, Physical Therapy and Sports Rehabilitation Clinic</td>
<td>Acute injuries, including possible broken bones, Problems with asthma or COPD, Fever, flu-like symptoms, Seasonal allergies, Sports physicals, Other health needs or conditions that a patient or family member deems urgent, Physical Therapy</td>
<td>812-237-3883, 812-237-9613</td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>Women’s Resource Center/ISU Victim Advocate</td>
<td>Provide support, resources and advocacy for women of ISU, Provide training and advocacy for sexual violence, relationship violence and stalking, Primary, Secondary and Tertiary Prevention</td>
<td>812-237-3829</td>
</tr>
<tr>
<td>Legal Assistance</td>
<td>Vigo County Prosecutor’s Office</td>
<td>Provides legal assistance and guidance, Adult protective services</td>
<td>812-462-3305</td>
</tr>
<tr>
<td>Visa and Immigration Assistance</td>
<td>Center for Global Engagement</td>
<td>Visa Assistance, Visa waver program, Study abroad and faculty-led</td>
<td>812-237-2440</td>
</tr>
<tr>
<td>Resource</td>
<td>Service Provider</td>
<td>Types of Services Available</td>
<td>Contact Information</td>
</tr>
<tr>
<td>---------------------------</td>
<td>-------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------</td>
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<tr>
<td>Counseling/Mental Health</td>
<td>Hamilton Center</td>
<td>Crisis services Child, adolescent and adult therapy services Addiction services Services for people who were in the military, incarcerated or homeless</td>
<td>1-800-742-0787</td>
</tr>
<tr>
<td></td>
<td>FSA Counseling Center</td>
<td>Counseling Victim services Intervention programs Co-parenting/Supervised visitation Life skills and community education and training</td>
<td>812-232-4349</td>
</tr>
<tr>
<td></td>
<td>Union Hospital Behavioral Healthcare</td>
<td>Inpatient consultations Suicide assessments Competency assessments Psychological interventions</td>
<td>812-238-7384</td>
</tr>
<tr>
<td></td>
<td>Mehta Behavioral Health</td>
<td>Counseling Treatment for mental disorders Addiction services Crisis Care</td>
<td>812-237-1475</td>
</tr>
<tr>
<td>Health</td>
<td>Union Health Union Medical Group</td>
<td>Acute and Chronic injuries Problems with asthma or COPD Fever, flu-like symptoms Seasonal allergies Sports physicals Other health needs or conditions that a patient or family member deems urgent</td>
<td>812-232-0564</td>
</tr>
<tr>
<td></td>
<td>Union Hospital</td>
<td>Inpatient care services Treatment of minor and traumatic injuries, and Illnesses Diagnostic procedures, x-rays, and other services Physical exams and forensic exams Treatment and Care for Emergency or life-threatening injuries or illnesses</td>
<td>812-238-7000</td>
</tr>
<tr>
<td></td>
<td>Regional Hospital</td>
<td>Inpatient care services Treatment of minor and traumatic injuries, and Illnesses Diagnostic procedures, x-rays, and other services Physical exams and forensic exams Treatment and Care for Emergency or life-threatening injuries or illnesses</td>
<td>812-232-0021</td>
</tr>
<tr>
<td>Victim Advocacy</td>
<td>Council on Domestic Abuse (CODA)</td>
<td>24 hour crisis line Emergency shelter Support services Legal advocacy Sexual Assault Victim Advocacy</td>
<td>1-800-566-2632</td>
</tr>
<tr>
<td></td>
<td>Vigo County Crime Victim Assistance Program</td>
<td></td>
<td>812-462-3319</td>
</tr>
</tbody>
</table>
| Legal Assistance       | Vigo County Prosecutor’s Office | Provides legal assistance and guidance  
|                       |                                | Adult protective services               | 812-462-3305 |

| Visa and Immigration Assistance | U.S. Department of State | Provides legal assistance and guidance  
|                                |                      | Adult protective services               |                                |

|                      |                                | Passports  
|                      |                                | Visas  
|                      |                                | Emergencies while traveling abroad |

**Other Resources:**

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

**Vigo County Lifeline**  
812-235-8333

**Vigo County Public Library**  
(maintains a list of local support groups, clubs, and organizations)  
812-232-1113  
[http://vigo.lib.in.us](http://vigo.lib.in.us)

**Rape, Abuse and Incest National Network**  
1-800-656-4673  
[http://rainn.org](http://rainn.org)

**Department of Justice Office of Violence Against Women**  
202-307-6026  
[http://justice.gov/ovw](http://justice.gov/ovw)

**Department of Education, Office of Civil Rights**  
1-800-421-3481  
[http://ed.gov/about/offices/list/ocr/index.html](http://ed.gov/about/offices/list/ocr/index.html)
Indiana State University is committed to providing students, faculty, staff and visitors a safe and drug-free campus and workplace.

As part of its commitment to creating a campus environment free from drug use and alcohol abuse, ISU annually notifies its students and employees about the components of the ISU Drug and Alcohol Abuse Prevention Program to ensure that ISU Community members are aware of ISU standards of conduct, sanctions for violations of university policy, legal ramifications of drug and alcohol abuse, the health risks of alcohol and illicit drug use, and a summary of ISU prevention and education efforts. The current annual notice is located at [http://indstate.edu/daapp](http://indstate.edu/daapp). The Vice President for Student Affairs is responsible for implementation and oversight of the Drug and Alcohol Abuse Prevention Program at ISU.

**Alcoholic Beverages**

The unlawful manufacture, distribution, dispensation, sale, possession, or use of alcohol in any part of the University campus is prohibited by the Drug-Free Workplace Policy, the ISU Code of Student Conduct, and the laws of the State of Indiana. The Indiana Alcohol and Tobacco Commission regulates and limits the manufacture, sale, possession, and use of alcohol and alcoholic beverages. However, the enforcement of alcohol laws on-campus is the primary responsibility of the ISU Public Safety Department. The ISU campus has been designated “Drug Free” and consumption of alcohol on campus is only permitted under certain circumstances as set forth by University policy. Legal use of alcohol may be permitted on campus only if approved by the University President or designee. The illegal possession, use, sale manufacture, or distribution of any controlled substance is enforced under both state and federal laws. The ISU Public Safety Office proactively enforces these laws and University policies concerning alcohol and drugs on campus, including state underage drinking laws. Violators of alcohol policies are subject to University disciplinary action, criminal prosecution, fine and imprisonment.

**Illegal Drug Use**

Indiana State University policy prohibits the unlawful manufacture, distribution, dispensation, sale, possession, or use of controlled substances. The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced by the ISU Public Safety Office. Violators are subject to University disciplinary action, criminal prosecution, fine and imprisonment.

**Employee Policies**

ISU’s Drug-Free Workplace Policy prohibits the unlawful manufacture, distribution, dispensation, possession, or use of controlled substances or alcohol in any part of the University or at any University activity. The goals of the Drug Free Workplace Policy are to create a safer environment for students,
faculty, staff and campus visitors and to educate ISU employees about the following:

a. the symptoms and health risks of dependency on drugs and alcohol,
b. the assistance available to ISU employees for dependency-related problems,
c. the disciplinary sanctions associated conduct and consequences of engaging in prohibited
   conduct on campus,
d. ISU’s inspection and testing policy when an individual exhibits symptoms of drug or alcohol
   use on campus.

Some positions require drug screenings prior to work on campus. Examples of such positions include
ISU Police Officers and individuals in positions that require a Commercial Driver’s License. ISU has
also developed procedures:
https://www.indstate.edu/sites/default/files/media/Documents/PDF/adminaff-
Drug%20Free%20Workplace.pdf

For evaluation and resolution of suspected violations of the Drug Free Workplace Policy, which include
workplace inspections and controlled substance and alcohol testing. A determination that an
employee violated ISU policies will result in sanctions or disciplinary outcomes that may include:

a. required participation in an approved drug abuse assistance or rehabilitation program
b. reprimand
c. suspension
d. termination of employment.

All employees (faculty, staff and student) are required to acknowledge and agree to the Drug Free
Workplace Policy acknowledgement as a condition of employment. Full-time employees receive
additional information via New Employee / New Faculty Orientation.

Employees are encouraged to use the Employee Assistance Program (EAP) to address issues of
addiction to drugs or alcohol. Participation in EAP allows employees to participate in six (6) free
counseling sessions at the ISU Psychology Clinic or other approved local provider. Employee use of
EAP is kept private from supervisors and other ISU staff. In addition, ISU employees are entitled to
time off as required by the Family and Medical Leave Act and may seek permission to take an unpaid
personal leave of absence for up to ninety (90) days to address issues of addiction.

All employees (faculty, staff and student) are required to acknowledge and agree to the Drug Free
Workplace Policy acknowledgement as a condition of employment. Full-time employees receive
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time off as required by the Family and Medical Leave Act and may seek permission to take an unpaid
personal leave of absence for up to ninety (90) days to address issues of addiction.

Student Policies

ISU also has policies in place to ensure a safe environment for students. ISU’s Office of Student
Conduct and Integrity makes determinations about violations of ISU policy and ensures consistent
application of the sanctions against ISU students.

Relevant Excerpts from the Student Code of Conduct

3.3.3 Drug Related Behavior refers to drug violations, including, but is not limited to being in
the presence of, under the influence of, possessing, manufacturing, exchanging, distributing,
purchasing, using, or selling unlawful drugs or any controlled substance/narcotic, such as, but
not limited to, marijuana, synthetic cannabinoids, inhalants and intoxicants, misuse of over-
the-counter drugs and/or prescription drugs, or possessing paraphernalia for drug related use on
University premises.
3.3.3a In the Presence of/Failure to Report
3.3.3b Possession of unlawful drug or controlled substance(s);
3.3.3c Possession of drug paraphernalia
3.3.3d Use of unlawful drug or controlled substance(s);
3.3.3e Purchase of unlawful drug or controlled substance(s);
3.3.3f Misuse of over-the-counter drugs or prescription drugs;
3.3.3g Manufacture of unlawful drug or controlled substance(s);
3.3.3h Distribution and/or sale and/or delivery of unlawful drug or controlled substance(s);
3.3.3i Reasonable suspicion of unlawful drug use (odor); and/or
3.3.3j Behavior while under the influence of any item covered under this section.

3.3.4 Alcohol Related Behavior refers to any violation of the University Alcoholic Beverage Policy:
3.3.4a Sale, purchase, consumption, or possession of alcoholic beverages by persons who are younger than 21 years of age;
3.3.4b Sale, purchase, consumption, or possession of alcoholic beverages by persons of legal age in a manner inconsistent with University policy;
3.3.4c Furnishing alcoholic beverages to persons younger than 21 years of age; and/or
3.3.4d Behavior while under the influence of an alcoholic beverage.

Policy Listings

University and campus policies pertaining to the possession, use, and sale of alcohol and other drugs are outlined in:

Indiana State University Handbook:
- 950 Drug-Free Workplace Policy: https://www.indstate.edu/policy-library/drug-free-workplace-policy
- 955 Campus Tobacco Policy: https://www.indstate.edu/policy-library/campus-tobacco-policy
- 435 Alcohol Policy for Student-Related Events: https://www.indstate.edu/policy-library/alcohol-policy-student-related-events

Indiana State University Code of Student Conduct:

Health Risks Associated with Alcohol and Other Drugs

Alcohol
(Beer, Wine, Ethanol, Distilled Liquor)—Loss of concentration; impaired judgment and vision; slowed reflexes; disorientation leading to higher risk of accidents and problem behavior; lowered inhibition; risk of liver and heart damage, malnutrition, toxic psychosis; cancer and other illnesses; can be highly addictive to some persons. Over consumption can lead to coma and possible death.

Stimulants
(Amphetamine, Cocaine, Crack, Ecstasy, MDMA, Methylphenidate, Phenmetrazine, Ritalin, Methamphetamine)—Can cause rushed, careless behavior—pushing beyond your physical capacity, leading to exhaustion; tolerance increases rapidly; causes physical and psychological dependence; withdrawal can result in depression and suicide; continued high doses can cause heart problems, infections, malnutrition. Over consumption can lead to loss of brain function and sudden death.

Depressants
(Barbiturates, GHB, Benzodiazepine, Date rape drug, Xanax, Liquid ecstasy, Methaqualone, Flunitrazepam, Ketamine, Special K)—Tolerance increases rapidly; produces physical and psychological dependence; causes reduced reaction time, and confusion; overdoses can cause coma, respiratory arrest, convulsions, and death; withdrawal can be dangerous; in combination with other controlled substances can quickly cause coma and death.
Hallucinogens
(PCP, LSD, Ecstasy, Acid, Angel Dust, LSD, MDA, PCP, Mushrooms, Peyote, Mescaline, Psilocybin, Phencyclidine)—Causes extreme distortions of what’s seen and heard; induces sudden changes in behavior; loss of concentration and memory; increases risk of birth defects in user’s children; overdose can cause psychosis; convulsions; coma, and death. Frequent use can cause permanent loss of mental function.

Inhalants
(Aerosol Sprays, Gases, Solvents, Nitrites, Whippets, Poppers, Snappers)—Causes confusion; nausea; slurred speech; euphoria; delusions; headaches; heart failure; seizures; coma; death.

Narcotics
(Heroin, Morphine, Opium, Codeine, Oxycodone, Methadone, Fentanyl, Vicodine, Carfentanil)—Tolerance increases rapidly; causes physical and psychological dependence; overdose can cause coma; convulsions; respiratory arrest; and death; leads to malnutrition; infection and hepatitis; sharing needles is a leading cause of the spread of HIV and Hepatitis; highly addictive.

Cannabis
(Hash Oil, Hashish, Grass, Marijuana, Pot, Weed)—Causes permanent damage to lungs; reproductive organs and brain function; slows reflexes; increases forgetfulness; alters judgment of space and distance.

Synthetic Cannabinoids
(K2, Spice, Smacked, Kush, Kronic, Black Mamba)—Causes delusions, elevated mood; relaxation; altered perception; extreme anxiety; confusion; paranoia; hallucinations; rapid heart rate; suicidal thoughts; brain damage which may result in death.

Synthetic Cathinones
(Bath Salts, Flakka, Bloom, Cloud Nine, White Lightning, Lunar Wave, Vanilla Sky, Scarface)—Causes paranoia; hallucinations; increased sociability; panic attacks; excited delirium (agitation and violent behavior); dehydration; kidney failure; brain damage; and death.

Tobacco
(Chewing/Smokeless Tobacco, Cigarettes, Cigars, Nicotine, E-Cigs)—Causes lung cancer; chronic bronchitis; emphysema; heart disease; stroke.

Notes:
- Alcohol and other drug use during pregnancy increases risk of physical harm to fetus.
- Additional risks of harm may occur from toxic impurities present in street drugs.
- Additional risks of harm may occur from the use of prescription drugs in ways other than prescribed.
- Drugs taken by injection can increase the risk of infection (e.g., HIV, hepatitis, etc.) through needle contamination.

Medical Amnesty Policy

In 2013, the Indiana State University Student Government Association took the lead in creating a student approved response to the 2012 Indiana Lifeline Law (IC7.1-5-1-6.5). In summary of the Indiana State University Medical Amnesty, a student who seeks for another and the student in need of medical assistance may be exempt from a University conduct process on the following conditions: 1) the student cooperates and provides detailed information regarding the incident and 2) the student successfully completes an alcohol education/ awareness program. Repeat offenders are likely not eligible for this exemption. This exemption does not apply to any criminal charges that may be incurred as a result of an offense.
Indiana State University’s Drug and Alcohol Prevention Efforts

The primary focus of ISU’s Drug and Alcohol Abuse Prevention Program over the last two (2) years has been on prevention, education and enforcement efforts related to the student population. With the growth in the residential nature of ISU’s campus over the last several years, Student Affairs has implemented a series of programming and prevention efforts to address alcohol and drug use and to consistently enforce the ISU Code of Student Conduct.

Prevention and Education Programs

In general, prevention efforts during the biennial review period were managed by the Student Health Promotion Office. Student Health Promotion offered alcohol prevention programs for students, including a website dedicated to Alcohol Awareness- Party Smart SycamorRRRes. In 2016 and 2018, ISU participated in the Indiana Collegiate Substance Use Survey (ICSUS), which is coordinated by the Indiana Collegiate Action Network. The survey provides annual needs assessment data which has been used to design the programming efforts.

Student Health Promotion has developed a series of in-person alcohol awareness and drug abuse prevention and education programs for students. A list of these programs is provided below:

**Party Smart SycamorRRRes**
Program designed to address how students can attend parties reasonably, responsibly, and respectfully. This program addresses how students who choose not to drink can continue that behavior and how those students who are legal and choose to drink can do it in ways that are reasonable, responsible, and respectful. There is also a website dedicated to Party Smart SycamorRRRes.

**Party on the Patio**
An event provided by Residential Life held the weekend of move-in. SHP partners with Residential Life to provide information to students about the Code of Student Conduct, how to party without the use of alcohol and other drugs, and how to stay safe (bystander intervention).

**The Wellness Bash**
Student Health Promotion has a table set up at the Wellness Bash where students can learn about alcohol and other drugs and can use the impairment goggles to get an idea of what it’s like to be intoxicated at various levels.

**Catch Only the Waves on Spring Break**
An annual program that targets student behavior during Spring Break. Information is provided about bystander intervention, ISU Code of Student Conduct, safer sex, serving sizes of alcohol and the dangers of leaving your drink alone, and utilizes impairment goggles to show how alcohol affects your body.

**Motivational Mondays**
Educational sessions held in HMSU every Monday where students learn about various wellness issues, including drug and alcohol abuse prevention.

**Wellness Wednesdays**
Interactive program held in the Sycamore Dining Hall for students to learn about alcohol and other drugs as well as other wellness issues.
Wheel of Misfortune
Students learn about substance abuse through an interactive game of “Wheel of Misfortune”. Students take turns spinning the wheel to land on a topic (depressants, methamphetamine, alcohol, narcotics, inhalants, steroids, hallucinogens, cocaine, stimulants, and marijuana) and answer the corresponding question as it pertains to drugs and alcohol.

Designated Walker and Sober Ride
One particular program that has been very successful over the last two years is the Designated Walker program. Now in its eighth year of operation, Designated Walker was created in an effort to make an unofficial homecoming tradition called “The Walk”, in which participants walk down Wabash Avenue stopping at bars and restaurants along the way, safer for students and homecoming visitors. As part of Designated Walker, ISU students walk to keep other Sycamores safe. Student Health Promotion has spearheaded this effort, even gaining program sponsorship by Pepsi. In 2016, 212 people trained, in 2017 we had approximately 117 people trained and in 2018, we had approximately 78 people trained were trained as Designated Walkers for Homecoming.

ISU also promotes campus and community partnerships through sponsorship of the Sober Ride program and the Campus Community Alcohol Coalition. The mission of the Sober Ride program is to save lives and to prevent injuries and damage to property by offering students a safe alternative to drunk driving and other threatening situations. Sober Ride provides ISU students a safe ride from the stadium to a residence within a designated perimeter of campus. The Campus Community Alcohol Coalition meets bi-weekly prior to Homecoming. The coalition has garnered participation from various campus and community entities which include: ISU Student Health Promotion, Pepsi, Union Hospital, Terre Haute bar owners, Indiana State Police, Vigo County Sheriff, Terre Haute City Police, ISU Police, ISU Fraternity and Sorority Life, ISU New Student Transitions Programs, and individual students, faculty, and staff. The goal of the Campus Community Alcohol Coalition is to address high risk alcohol behavior, establish effective communication between the university and the community, and provide opportunities for collaboration.

In addition, the Student Counseling Center and the UAP Clinic provide counseling and certain levels of treatment and rehabilitation. These departments are also able to refer students to specialized treatment and rehabilitation programs when needed. Student Health Promotion and the Student Counseling Center maintain a referral resource list for all counties in Indiana. The Student Counseling Center provides a 3-session assessment process for all student violators of the drug and alcohol regulations contained in the Code of Student Conduct.

Human Resources provide information to all employees about the services and assistance offered by the Employee Assistance Program. All services are provided under strict confidentiality. Employees may access The Hartford, where assistance includes confidential face to face sessions and the ISU Psychology Clinic, where therapy is available for a variety of situations including alcohol or drug abuse. The Employee Assistance Program will pay the first six (6) visits per year (with prior approval). In addition, treatment resources are available in the community that can be accessed without intervention of the Employee Assistance Program. Any employee or supervisor with additional questions related to alcohol and other drug problems may contact: Office of Human Resources at 812-237-4114.

Alcohol Skills Training (ASTP)
ASTP is a multicomponent alcohol skills training program for students at risk of developing alcohol use problems. The program provides information about addiction and offers exercises and training to help students identify personal drinking cues, develop alcohol refusal skills, and manage stress. ASTP consists of eight 90-minute sessions; however, programs conducted in as few as two sessions have been evaluated.

eCHECKUP TO GO
Alcohol eCHECKUP TO GO is a web-based survey that provides students with personalized feedback about their drinking patterns and how their alcohol use might affect their health and personal goals.

Screening, Brief Intervention, and Referral to Treatment (SBIRT)
Using the Alcohol Use Disorders Identification Test (AUDIT) tool, SBIRT trained facilitators assess
the severity of substance use and identifies the appropriate level of treatment. Brief intervention focuses on increasing insight and awareness regarding substance use and motivation toward behavioral change. Referral to treatment provides those identified as needing more extensive treatment with access to specialty care.

ScreenU Alcohol
Provided by Higher Education Center, ScreenU is an anonymous, web-based program that utilizes a brief screening process designed to identify students along the continuum of use from misuse to dependency. Students who indicate no misuse of alcohol, marijuana, or prescription drugs receive positive reinforcement of their choices. If the online screening indicates problematic use, the tool will provide students with feedback specific to their behavior and risk level. Students answer open ended questions based on motivational interviewing principles.

Other Local Health Care Providers:
Union Hospital
Hamilton Center
Regional Hospital

Indiana State University’s Weapons Policy

The ISU Board of Trustees is charged by statutes of the State of Indiana to govern the “use of the property owned, used or occupied by the institution, including the governance of travel over and assembly on such property” and the “conduct of students, faculty, staff or others while upon the property owned by or used or occupied by the institution.” The Board is required “to protect the academic community from unlawful conduct or conduct which presents a serious threat to person or property of the academic community.”

725.1.1 Prohibition: In furtherance of this responsibility, the transfer, use, or possession of explosives, fireworks, firearms, dangerous chemicals, or any lethal weapon on University property or in any fraternity or sorority house under circumstances except as part of a University authorized activity, instructional session, event, or duty is prohibited.

725.1.2 University Police Officers: Pursuant to Indiana Code 21-39-34.4 and 21-39-4-5-2, the Indiana State University police officers are authorized to possess and use firearms under such procedures as are currently in force or may hereafter be amended.

The Code of Student Conduct also prohibits weapons on University owned property. Failure to comply with the University weapons policy under the Code of Student Conduct will result in disciplinary action against violators.
SECTION 5:
Annual Disclosure of Crime Statistics

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 USC § 1092(f) et.seq. and its implementing regulations require colleges and universities across the United States to disclose information about crime on and around their campuses. This section includes information on ISU crime statistics during the 2016 calendar year and includes comparison data for a three year period.

Definitions

In order to fully understand the context of the crime statistics disclosed in this section, it’s important to understand the definitions used for reporting. Below are the definitions that are required to be used for reporting. Of note, these definitions are not necessarily the same definitions that might be used for the same or similar crimes in the state of Indiana and they may differ from the definitions of prohibited conduct as set forth by ISU Policy.

- **On Campus**: the total number of crimes that occurred on campus, including crimes that occurred in student housing facilities.
- **On-Campus Student Housing Facility**: the total number of crimes that occurred in on-campus student housing facilities as a subset of the total.
- **Public Property**: all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.
- **Non Campus**: any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Hate Crimes

A hate crime is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender’s bias. Bias is a performed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation or ethnicity/national origin. Under the proposed regulations they define “hate crime” to mean a crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim.

**Reported Hate Crimes 2017-2019**

- **2019**: None reported in 2019
- **2018**: None reported in 2018
- **2017**: None reported in 2017

Unfounded Crimes

If a reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is “unfounded” and should not be included in the institution’s statistics. Only sworn or commissioned law enforcement personnel may “unfounded” a crime.
Note: the refusal of the victim to cooperate with the prosecution or the failure to make an arrest does not “unfound” a legitimate offense. A reported crime can’t be designated “unfounded” if there wasn’t an investigation or the investigation was incomplete.

**Reported Unfounded Crimes 2017-2019**

2019: The University reported 1 unfounded crime. The crime was a report of a rape on-campus and in an on-campus student housing facility.

2018: The University reported 0 unfounded crimes

2017: The University reported 2 unfounded crimes. One was a report of a weapons law violation on-campus and in an on-campus student housing facility. The second one was a report of a rape on-campus.

**A Note Regarding the 2017, 2018 and 2019 Crime Statistics**

The crime statistics contained in this report for 2017, 2018, and 2019 reflect the reporting guidelines that were enforce in the 2016 Handbook on Campus Safety and Security Reporting. There have been some definitional changes as it pertains to reported crimes and how crimes are to be counted and classified due to new guidance from the Department of Education. Example: The definition of a Non-campus includes: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. Also included in this definition are:

- **Repeated use of a location for school-sponsored trips** (Athletic Tournaments, Alternative Breaks, etc.)
- **Short-stay “away” trips** (sponsored trip where students stayed for more than one night)
- **Study abroad programs** (rented or leased space in a hotel /student housing facility abroad)

In 2018 further guidance from the Department of Education came out regarding how to assess the properties within one mile of your core campus, which the institution owns or controls. Specifically, the guidance recommended counting as on campus and on-campus student housing facility, any student housing facility that the institution owns or controls. The Clery Compliance Lieutenant conducted an assessment of student housing facilities located within one-mile of the main campus borders. University Apartments Unit 1, University Apartments Unit 2, University Apartments Unit 3, University Apartments Unit 4, and University Apartments North have been reclassified from the non-campus category to the on-campus and on-campus student housing facilities categories. Information regarding these properties is now reflected in the annual security report starting with the 2017 crime statistics.

Lastly, it is important to note that the crime statistics in this annual security report, reflect incidents that have been reported to the ISU Police Department Campus Security Authorities. Not all of the crimes reported have resulted in a criminal investigation. The university has increased awareness and prevention programming for the campus community. This is in an effort to encourage reporting in an effort to reduce the prevalence of such crimes at ISU.
## Main Campus Statistics

### Clery Crimes Reported to Indiana State University Police Department 2017-2019—Main Campus

<table>
<thead>
<tr>
<th>Offense</th>
<th>Year</th>
<th>On-Campus Property</th>
<th>On-Campus Student Housing Facility</th>
<th>Non-campus Property</th>
<th>Public Property</th>
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</thead>
<tbody>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2018</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Manslaughter By Negligence</td>
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<tr>
<td></td>
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<td>0</td>
</tr>
<tr>
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<td>2017</td>
<td>0</td>
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<tr>
<td>*Rape</td>
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<td>Statutory Rape</td>
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*Note: 10 of the 21 reported rapes in 2018 from the “on-campus property” category and the “on-campus student housing facility” category in the chart above involved one victim and one perpetrator during an approximate two week period. Both were students at the time the incidents were alleged to have occurred, but the perpetrator is no longer a student.*
### Main Campus VAWA Crime Statistics for 2017-2019

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### Arrests and Referrals for Violations of Weapons, Drug Abuse and Liquor Laws

Statistics Disclosed for Violations of the law resulting in arrests or persons being referred for disciplinary action for the following law violations:

1. Weapons (Carrying, Possessing, etc.)
2. Drug Abuse Violations
3. Liquor Law Violations

### Arrests and Referrals for Disciplinary Action Statistics for 2017-2019—Main Campus

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<th>Reported Crimes</th>
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*Note: The liquor and drug law violation referrals and arrests statistics for 2019 were down significantly from the previous two years. This decline has been attributed to the decrease in student enrollment, phased closure of one of the student housing facilities, and an increase in drug and alcohol awareness programs for new students.*
# ISU Flight Academy Campus Statistics

## Clery Crimes Reported to Indiana State University Police Department 2017-2019—ISU Flight Academy Campus

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<th>Non-campus Property</th>
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## ISU Flight Academy Campus VAWA Crime Statistics for 2017-2019

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## Arrests and Referrals for Violations of Weapons, Drug Abuse and Liquor Laws

Statistics Disclosed for Violations of the law resulting in arrests or persons being referred for disciplinary action for the following law violations:

1. Weapons (Carrying, Possessing, etc.)
2. Drug Abuse Violations
3. Liquor Law Violations

## Arrests and Referrals for Disciplinary Action Statistics for 2017-2019—ISU Flight Academy Campus

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## Landsbaum Center Statistics

### Clery Crimes Reported to Indiana State University Police Department 2017-2019—Landsbaum Center Campus

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Arrests and Referrals for Violations of Weapons, Drug Abuse and Liquor Laws

Statistics Disclosed for Violations of the law resulting in arrests or persons being referred for disciplinary action for the following law violations:
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Arrests and Referrals for Disciplinary Action Statistics for 2017-2019—Landsbaum Center Campus

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## Sycamore Outdoor Center Campus Statistics

**Clery Crimes Reported to Indiana State University Police Department 2017-2019—Sycamore Outdoor Center Campus**

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**Indiana University Annual Security & Fire Safety Report**

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Overview

The Higher Education Opportunity Act of 2008 requires institutions that maintain on-campus housing facilities to publish an annual fire safety report that contains information about campus fire safety practices and standards of the institution. The following report details all information required by this act relating to Indiana State University.

The following terms are used within this report. Definitions have been obtained from the Higher Education Opportunity Act:

• On-Campus Student Housing: any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus.
• Fire: any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Indiana State University takes fire safety very seriously and continues to enhance its programs for the University through training and education.

Fire Safety Education and Training Program

Fire Safety Education and Training programs and efforts at Indiana State University include scheduled and structured activities as well as spontaneous, unplanned but routine communication of the need for fire safety awareness and sound fire safety practices.

During student orientation, the Fire Safety Specialist conducts fire and building safety education and training with R.A.s and Residential Life staff. Policies, procedures, and responsibilities are discussed as part of this training to encourage awareness and promote proactive fire safety behavior. Additionally, the Fire Safety Specialist monitors fire evacuation drills in each residence hall twice each semester making recommendations to improve response times and protocols as needed.

The Fire Safety Specialist addresses groups of new employees during their orientation. He/she also meets with department supervisors annually, reviewing fire and building safety practices as well as related emergency preparedness issues specific to their areas of responsibilities.

Fire Drill and other fire safety information is provided to students at the start of each semester and reviewed in October and again in March.

The Fire Safety Specialist conducts quarterly building inspections and reports fire safety deficiencies to responsible faculty and administrative staff, and reviews the need for regulatory compliance and the importance of fire safety awareness.

Upon request, the Fire Safety Specialist conducts fire extinguisher training both for employees whose responsibilities routinely expose them to increased incidence of fire; and by request of Health and Safety department faculty, for students as needed.

The student employees in the Office of Environmental Safety whose tenure generally extends over a period of several years receive sustained comprehensive fire safety training and education experientially as their work-related duties and responsibilities expose them daily to the myriad
of issues generated by the campus community that impact fire safety at the University.

In Case of Emergency Dial 9-1-1 on any Phone
For non-emergencies you can reach the University Police by dialing 812-237-5555

Explanation for the Addition of Locations to the Annual Fire Safety Report Data Tables

In 2018 further guidance from the Department of Education came out regarding how to assess the properties within one mile of your core campus that the institution owns or controls. Specifically, the guidance recommended counting as an on-campus student housing facility, any student housing facility that the institution owns or controls. The Clery Compliance Lieutenant conducted an assessment of student housing facilities located within one-mile of the main campus borders. University Apartments Unit 1, University Apartments Unit 2, University Apartments Unit 3, University Apartments Unit 4, and University Apartments North have been reclassified from the non-campus category to the on-campus and on-campus student housing facilities categories. Information regarding these properties is now reflected in the annual security fire safety report data tables.

Note: University Apartments North was removed from the fire data tables in 2019 due to the Indiana State University no longer assuming ownership or control over the building or grounds.

Description of On-Campus Student Housing Facility Fire Safety Systems

On-Campus Student Housing Facilities Fire Safety Systems

<table>
<thead>
<tr>
<th>Building</th>
<th>Fire Alarm Monitoring Done by ISUPD</th>
<th>Partial Sprinkler System (Sprinklers in common areas only)</th>
<th>Full Sprinkler System (Sprinklers in common areas and individual rooms)</th>
<th>Fire Department Standpipes All Floors</th>
<th>Smoke Detection</th>
<th>Fire Extinguisher Devices</th>
<th>Evacuation Plans/Placards Posted</th>
<th>Number of Supervised Evacuation (Fire) Drills Each Year</th>
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### On-Campus Student Housing Facilities Fire Safety Systems (continued)

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Statistics and Information Regarding Fires in ISU Student Housing Facilities by Year

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<th>Number of Injuries Treated at Medical Facilities</th>
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## On-Campus Student Housing Facility

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<th>Cause of Fire</th>
<th>Number of Injuries Treated at Medical Facilities</th>
<th>Number of Fire Related Deaths</th>
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Prohibitions on Portable Electrical Appliances, Smoking and Open Flames

The University has taken many precautions to limit the danger of fire in the residence halls but the main responsibility falls to the residents. Below are policies students need to follow:

**Portable Electrical Appliances**
Any appliance that may create a fire or safety hazard should not be used in student rooms or in any area of the suites. Hot surface appliances, such as hot plates, space heaters, irons, popcorn poppers, etc., are not to be used in student rooms and may be impounded if improperly used. The use of portable hair dryers, compact refrigerators, razors, radios, portable television sets, and C.D. players is permitted in student rooms. Exterior TV or radio aerials from student rooms are not permitted. Resistance coil or gas appliances of any kind such as hot plates immersion coils, grills, skillets, toasters, irons, or any appliance with an exposed heating element or heating surface are prohibited. These may be used in floor lounge areas only.

**Smoking**
Smoking is prohibited in all University owned, operated, or leased properties. The University smoking policy can be seen at: [https://www.indstate.edu/policy-library/campus-tobacco-policy](https://www.indstate.edu/policy-library/campus-tobacco-policy)

**Open Flames**
Lighted candles, oil lamps, fireworks, sparklers and smoke bombs may not be used anywhere in the residence halls. Highly flammable products must not be brought into the hall. Lighter and cleaning fluids should be kept tightly closed. The use of kerosene, gasoline, naphtha, benzene, propane, or any appliance with an exposed heating element or heating surface is prohibited.

To prevent the rapid spread of room fires, residents should not remove ceiling tiles (suspended or interlocked) at any time. Tampering or removing ceiling tiles will result in conduct action and replacement charges of a minimum of $10 even if no damage results. Additional costs for damage to grid, tile, and wires in the ceiling will be added.

**Fire Drills**
Regular fire drills are a part of the safety program of Indiana State University and its residence hall system. By holding fire drills, residents become familiar with building alarm systems and practice their evacuation skills. Everyone inside the residence hall during the drill is required to evacuate the building.

In order to fulfill our responsibilities in this area, the following guidelines have been established:
There will be two (2) fire drills each semester in each Residence Hall.

The first fire drill for the semester should be done within the first two weeks of September and the first fire drill for the second semester should be done before the end of January. The second fire drill of both semesters is up to the Director/Area Director.

**Student Housing Evacuation in Case of a Fire**
Indiana State University provides residents with fire evacuation procedures and conducts fire drills during each semester. Residents are informed of the following procedures:
- If a fire exists, activate the fire alarm and evacuate all rooms, closing all doors to confine the fire and reduce oxygen.
- Call 9-1-1, or the University Police at (812) 237-5555 from a safe location.
Evacuation from the building

- Upon activation of the alarm system, everyone shall immediately leave the building.
- Never use elevators during a fire evacuation.
- Smoke is the greatest danger in a fire; so stay near the floor where the air will be less toxic.
- Once outside move to the building’s designated evacuation assembly point. Stay there until an accurate headcount is taken. The Building Safety Officer will take attendance and assist in accounting for all building occupants.

In the case of fire, the residence hall staff’s primary responsibility is to make sure that the building is evacuated and that residents stay away from the building until it is safe to re-enter. Fire and police personnel should be advised of any occupants whose safety or accountability is in doubt.

If you become trapped in a building:
- Stay calm and take steps to protect yourself
- If a window is available, place an article (towel, blanket, shirt, jacket, etc.) outside the window as a marker for responding emergency personnel.
- If there is not a window, stay near the floor where the air will be less toxic. Shout at regular intervals to alert emergency personnel of your location.
- Call 9-1-1 or University Police at (812) 237-5555 and report your location.
- Stuff clothing, towels, or blankets around the cracks in the door to help keep smoke out of your refuge.

Fire Log

A Fire Log is published Monday-Friday, except for days when the institution is closed, and is available at the Department of Public Safety. Any reported on-campus student housing facility fire must be included in the University fire log and statistics. The fire log includes the date the fire was reported, the nature of the fire, the date and time the fire occurred, and the general location of the fire. The fire log for the most recent 60-day period is open to public inspection, upon request, during normal business hours. Any portion of the log older than 60 days available within two business days of a request for public inspection. All Fire Log information shall be kept for three years following the publication of the last annual fire safety report to which the log applies (in effect, 7 years).

Incident Reporting

Students, faculty, and staff are instructed to call 9-1-1 or the ISU Police at 812-237-5555 to report a fire emergency. Per federal law, Indiana State University is required to annually disclose statistical data on all fires that are recorded in the fire log (fires that occur in on-campus student housing facilities) to the campus community. There may be fires that occur in on-campus student housing facilities that you are not sure if the ISU Police have been made aware of. If you find evidence of such a fire, or if you hear about such a fire, please contact the ISU Police at 812-237-5555.

When calling, please provide as much information as possible about the location, date, time and cause of the fire.

Plans for Future Improvements in Fire Safety

The sprinkler systems and integrated fire alarms inside the Sycamore Dining Complex (attached to Mills, Rhoads, Blumberg and Cromwell Halls) were upgraded in the Fall of 2019. Lincoln Quadrangles Residence Hall will be taken offline for the Spring of 2020 and scheduled for demolition in the Fall of 2020.
APPENDIX A

Indiana Criminal Offenses Related to Sexual Assault/Sexual Misconduct, Dating Violence, Domestic Violence and Stalking

Current Legal definitions as of July 1, 2020

**Dating Violence**—Indiana law does not provide a separate legal definition for dating violence.

**Domestic Violence**—Indiana law prohibits domestic battery as found in IC 35-42-2-1.3

**IC 35-42-2-1.3 Domestic Battery**

Sec. 1.3. (a) Except as provided in subsections (b) through (f), a person who knowingly or intentionally:

1. touches a family or household member in a rude, insolent, or angry manner; or
2. in a rude, insolent, or angry manner places any bodily fluid or waste on a family or household member; commits domestic battery, a Class A misdemeanor.

(b) The offense under subsection (a)(1) or (a)(2) is a Level 6 felony if one (1) or more of the following apply:

1. The person who committed the offense has a previous, unrelated conviction:
   (A) for a battery offense included in this chapter; or
   (B) for a strangulation offense under IC 35-42-2-9.
2. The person who committed the offense is at least eighteen (18) years of age and committed the offense against a family or household member in the physical presence of a child less than sixteen (16) years of age, knowing that the child was present and might be able to see or hear the offense.
3. The offense results in moderate bodily injury to a family or household member.
4. The offense is committed against a family or household member who is less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.
5. The offense is committed against a family or household member of any age who has a mental or physical disability and is committed by a person having the care of the family or household member with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.
6. The offense is committed against a family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(c) The offense described in subsection (a)(1) or (a)(2) is a Level 5 felony if one (1) or more of the following apply:

1. The offense results in serious bodily injury to a family or household member.
2. The offense is committed with a deadly weapon against a family or household member.
3. The offense results in bodily injury to a pregnant family or household member if the person knew of the pregnancy.
4. The person has a previous conviction for a battery offense included in this chapter against the same family or household member.
5. The offense results in bodily injury to one (1) or more of the following:
   (A) A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
   (B) A family or household member who has a mental or physical disability if the offense is committed by an individual having care of the family or household member with the disability, regardless of whether the care is assumed voluntarily or because of a legal obligation.
   (C) A family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(d) The offense described in subsection (a)(1) or (a)(2) is a Level 4 felony if it results in serious bodily injury to a family or household member who is an endangered adult (as defined in IC 12-10-3-2).

(e) The offense described in subsection (a)(1) or (a)(2) is a Level 3 felony if it results in serious bodily injury to a family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(f) The offense described in subsection (a)(1) or (a)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:

1. A family or household member who is less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
2. A family or household member who is an endangered adult (as defined in IC 12-10-3-2).
IC 35-42-2-1.5
Aggravated Battery
Sec. 1.5. A person who knowingly or intentionally inflicts injury on a person that creates a substantial risk of death or causes:
(1) serious permanent disfigurement;
(2) protracted loss or impairment of the function of a bodily member or organ; or
(3) the loss of a fetus;
commits aggravated battery, a Level 3 felony. However, the offense is a Level 1 felony if it results in the death of a child less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.

IC 35-42-2-9
Strangulation
Sec. 9. (a) This section does not apply to a medical procedure.
(b) As used in this section, "torso" means any part of the upper body from the collarbone to the hips.
(c) A person who, in a rude, angry, or insolent manner, knowingly or intentionally:
(1) applies pressure to the throat or neck of another person;
(2) obstructs the nose or mouth of the other person; or
(3) applies pressure to the torso of another person;
in a manner that impedes the normal breathing or the blood circulation of the other person commits strangulation, a Level 6 felony.
(d) However, the offense under subsection (c) is a Level 5 felony if:
(1) the offense is committed by a person:
   (A) against a pregnant woman; and
   (B) who knew the victim was pregnant at the time of the offense; or
(2) the person has a prior unrelated conviction under this section.

IC 35-42-3.5.1.1
Promotion of Human Sexual Trafficking
Sec. 1.1. A person who knowingly or intentionally uses force, threat of force, coercion, or fraud to recruit, entice, harbor, or transport an individual with the intent of causing the individual to:
(1) marry another person;
(2) engage in prostitution; or
(3) participate in sexual conduct;
commits promotion of human sexual trafficking, a Level 4 felony.

IC 35-42-3.5-1.2
Promotion of Child Sexual Trafficking; Promotion of Sexual Trafficking of a Younger Child
Sec. 1.2. (a) A person who knowingly or intentionally recruits, entices, harbors, or transports a child less than eighteen (18) years of age with the intent of causing the child to engage in:
(1) prostitution or juvenile prostitution; or
(2) a performance or incident that includes sexual conduct in violation of IC 35-42-4-4(b) or IC 35-42-4-4(c) (child exploitation);
commits promotion of child sexual trafficking, a Level 3 felony.
(b) It is not a defense to a prosecution under this section that the:
(1) child consented to engage in prostitution or juvenile prostitution or to participate in sexual conduct; or
(2) intended victim of the offense is a law enforcement officer.
(c) A person who knowingly or intentionally recruits, entices, harbors, or transports a child less than sixteen (16) years of age with the intent of inducing or causing the child to participate in sexual conduct commits promotion of sexual trafficking of a younger child, a Level 3 felony. It is a defense to a prosecution under this subsection if:
(1) the child is at least fourteen (14) years of age but less than sixteen (16) years of age and the person is less than eighteen (18) years of age; or
(2) all the following apply:
   (A) The person is not more than four (4) years older than the victim.
   (B) The relationship between the person and the victim was a dating relationship or an ongoing personal relationship. The term "ongoing personal relationship" does not include a family relationship.
   (C) The crime:
      (i) was not committed by a person who is at least twenty-one (21) years of age;
      (ii) was not committed by using or threatening the use of deadly force;
      (iii) was not committed while armed with a deadly weapon;
      (iv) did not result in serious bodily injury;
(v) was not facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge; and
(vi) was not committed by a person having a position of authority or substantial influence over the victim.

(D) The person has not committed another sex offense (as defined in IC 11-8-8-5.2), including a delinquent act that would be a sex offense if committed by an adult, against any other person.

(E) The person is not promoting prostitution (as defined in IC 35-45-4-4) with respect to the victim even though the person has not been charged with or convicted of the offense.

IC 35-42-3.5-1.3
Child Sexual Trafficking
Sec. 1.3. A person who is at least eighteen (18) years of age who knowingly or intentionally sells or transfers custody of a child less than eighteen (18) years of age for the purpose of prostitution, juvenile prostitution, or participating in sexual conduct commits child sexual trafficking, a Level 2 felony.

Sexual Assault—Indiana law does not contain a definition of sexual assault, but does contain more specific prohibitions on criminal sexual misconduct.

IC 35-42-4-1
Rape
Sec. 1. (a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when:
(1) the other person is compelled by force or imminent threat of force;
(2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring; or
(3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given;
comits rape, a Level 3 felony.

(b) An offense described in subsection (a) is a Level 1 felony if:
(1) it is committed by using or threatening the use of deadly force;
(2) it is committed while armed with a deadly weapon;
(3) it results in serious bodily injury to a person other than a defendant; or
(4) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

IC 35-42-4-3
Child Molesting
Sec. 3. (a) A person who, with a child under fourteen (14) years of age, knowingly or intentionally performs or submits to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) commits child molesting, a Level 3 felony. However, the offense is a Level 1 felony if:
(1) it is committed by a person at least twenty-one (21) years of age;
(2) it is committed by using or threatening the use of deadly force or while armed with a deadly weapon;
(3) it results in serious bodily injury;
(4) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge; or
(5) it results in the transmission of a dangerous sexually transmitted disease and the person knew that the person was infected with the disease.

(b) A person who, with a child under fourteen (14) years of age, performs or submits to any fondling or touching, of either the child or the older person, with intent to arouse or to satisfy the sexual desires of either the child or the older person, commits child molesting, a Level 4 felony. However, the offense is a Level 2 felony if:
(1) it is committed by using or threatening the use of deadly force;
(2) it is committed while armed with a deadly weapon; or
(3) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(c) A person may be convicted of attempted child molesting of an individual at least fourteen (14) years of age if the person believed the individual to be a child under fourteen (14) years of age at the time the person attempted to commit the offense.
(d) It is a defense to a prosecution under this section that the accused person reasonably believed that the child was sixteen (16) years of age or older at the time of the conduct, unless:

(1) the offense is committed by using or threatening the use of deadly force or while armed with a deadly weapon;
(2) the offense results in serious bodily injury; or
(3) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

### IC 35-42-4-4
**Child Exploitation; Possession of Child Pornography; Exemptions; Defenses**

Sec. 4. (a) The following definitions apply throughout this section:

(1) "Disseminate" means to transfer possession for free or for a consideration.
(2) "Matter" has the same meaning as in IC 35-49-1-3.
(3) "Performance" has the same meaning as in IC 35-49-1-7.
(4) "Sexual conduct" means:
   (A) sexual intercourse;
   (B) other sexual conduct (as defined in IC 35-31.5-2-221.5);
   (C) exhibition of the:
      (i) uncovered genitals; or
      (ii) female breast with less than a fully opaque covering of any part of the nipple;
      intended to satisfy or arouse the sexual desires of any person;
   (D) sadomasochistic abuse;
   (E) sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) with an animal; or
   (F) any fondling or touching of a child by another person or of another person by a child intended to arouse or satisfy the sexual desires of either the child or the other person.

(b) A person who:

(1) knowingly or intentionally manages, produces, sponsors, presents, exhibits, photographs, films, videotapes, or creates a digitized image of any performance or incident that includes sexual conduct by a child under eighteen (18) years of age;
(2) knowingly or intentionally disseminates, exhibits to another person, offers to disseminate or exhibit to another person, or sends or brings into Indiana for dissemination or exhibition matter that depicts or describes sexual conduct by a child under eighteen (18) years of age;
(3) knowingly or intentionally makes available to another person a computer, knowing that the computer's fixed drive or peripheral device contains matter that depicts or describes sexual conduct by a child less than eighteen (18) years of age; or
(4) with the intent to satisfy or arouse the sexual desires of any person:
   (A) knowingly or intentionally:
      (i) manages;
      (ii) produces;
      (iii) sponsors;
      (iv) presents;
      (v) exhibits;
      (vi) photographs;
      (vii) films;
      (viii) videotapes; or
      (ix) creates a digitized image of;
      any performance or incident that includes the uncovered genitals of a child less than eighteen (18) years of age or the exhibition of the female breast with less than a fully opaque covering of any part of the nipple by a child less than eighteen (18) years of age;
   (B) knowingly or intentionally:
      (i) disseminates to another person;
      (ii) exhibits to another person;
      (iii) offers to disseminate or exhibit to another person; or
      (iv) sends or brings into Indiana for dissemination or exhibition;
      matter that depicts the uncovered genitals of a child less than eighteen (18) years of age or the exhibition of the female breast with less than a fully opaque covering of any part of the nipple by a child less than eighteen (18) years of age; or
   (C) makes available to another person a computer, knowing that the computer's fixed drive or peripheral device contains matter that depicts the uncovered genitals of a child less than eighteen (18) years of age or the exhibition of the female breast with less than a fully opaque covering of any part of the nipple by a child less than eighteen (18) years of age;

commits child exploitation, a Level 5 felony.

(c) However, the offense of child exploitation described in subsection (b) is a Level 4 felony if:
(1) the sexual conduct, matter, performance, or incident depicts or describes a child less than eighteen (18) years of age who:
   (A) engages in bestiality (as described in IC 35-46-3-14);
   (B) is mentally disabled or deficient;
   (C) participates in the sexual conduct, matter, performance, or incident by use of force or the threat of force;
   (D) physically or verbally resists participating in the sexual conduct, matter, performance, or incident;
   (E) receives a bodily injury while participating in the sexual conduct, matter, performance, or incident; or
   (F) is less than twelve (12) years of age; or

(2) the child less than eighteen (18) years of age:
   (A) engages in bestiality (as described in IC 35-46-3-14);
   (B) is mentally disabled or deficient;
   (C) participates in the sexual conduct, matter, performance, or incident by use of force or the threat of force;
   (D) physically or verbally resists participating in the sexual conduct, matter, performance, or incident;
   (E) receives a bodily injury while participating in the sexual conduct, matter, performance, or incident; or
   (F) is less than twelve (12) years of age.

(d) A person who knowingly or intentionally possesses or accesses with intent to view:
   (1) a picture;
   (2) a drawing;
   (3) a photograph;
   (4) a negative image;
   (5) undeveloped film;
   (6) a motion picture;
   (7) a videotape;
   (8) a digitized image; or
   (9) any pictorial representation;

that depicts or describes sexual conduct by a child who the person knows is less than eighteen (18) years of age or who appears to be less than eighteen (18) years of age, and that lacks serious literary, artistic, political, or scientific value commits possession of child pornography, a Level 6 felony.

(e) However, the offense of possession of child pornography described in subsection (d) is a Level 5 felony if:
   (1) the item described in subsection (d)(1) through (d)(9) depicts or describes sexual conduct by a child who the person knows is less than eighteen (18) years of age, or who appears to be less than eighteen (18) years of age, who:
      (A) engages in bestiality (as described in IC 35-46-3-14);
      (B) is mentally disabled or deficient;
      (C) participates in the sexual conduct, matter, performance, or incident by use of force or the threat of force;
      (D) physically or verbally resists participating in the sexual conduct, matter, performance, or incident;
      (E) receives a bodily injury while participating in the sexual conduct, matter, performance, or incident; or
      (F) is less than twelve (12) years of age; or
   (2) the child whose sexual conduct is depicted or described in an item described in subsection (d)(1) through (d)(9):
      (A) engages in bestiality (as described in IC 35-46-3-14);
      (B) is mentally disabled or deficient;
      (C) participates in the sexual conduct, matter, performance, or incident by use of force or the threat of force;
      (D) physically or verbally resists participating in the sexual conduct, matter, performance, or incident;
      (E) receives a bodily injury while participating in the sexual conduct, matter, performance, or incident; or
      (F) is less than twelve (12) years of age.

(f) Subsections (b), (c), (d), and (e) do not apply to a bona fide school, museum, or public library that qualifies for certain property tax exemptions under IC 6-1.1-10, or to an employee of such a school, museum, or public library acting within the scope of the employee's employment when the possession of the listed materials is for legitimate scientific or educational purposes.

(g) It is a defense to a prosecution under this section that:
   (1) the person is a school employee; and
   (2) the acts constituting the elements of the offense were performed solely within the scope of the person's employment as a school employee.

(h) Except as provided in subsection (i), it is a defense to a prosecution under subsection (b), (c), (d), or (e) if all of the following apply:
   (1) A cellular telephone, another wireless or cellular communications device, or a social networking website was used to possess, produce, or disseminate the image.
   (2) The defendant is not more than four (4) years older or younger than the person who is depicted in the image or who received the image.
   (3) The relationship between the defendant and the person who received the image or who is depicted in the image was a dating relationship or an ongoing personal relationship. For purposes of this subdivision, the term "ongoing personal relationship" does not include a family relationship.
   (4) The crime was committed by a person less than twenty-two (22) years of age.
   (5) The person receiving the image or who is depicted in the image acquiesced in the defendant's conduct.
(i) The defense to a prosecution described in subsection (b) does not apply if:
(1) the person who receives the image disseminates it to a person other than the person:
   (A) who sent the image; or
   (B) who is depicted in the image;
(2) the image is of a person other than the person who sent the image or received the image; or
(3) the dissemination of the image violates:
   (A) a protective order to prevent domestic or family violence or harassment issued under IC 34-26-5 (or, if the order involved a family or household member, under IC 34-26-2 or IC 34-4-5.1-5 before their repeal);
   (B) an ex parte protective order issued under IC 34-26-5 (or, if the order involved a family or household member, an emergency order issued under IC 34-26-2 or IC 34-4-5.1 before their repeal);
   (C) a workplace violence restraining order issued under IC 34-26-6;
   (D) a no contact order in a dispositional decree issued under IC 31-34-20-1, IC 31-37-19-1, or IC 31-37-5-6 (or IC 31-6-4-15.4 or IC 31-6-4-15.9 before their repeal) or an order issued under IC 31-32-13 (or IC 31-6-7-14 before its repeal) that orders the person to refrain from direct or indirect contact with a child in need of services or a delinquent child;
   (E) a no contact order issued as a condition of pretrial release, including release on bail or personal recognizance, or pretrial diversion, and including a no contact order issued under IC 35-33-8-3.6;
   (F) a no contact order issued as a condition of probation;
   (G) a protective order to prevent domestic or family violence issued under IC 31-15-5 (or IC 31-16-5 or IC 31-1-11.5-8.2 before their repeal);
   (H) a protective order to prevent domestic or family violence issued under IC 31-14-16-1 in a paternity action;
   (I) a no contact order issued under IC 31-34-25 in a child in need of services proceeding or under IC 31-37-25 in a juvenile delinquency proceeding;
   (J) an order issued in another state that is substantially similar to an order described in clauses (A) through (I);
   (K) an order that is substantially similar to an order described in clauses (A) through (I) and is issued by an Indian:
      (i) tribe;
      (ii) band;
      (iii) pueblo;
      (iv) nation; or
   (v) organized group or community, including an Alaska Native village or regional or village corporation as defined in or established under the Alaska Native Claims Settlement Act (43 U.S.C. 1601 et seq.); that is recognized as eligible for the special programs and services provided by the United States to Indians because of their special status as Indians;
   (L) an order issued under IC 35-33-8-3.2; or
   (M) an order issued under IC 35-38-1-30.
(j) It is a defense to a prosecution under this section that:
(1) the person was less than eighteen (18) years of age at the time the alleged offense was committed; and
(2) the circumstances described in IC 35-45-4-6(a)(2) through IC 35-45-4-6(a)(4) apply.
(k) A person is entitled to present the defense described in subsection (j) in a pretrial hearing. If a person proves by a preponderance of the evidence in a pretrial hearing that the defense described in subsection (j) applies, the court shall dismiss the charges under this section with prejudice.

**IC 35-42-4-5**

**Vicarious Sexual Gratification; Sexual Conduct in Presence of a Minor**

Sec. 5. (a) A person eighteen (18) years of age or older who knowingly or intentionally directs, aids, induces, or causes a child under the age of sixteen (16) to touch or fondle himself or herself or another child under the age of sixteen (16) with intent to arouse or satisfy the sexual desires of a child or the older person commits vicarious sexual gratification, a Level 5 felony. However, the offense is:
(1) a Level 4 felony if a child involved in the offense is under the age of fourteen (14); and
(2) a Level 3 felony if:
   (A) the offense is committed by using or threatening the use of deadly force or while armed with a deadly weapon;
   (B) the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge; or
   (C) the commission of the offense results in serious bodily injury.

(b) A person eighteen (18) years of age or older who knowingly or intentionally directs, aids, induces, or causes a child under the age of sixteen (16) to:
(1) engage in sexual intercourse with another child under sixteen (16) years of age;
(2) engage in sexual conduct with an animal other than a human being; or
(3) engage in other sexual conduct (as defined in IC 35-31.5-2-221.5) with another person;

with intent to arouse or satisfy the sexual desires of a child or the older person commits vicarious sexual gratification, a Level 4 felony. However, the offense is a Level 3 felony if any child involved in the offense is less than fourteen (14) years of age, and the offense is a Level 2 felony if the offense is committed by using or threatening the use of deadly...
force, if the offense is committed while armed with a deadly weapon, if the offense results in serious bodily injury, or if the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(c) A person eighteen (18) years of age or older who knowingly or intentionally:
   (1) engages in sexual intercourse;
   (2) engages in other sexual conduct (as defined in IC 35-31.5-2-221.5); or
   (3) touches or fondles the person's own body;

in the presence of a child less than fourteen (14) years of age with the intent to arouse or satisfy the sexual desires of the child or the older person commits performing sexual conduct in the presence of a minor, a Level 6 felony.

**IC 35-42-4-6**
**Child Solicitation**

Sec. 6. (a) As used in this section, "solicit" means to command, authorize, urge, incite, request, or advise an individual:
   (1) in person;
   (2) by telephone or wireless device;
   (3) in writing;
   (4) by using a computer network (as defined in IC 35-43-2-3(a));
   (5) by advertisement of any kind; or
   (6) by any other means;

to perform an act described in subsection (b) or (c).

(b) A person eighteen (18) years of age or older who knowingly or intentionally solicits a child under fourteen (14) years of age, or an individual the person believes to be a child under fourteen (14) years of age, to engage in sexual intercourse, other sexual conduct (as defined in IC 35-31.5-2-221.5), or any fondling or touching intended to arouse or satisfy the sexual desires of either the child or the older person, commits child solicitation, a Level 5 felony. However, the offense is a Level 4 felony if the person solicits the child or individual the person believes to be a child under fourteen (14) years of age to engage in sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) and:
   (1) commits the offense by using a computer network (as defined in IC 35-43-2-3(a)) and travels to meet the child or individual the person believes to be a child; or
   (2) has a previous unrelated conviction for committing an offense under this section.

(c) A person at least twenty-one (21) years of age who knowingly or intentionally solicits a child at least fourteen (14) years of age but less than sixteen (16) years of age, or an individual the person believes to be a child at least fourteen (14) years of age but less than sixteen (16) years of age, to engage in sexual intercourse, other sexual conduct (as defined in IC 35-31.5-2-221.5), or any fondling or touching intended to arouse or satisfy the sexual desires of either the child or the older person, commits child solicitation, a Level 5 felony. However, the offense is a Level 4 felony if the person solicits the child or individual the person believes to be a child at least fourteen (14) but less than sixteen (16) years of age to engage in sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5), and:
   (1) commits the offense by using a computer network (as defined in IC 35-43-2-3(a)) and travels to meet the child or individual the person believes to be a child; or
   (2) has a previous unrelated conviction for committing an offense under this section.

(d) In a prosecution under this section, including a prosecution for attempted solicitation, the state is not required to prove that the person solicited the child to engage in an act described in subsection (b) or (c) at some immediate time.

**IC 35-42-4-7**
**Child Seduction**

Sec. 7. (a) As used in this section, "adoptive parent" has the meaning set forth in IC 31-9-2-6.

(b) As used in this section, "adoptive grandparent" means the parent of an adoptive parent.

(c) As used in this section, "charter school" has the meaning set forth in IC 20-18-2-2.5.

(d) As used in this section, "child care worker" means a person who:
   (1) provides care, supervision, or instruction to a child within the scope of the person's employment in a shelter care facility;
   (2) is employed by a:
      (A) school corporation;
      (B) charter school;
      (C) nonpublic school; or
      (D) special education cooperative;
   attended by a child who is the victim of a crime under this chapter; or
   (3) is:
      (A) affiliated with a:
         (i) school corporation;
         (ii) charter school;
         (iii) nonpublic school; or
         (iv) special education cooperative;
attended by a child who is the victim of a crime under this chapter, regardless of how or whether the person is compensated;
(B) in a position of trust in relation to a child who attends the school; or cooperative;
(C) engaged in the provision of care or supervision to a child who attends the school; or cooperative; and
(D) at least four (4) years older than the child who is the victim of a crime under this chapter.
The term does not include a student who attends the school or cooperative.
(e) As used in this section, "custodian" means any person who resides with a child and is responsible for the child's welfare.
(f) As used in this section, "mental health professional" means:
(1) a mental health counselor licensed under IC 25-23.6-8.5;
(2) a psychologist; or
(3) a psychiatrist.
(g) As used in this section, "military recruiter" means a member of:
(1) the United States Air Force;
(2) the United States Army;
(3) the United States Coast Guard;
(4) the United States Marine Corps;
(5) the United States Navy;
(6) any reserve components of the military forces listed in subdivisions (1) through (5); or
(7) the Indiana National Guard;
whose primary job function, classification, or specialty is recruiting individuals to enlist with an entity listed in subdivisions (1) through (7).
(h) As used in this section, "nonpublic school" has the meaning set forth in IC 20-18-2-12.
(i) For purposes of this section, a person has a "professional relationship" with a child if:
(1) the person:
   (A) has a license issued by the state or a political subdivision on the basis of the person's training and experience that authorizes the person to carry out a particular occupation; or
   (B) is employed in a position in which counseling, supervising, instructing, or recruiting children forms a significant part of the employment; and
(2) the person has a relationship with a child that is based on the person's employment or licensed status as described in subdivision (1).
The term includes a relationship between a child and a mental health professional or military recruiter. The term does not include a coworker relationship between a child and a person described in subdivision (1)(B).
(j) As used in this section, "school corporation" has the meaning set forth in IC 20-18-2-16.
(k) As used in this section, "special education cooperative" has the meaning set forth in IC 20-35-5-1.
(l) As used in this section, "stepparent" means an individual who is married to a child's custodial or noncustodial parent and is not the child's adoptive parent.
(m) If a person who:
(1) is at least eighteen (18) years of age; and
(2) is the:
   (A) guardian, adoptive parent, adoptive grandparent, custodian, or stepparent of; or
   (B) child care worker for;
a child less than eighteen (18) years of age;
engages with the child in sexual intercourse, other sexual conduct (as defined in IC 35-31.5-2-221.5), or any fondling or touching with the intent to arouse or satisfy the sexual desires of either the child or the adult, the person commits child seduction.
(n) A person who:
(1) has or had a professional relationship with a child less than eighteen (18) years of age whom the person knows to be less than eighteen (18) years of age;
(2) may exert undue influence on the child because of the person's current or previous professional relationship with the child; and
(3) uses or exerts the person's professional relationship to engage in sexual intercourse, other sexual conduct (as defined in IC 35-31.5-2-221.5), or any fondling or touching with the child with the intent to arouse or satisfy the sexual desires of the child or the person;
commits child seduction.
(o) A law enforcement officer who:
(1) is at least five (5) years older than a child who is less than eighteen (18) years of age;
(2) has contact with the child while acting within the scope of the law enforcement officer's official duties with respect to the child; and
(3) uses or exerts the law enforcement officer's professional relationship with the child to engage with the child in:
   (A) sexual intercourse;
   (B) other sexual conduct (as defined in IC 35-31.5-2-221.5); or
(C) any fondling or touching with the child with the intent to arouse or satisfy the sexual desires of the child or the law enforcement officer; commits child seduction.

(p) In determining whether a person used or exerted the person's professional relationship with the child to engage in sexual intercourse, other sexual conduct (as defined in IC 35-31.5-2-221.5), or any fondling or touching with the intent to arouse or satisfy the sexual desires of the child or the person under this section, the trier of fact may consider one (1) or more of the following:

1. The age difference between the person and the child.
2. Whether the person was in a position of trust with respect to the child.
3. Whether the person's conduct with the child violated any ethical obligations of the person's profession or occupation.
4. The authority that the person had over the child.
5. Whether the person exploited any particular vulnerability of the child.
6. Any other evidence relevant to the person's ability to exert undue influence over the child.

(q) Child seduction under this section is:

1. a Level 6 felony if the child is at least sixteen (16) years of age but less than eighteen (18) years of age and the person or law enforcement officer engaged in any fondling or touching with the intent to arouse or satisfy the sexual desires of:
   A. the child; or
   B. the person or law enforcement officer;
2. a Level 5 felony if the child is at least sixteen (16) years of age but less than eighteen (18) years of age and the person or law enforcement officer engaged in sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) with the child;
3. a Level 5 felony if the child is at least fourteen (14) years of age but less than sixteen (16) years of age and the person or law enforcement officer engaged in any fondling or touching with the intent to arouse or satisfy the sexual desires of:
   A. the child; or
   B. the person or law enforcement officer;
4. a Level 4 felony if the child is at least fourteen (14) years of age but less than sixteen (16) years of age and the person or law enforcement officer engaged in sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) with the child;
5. a Level 3 felony if the child is thirteen (13) years of age or under and the person or law enforcement officer engaged in any fondling or touching with the intent to arouse or satisfy the sexual desires of:
   A. the child; or
   B. the person or law enforcement officer; and
6. a Level 2 felony if the child is thirteen (13) years of age or under and the person or law enforcement officer engaged in sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) with the child.

IC 35-42-4-8
Sexual Battery
Sec. 8. (a) A person who, with intent to arouse or satisfy the person's own sexual desires or the sexual desires of another person:

1. touches another person when that person is:
   A. compelled to submit to the touching by force or the imminent threat of force; or
   B. so mentally disabled or deficient that consent to the touching cannot be given; or
2. touches another person's genitals, pubic area, buttocks, or female breast when that person is unaware that the touching is occurring;

commits sexual battery, a Level 6 felony.

(b) An offense described in subsection (a) is a Level 4 felony if:

1. it is committed by using or threatening the use of deadly force;
2. it is committed while armed with a deadly weapon; or
3. the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

IC 35-42-4-9
Sexual Misconduct with a Minor
Sec. 9. (a) A person at least eighteen (18) years of age who knowingly or intentionally performs or submits to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) with a child less than sixteen (16) years of age, commits sexual misconduct with a minor, a Level 5 felony. However, the offense is:

1. a Level 4 felony if it is committed by a person at least twenty-one (21) years of age; and
2. a Level 1 felony if it is committed by using or threatening the use of deadly force, if it is committed while armed with a deadly weapon, if it results in serious bodily injury, or if the commission of the offense is facilitated by...
furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(b) A person at least eighteen (18) years of age who knowingly or intentionally performs or submits to any fondling or touching with a child less than sixteen (16) years of age with intent to arouse or to satisfy the sexual desires of either the child or the older person, commits sexual misconduct with a minor, a Level 6 felony. However, the offense is:

(1) a Level 5 felony if it is committed by a person at least twenty-one (21) years of age; and
(2) a Level 2 felony if it is committed by using or threatening the use of deadly force, while armed with a deadly weapon, or if the commission of the offense is facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge.

(c) It is a defense that the accused person reasonably believed that the child was at least sixteen (16) years of age at the time of the conduct. However, this subsection does not apply to an offense described in subsection (a)(2) or (b)(2).

(d) It is a defense that the child is or has ever been married. However, this subsection does not apply to an offense described in subsection (a)(2) or (b)(2).

(e) It is a defense to a prosecution under this section if all the following apply:

(1) The person is not more than four (4) years older than the victim.
(2) The relationship between the person and the victim was a dating relationship or an ongoing personal relationship. The term "ongoing personal relationship" does not include a family relationship.
(3) The crime:
   (A) was not committed by a person who is at least twenty-one (21) years of age;
   (B) was not committed by using or threatening the use of deadly force;
   (C) was not committed while armed with a deadly weapon;
   (D) did not result in serious bodily injury;
   (E) was not facilitated by furnishing the victim, without the victim's knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim's knowledge; and
   (F) was not committed by a person having a position of authority or substantial influence over the victim.
(4) The person has not committed another sex offense (as defined in IC 11-8-8-5.2) (including a delinquent act that would be a sex offense if committed by an adult) against any other person.
(5) The person is not promoting prostitution (as defined in IC 35-45-4-4) with respect to the victim even though the person has not been charged with or convicted of the offense.

IC 35-42-4-10
Unlawful Employment by a Sexual Predator
Sec. 10. (a) As used in this section, "offender against children" means a person who is an offender against children under section 11 of this chapter.

(b) As used in this section, "sexually violent predator" means a person who is a sexually violent predator under IC 35-38-1-7.5.

(c) A sexually violent predator or an offender against children who knowingly or intentionally works for compensation or as a volunteer:

(1) on school property;
(2) at a youth program center;
(3) at a public park;
(4) as a child care provider (as defined by IC 31-33-26-1);
(5) for a child care provider (as defined by IC 31-33-26-1); or
(6) as a provider of:
   (A) respite care services and other support services for primary or family caregivers; or
   (B) adult day care services;
commits unlawful employment by a sexual predator, a Level 6 felony. However, the offense is a Level 5 felony if the person has a prior unrelated conviction based on the person's failure to comply with any requirement imposed on an offender under IC 11-8-8.

IC 35-42-4-11
Sex Offender Residency Restrictions
Sec. 11. (a) As used in this section, and except as provided in subsection (d), "offender against children" means a person required to register as a sex or violent offender under IC 11-8-8 who has been:

(1) found to be a sexually violent predator under IC 35-38-1-7.5; or
(2) convicted of one (1) or more of the following offenses:
   (A) Child molesting (IC 35-42-4-3).
   (B) Child exploitation (IC 35-42-4-4(b) or IC 35-42-4-4(c)).
   (C) Child solicitation (IC 35-42-4-6).
   (D) Child seduction (IC 35-42-4-7).
(E) Kidnapping (IC 35-42-3-2), if the victim is less than eighteen (18) years of age, and the person is not the child's parent or guardian.

A person is an offender against children by operation of law if the person meets the conditions described in subdivision (1) or (2) at any time.

(b) As used in this section, "reside" means to spend more than three (3) nights in:
(1) a residence; or
(2) if the person does not reside in a residence, a particular location; in any thirty (30) day period.

(c) An offender against children who knowingly or intentionally:
(1) resides within one thousand (1,000) feet of:
   (A) school property, not including property of an institution providing post-secondary education;
   (B) a youth program center;
   (C) a public park; or
   (D) a day care center licensed under IC 12-17.2;
   (2) establishes a residence within one (1) mile of the residence of the victim of the offender's sex offense; or
   (3) resides in a residence where a child care provider (as defined by IC 31-33-26-1) provides child care services; commits a sex offender residency offense, a Level 6 felony.

(d) This subsection does not apply to an offender against children who has two (2) or more unrelated convictions for an offense described in subsection (a). A person who is an offender against children may petition the court to consider whether the person should no longer be considered an offender against children. The person may file a petition under this subsection not earlier than ten (10) years after the person is released from incarceration or parole, whichever occurs last (or, if the person is not incarcerated, not earlier than ten (10) years after the person is released from probation). A person may file a petition under this subsection not more than one (1) time per year. A court may dismiss a petition filed under this subsection or conduct a hearing to determine if the person should no longer be considered an offender against children. If the court conducts a hearing, the court shall appoint two (2) psychologists or psychiatrists who have expertise in criminal behavioral disorders to evaluate the person and testify at the hearing. After conducting the hearing and considering the testimony of the two (2) psychologists or psychiatrists, the court shall determine whether the person should no longer be considered an offender against children. If a court finds that the person should no longer be considered an offender against children, the court shall send notice to the department of correction that the person is no longer considered an offender against children.

**IC 35-42-4-12**

**Sex Offender Internet Offense**

Sec. 12. (a) This section applies only to a sex offender (as defined in IC 11-8-8-4.5).

(b) A sex offender who knowingly or intentionally violates a:
(1) condition of probation;
(2) condition of parole; or
(3) rule of a community transition program;
that prohibits the offender from using a social networking web site or an instant messaging or chat room program to communicate, directly or through an intermediary, with a child less than sixteen (16) years of age commits a sex offender Internet offense, a Class A misdemeanor. However, the offense is a Level 6 felony if the person has a prior unrelated conviction under this section.

(c) It is a defense to a prosecution under subsection (b) that the person reasonably believed that the child was at least sixteen (16) years of age.

**IC 35-42-4-12.5**

**Sex Offender Unmanned Aerial Vehicle Offense**

Sec. 12.5. (a) This section applies only to a sex offender (as defined in IC 11-8-8-4.5).

(b) A sex offender who:
(1) knowingly or intentionally operates an unmanned aerial vehicle for the purpose of:
   (A) following;
   (B) contacting; or
   (C) capturing images or recordings of; one (1) or more other individuals; and
(2) is subject to a:
   (A) condition of probation;
   (B) condition of parole;
   (C) condition or rule of a community corrections program; or
   (D) rule of a community transition program;
that prohibits the sex offender from following, contacting, or capturing images or recordings of one (1) or more other individuals, regardless of whether the means of engaging in any of those activities is specified in the condition or rule, commits a sex offender unmanned aerial vehicle offense, a Class A misdemeanor. However, the offense is a Level 6 felony if the person has a prior unrelated conviction under this section.
IC 35-42-4-13
Inappropriate Communication with a Child
Sec. 13. (a) This section does not apply to the following:
(1) A parent, guardian, or custodian of a child.
(2) A person who acts with the permission of a child's parent, guardian, or custodian.
(3) A person to whom a child makes a report of abuse or neglect.
(4) A person to whom a child reports medical symptoms that relate to or may relate to sexual activity.
(b) As used in this section, "sexual activity" means sexual intercourse, other sexual conduct (as defined in IC 35-31.5-2-221.5), or the fondling or touching of the buttocks, genitals, or female breasts.
(c) A person at least eighteen (18) years of age who knowingly or intentionally communicates with an individual whom the person believes to be a child less than fourteen (14) years of age concerning sexual activity with the intent to gratify the sexual desires of the person or the individual commits inappropriate communication with a child, a Class B misdemeanor.
However, the offense is:
(1) a Class A misdemeanor if the person commits the offense by using a computer network (as defined in IC 35-43-2-3(a); and
(2) a Level 6 felony if the person has a prior unrelated conviction for a sex offense (as defined in IC 11-8-8-5.2).

IC 35-42-4-14
Unlawful Entry of School Property by a Serious Sex Offender
Sec. 14. (a) As used in this section, "serious sex offender" means a person required to register as a sex offender under IC 11-8-8 who is:
(1) found to be a sexually violent predator under IC 35-38-1-7.5; or
(2) convicted of one (1) or more of the following offenses:
(A) Child molesting (IC 35-42-4-3).
(B) Child exploitation (IC 35-42-4-4(b) or IC 35-42-4-4(c)).
(C) Possession of child pornography (IC 35-42-4-4(d) or IC 35-42-4-4(e)).
(D) Vicarious sexual gratification (IC 35-42-4-5(a) and IC 35-42-4-5(b)).
(E) Performing sexual conduct in the presence of a minor (IC 35-42-4-5(c)).
(F) Child solicitation (IC 35-42-4-6).
(G) Child seduction (IC 35-42-4-7).
(H) Sexual misconduct with a minor (IC 35-42-4-9).
(b) A serious sex offender who knowingly or intentionally enters school property commits unlawful entry by a serious sex offender, a Level 6 felony.
(c) It is a defense to a prosecution under subsection (b) that:
(1) a religious institution or house of worship is located on the school property; and
(2) the person:
(A) enters the school property or other entity described in IC 35-31.5-2-285(1)(A) through IC 35-31.5-2-285(1)(D) when classes, extracurricular activities, or any other school activities are not being held:
(i) for the sole purpose of attending worship services or receiving religious instruction; and
(ii) not earlier than thirty (30) minutes before the beginning of the worship services or religious instruction; and
(B) leaves the school property not later than thirty (30) minutes after the conclusion of the worship services or religious instruction.

Stalking—Indiana law prohibits stalking as found in IC 35-45-10-5.

IC 35-45-10-1
“Stalk” defined
Sec. 1.
As used in this chapter, “stalk” means a knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.

IC 35-45-10-2
“Harassment” defined
Sec. 2.
As used in this chapter, “harassment” means conduct directed toward a victim that includes but is not limited to repeated or continuing impermissible contact that would cause a reasonable person to suffer emotional distress and that actually causes the victim to suffer emotional distress. Harassment does not include statutorily or constitutionally protected activity, such as lawful picketing pursuant to labor disputes or lawful employer-related activities pursuant to labor disputes.
IC 35-42-10-3
“Impermissible contact” defined
Sec. 3.
(a) As used in this chapter, “impermissible contact” includes the following:
   (1) Following or pursuing the victim.
   (2) Communicating with the victim in person, in writing, by telephone, by telegraph, or through electronic means.
   (3) Posting on social media, if the post:
      (A) is directed to the victim; or
      (B) refers to the victim, directly or indirectly.
(b) The list in subsection (a) is nonexclusive.

IC 35-45-10-4
“Victim” defined
Sec. 4.
As used in this chapter, “victim” means a person who is the object of stalking.

IC 35-45-10-5
Criminal Stalking
Sec. 5. (a) A person who stalks another person commits stalking, a Level 6 felony.
   (b) The offense is a Level 5 felony if at least one (1) of the following applies:
      (1) A person:
         (A) stalks a victim; and
         (B) makes an explicit or an implicit threat with the intent to place the victim in reasonable fear of:
            (i) sexual battery (as defined in IC 35-42-4-8);
            (ii) serious bodily injury; or
            (iii) death.
      (2) A protective order to prevent domestic or family violence, a no contact order, or other judicial order under any of the following statutes has been issued by the court to protect the same victim or victims from the person and the person has been given actual notice of the order:
         (A) IC 31-15 and IC 34-26-5 or IC 31-1-11.5 before its repeal (dissolution of marriage and legal separation).
         (B) IC 31-34, IC 31-37, or IC 31-6-4 before its repeal (delinquent children and children in need of services).
         (C) IC 31-32 or IC 31-6-7 before its repeal (procedure in juvenile court).
         (D) IC 34-26-5 or IC 34-26-2 and IC 34-4-5.1 before their repeal (protective order to prevent abuse).
         (E) IC 34-26-6 (workplace violence restraining orders).
      (3) The person's stalking of another person violates an order issued as a condition of pretrial release, including release on bail or personal recognizance, or pretrial diversion if the person has been given actual notice of the order.
      (4) The person's stalking of another person violates a no contact order issued as a condition of probation if the person has been given actual notice of the order.
      (5) The person's stalking of another person violates a protective order issued under IC 31-14-16-1 and IC 34-26-5 in a paternity action if the person has been given actual notice of the order.
      (6) The person's stalking of another person violates an order issued in another state that is substantially similar to an order described in subdivisions (2) through (5) if the person has been given actual notice of the order.
      (7) The person's stalking of another person violates an order that is substantially similar to an order described in subdivisions (2) through (5) and is issued by an Indian:
         (A) tribe;
         (B) band;
         (C) pueblo;
         (D) nation; or
         (E) organized group or community, including an Alaska Native village or regional or village corporation as defined in or established under the Alaska Native Claims Settlement Act (43 U.S.C. 1601 et seq.);
      (8) A criminal complaint of stalking that concerns an act by the person against the same victim or victims is pending in a court and the person has been given actual notice of the complaint.
   (c) The offense is a Level 4 felony if:
      (1) the act or acts were committed while the person was armed with a deadly weapon; or
      (2) the person has an unrelated conviction for an offense under this section against the same victim or victims.
IC 35-45-10-6  
Remote Aerial Harassment  
Sec. 6. A person who operates an unmanned aerial vehicle in a manner that is intended to subject another person to harassment commits remote aerial harassment, a Class A misdemeanor. However, the offense is a Level 6 felony if the person has a prior unrelated conviction under this section.

Consent—Indiana law does not define consent in reference to sexual activity.
Feel Safe at Indiana State University

Safety is a community issue. All members of the University community must take an active role in their safety and the safety of others. One way to achieve this is to participate in the many programs offered throughout campus. Resources for the University community in the areas of crime prevention and personal safety education are available from a variety of sources. For more information, contact any of the following departments:

- Dean of Students Office .................... 812-237-3829
- Equal Opportunity and Title IX Office ... 812-237-8954
- Human Resources ......................... 812-237-4114
- Ombudsperson ........................... 812-237-3829
- Public Safety ............................. 812-237-5555
- Residential Life ........................... 812-237-3993
- Student Counseling Center .......... 812-237-3939
- Student Health Promotion ............. 812-237-3258
- Student Conduct and Integrity ........ 812-237-3800
- Women’s Resource Center ............. 812-237-3875
QUICK REFERENCE RESOURCE GUIDE

Safety and Security

Purdue Police Department (On Campus)
Emergency: 911
Non-emergency: 765-494-8221
Terry House
www.purdue.edu/ehps/police

Purdue Fire Department
Emergency: 911
Non-emergency: 765-494-6919
www.purdue.edu/ehps/fire

Office of the Dean of Students.............. 765-494-1747
24/7 on-call team can be activated by Purdue Police or
MHA Crisis Center
Schleman Hall, 2nd Floor
www.purdue.edu/odos

Title IX Coordinator.......................... 765-494-7255
Assistance with dating and domestic violence,
sexual assault, and stalking complaints
Young Hall, 10th Floor
www.purdue.edu/sexual_assault

Purdue Center for Advocacy, Response, and Education
765-495.CARE
Duhme Hall (Windsor), 1st Floor (Room 143)
205 North Russell Street, West Lafayette, IN 47906-4238
CARE@purdue.edu

Emergency Preparedness Office
765-494-0446
www.purdue.edu/ehps/emergency_preparedness/contact.php

West Lafayette Police Department (Off Campus)
Non-emergency: 765-775-5200
westlafayettepd.us

Tippecanoe County Sheriff’s Department (Off Campus)
Non-emergency: 765-423-9388
https://www.tippecanoe.in.gov/359/Sheriffs-Department

Lafayette Police Department (Off Campus)
Non-emergency: 765-807-1200
lafayettein.gov/police

Indiana State Police (Off Campus)
Non-emergency: (265) 567-2125
www.in.gov/isp

Purdue Student Security Patrol
Safe Walk ................................. 765-494-SAFE (7233)
 Escorts to and from campus buildings available 24/7

Crisis Services

MHA Crisis Center ......................... 765-742-0244
Crisis services, including sexual assault victim’s advocacy
services, available 24/7
914 South Street, Lafayette, IN 47901
https://www.mhawv.org/services/crisis-center

National Sexual Assault/Online
Message Service......................... 1-800-656-HOPE (4673)

National Domestic Violence
Hotline .................................. 1-800-799-SAFE (7233)

National Suicide Prevention
Hotline .................................. 1-800-73-TALK (8255)

National Institute on Drug Abuse
Hotline: ................................ 1-800-662-HELP (4357)

Health

Purdue University
Student Health Center....................... 765-494-1700
Sexual Assault Nurse Examiner (SANE) available
during business hours.
PUSH, Main Floor
purdue.edu/PUSH

Counseling and Psychological
Services (CAPS) ......................... 765-494-6995
PUSH, 2nd Floor
purdue.edu/caps

St. Elizabeth’s Hospital ....................... 765-502-4000
SANE Exams after hours
1701 S. Creasy Lane, Lafayette, IN

IU Health Arnett Hospital .................... 765-448.8000
5165 McCarty Lane, Lafayette, IN

Legal Services

Student Legal Services
Room 207 Schleman Hall
475 Stadium Mall Drive
West Lafayette, IN 47907
https://www.purdue.edu/odos/sls/
email: sls@purdue.edu
AVAILABILITY OF ANNUAL SECURITY AND FIRE SAFETY REPORT

The Purdue University Police Department Your Campus, Your Safety: Annual Security and Fire Safety Report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by Purdue University, and on public property within, or immediately adjacent to and accessible from, campus. The report also includes policies concerning campus security, dating violence, domestic violence, sexual assault, and stalking as well as other related matters. A copy of this report is made available to faculty, staff and students before December 31st and is available for public viewing online. Electronic versions are available online at https://www.purdue.edu/ehps/police/reports/YourCampus.pdf. Paper copies of this report may be obtained by contacting the Purdue University Police Department at 765-494-8221, at Terry House, 205 S. Martin Jischke Drive, West Lafayette, IN.

CAMPUS CRIME STATISTICS

Introduction

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”) is a federal law that requires the distribution of an annual security report to all current faculty, staff, and students and notice of its availability to prospective students, faculty and staff. Current students and employees receive an email prior to October 1st each year containing a statement of the report’s availability, the exact electronic address at which the report is posted, a brief description of the report's contents, and a statement that the institution will provide a paper copy of the report upon request.

This annual security report is submitted to the Department of Education by October 1st and includes statistics for the previous three years concerning specific reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by the University, and on public property within or immediately adjacent to, and accessible from, campus. This report also includes information regarding personal safety and general crime prevention; safety and educational programs offered at Purdue; dating violence, domestic violence, sexual assault, and stalking risk reduction, prevention, and disciplinary processes; how the University communicates to students, faculty, staff and the larger community about emergency or imminently dangerous situations; emergency preparedness; alcohol and drug policies; and fire safety.

Prospective students receive notice of the availability of this report including the option to obtain a printed copy from Purdue University’s Office of Admissions and the Division of Financial Aid in their Consumer Information section.

Prospective employees receive a similar notice from Human Resources through the University’s TALEO system when they inquire about employment.

The definitions for crimes in the below statistics come from the FBI Uniform Crime Reporting Handbook, Summary Reporting System (SRS) User Manual, or the National Incident Based Reporting System (NIBRS).

<table>
<thead>
<tr>
<th>Campus Crime Statistics, 2017 – 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Primary Crimes</strong></td>
</tr>
<tr>
<td>------------------</td>
</tr>
<tr>
<td>Murder/Non-Negligent Manslaughter</td>
</tr>
<tr>
<td></td>
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<tr>
<td></td>
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<tr>
<td>Negligent Manslaughter</td>
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<tr>
<td></td>
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<tr>
<td>Rape</td>
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<tr>
<td>Fondling</td>
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</tbody>
</table>

**Disciplinary Referrals and Arrests**

<table>
<thead>
<tr>
<th>Year</th>
<th>On-Campus Property</th>
<th>On-Campus Student Housing</th>
<th>Non campus Property</th>
<th>Public Property</th>
<th>Unfounded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>45</td>
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<td>0</td>
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<td>0</td>
</tr>
<tr>
<td>2018</td>
<td>45</td>
<td>45</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
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<td>2017</td>
<td>181</td>
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<td>4</td>
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<td>63</td>
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<td>45</td>
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</table>
### Hate Crimes

Fields will be collapsed where there is no data to shorten tables.

<table>
<thead>
<tr>
<th>Year</th>
<th>On-Campus Property</th>
<th>On-Campus Student Housing</th>
<th>Non campus Property</th>
<th>Public Property</th>
<th>Unfounded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
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<td>2017</td>
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#### Sexual Orientation

<table>
<thead>
<tr>
<th>Year</th>
<th>Simple Assault</th>
<th>Intimidation</th>
<th>Destruction/Damage/Vandalism of Property</th>
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<tbody>
<tr>
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<td>0</td>
<td>0</td>
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<tr>
<td>2018</td>
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<td>2</td>
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<tr>
<td>2017</td>
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#### Religion

<table>
<thead>
<tr>
<th>Year</th>
<th>Simple Assault</th>
<th>Larceny</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
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<td>2017</td>
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#### Ethnicity

<table>
<thead>
<tr>
<th>Year</th>
<th>Simple Assault</th>
<th>Larceny</th>
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</thead>
<tbody>
<tr>
<td>2019</td>
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<tr>
<td>2017</td>
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#### Race

<table>
<thead>
<tr>
<th>Year</th>
<th>Destruction/Damage/Vandalism of Property</th>
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</thead>
<tbody>
<tr>
<td>2019</td>
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<tr>
<td>2018</td>
<td>1</td>
</tr>
<tr>
<td>2017</td>
<td>0</td>
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</tbody>
</table>

#### Gender

#### Disability

#### National Origin

#### Gender Identity

*Where there were no reportable offenses (murder/non-negligent manslaughter, negligent manslaughter, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, simple assault, intimidation, vandalism, or larceny-theft) in 2017, 2018, or 2019 in which the offense was motivated by the actual or perceived race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity of the victim, the rows for each listed bias were collapsed accordingly.
**Crimes Required to be Reported by the Violence Against Women Act**

<table>
<thead>
<tr>
<th>Year</th>
<th>On-Campus Property</th>
<th>On-Campus Student Housing</th>
<th>Non campus Property</th>
<th>Public Property</th>
<th>Unfounded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
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<tr>
<td>2018</td>
<td>17</td>
<td>9</td>
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<td>0</td>
<td>1</td>
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<tr>
<td>2017</td>
<td>9</td>
<td>5</td>
<td>0</td>
<td>0</td>
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<td>2019</td>
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<td>2017</td>
<td>16</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</tbody>
</table>

The following police departments replied to our request for crime data but did not provide them in a usable format that allowed us to glean complete Clery statistics: Indiana State Police; Indiana State Excise Police; San Diego, CA Police Department, San Francisco CA, Howard County Indiana Sheriff’s Department, Orange County FL. Sheriff's Office. We are unable to determine the exact impact this may have on our reported numbers.

**Definitions**

**Criminal homicide** - a.) Murder and non-negligent manslaughter: the willful (non-negligent) killing of one human being by another. Deaths caused by negligence, attempts to kill, assaults to kill, suicides, and accidental deaths are excluded. The program classifies justifiable homicides separately and limits the definition to: (1) the killing of a felon by a law enforcement officer in the line of duty; or (2) the killing of a felon, during the commission of a felony, by a private citizen.  b.) Manslaughter by negligence: the killing of another person through gross negligence. Deaths of persons due to their own negligence, accidental deaths not resulting from gross negligence, and traffic fatalities are not included in the category manslaughter by negligence. (UCR)

**Rape** - The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. (UCR)

**Robbery** - The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear. (UCR)

**Aggravated assault** - An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Simple assaults are excluded. (UCR)

**Burglary** (breaking or entering) - The unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included (UCR)

**Motor vehicle theft** - The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on land surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category. (UCR)

**Arson** - Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc. (UCR)
Weapons - Carrying, Possessing, Etc. - The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. (UCR)

Drug Abuse Violations - The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. (UCR)

Liquor Law Violations - The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness. (UCR)

CRIME DEFINITIONS FROM THE HATE CRIME DATA COLLECTION GUIDELINES AND TRAINING MANUAL FROM THE FBI'S UCR PROGRAM

Larceny-Theft (Except Motor Vehicle Theft) - The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Simple Assault - An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation - To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property - To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

CRIME DEFINITIONS FROM THE NATIONAL INCIDENT-BASED REPORTING SYSTEM (NIBRS) USER MANUAL FROM THE FBI'S UCR PROGRAM

Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity (NIBRS)

Incest - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law (NIBRS)

Statutory Rape - Sexual intercourse with a person who is under the statutory age of consent (NIBRS)

DEFINITIONS FROM THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT

The Violence Against Women Act of 1994 defines the term “dating violence” to mean violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; where the existence of such a relationship is determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. The state of Indiana does not specifically define Dating Violence.

The Violence Against Women Act of 1994 defines the term “domestic violence” to mean a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a
spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies under VAWA, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

The Violence Against Women Act of 1994 defines the term “stalking” to mean “engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.”

Definitions from Clery Act

Unfounded - An institution may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore “unfounded.” Only sworn or commissioned law enforcement personnel may “unfound” a crime report for purposes of reporting under this section. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not “unfound” a crime report.

An institution must report to the Department and disclose in its annual security report statistics the total number of crime reports listed in paragraph (c)(1) of this section that were “unfounded” and subsequently withheld from its crime statistics pursuant to paragraph (c)(2)(iii) of this section during each of the three most recent calendar years.”

Advisor means any individual who provides the accuser or accused support, guidance, or advice.”

Proceeding means all activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact finding investigations, formal or informal meetings, and hearings. Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.”

Result means any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution. Notwithstanding section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly referred to as the Family Educational Rights and Privacy Act (FERPA), the result must also include the rationale for the result and the sanctions.”

Geography

Campus: (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and
(2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

On-Campus Student Housing: Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Non-campus building or property: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.
Public property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Prospective Employee - Prospective employee means an individual who has contacted an eligible institution for the purpose of requesting information concerning employment with that institution.

Prospective Student - Prospective student means an individual who has contacted an eligible institution requesting information concerning admission to that institution.

Campus Safety

Introduction
The Lafayette–West Lafayette/Purdue University community offers numerous advantages to students and residents. The community is a great place to live, work, and study. However, it is not immune to the kinds of problems that beset the rest of the nation. Unfortunately, one of these problems—crime—is a reality at Purdue and in Tippecanoe County.

The University attempts to provide a safe and secure environment for students, staff, and visitors. However, it is possible to maintain safety and security only when every student, faculty and staff member takes an active part in the effort. No matter how effective the University’s programs are, the primary responsibility for safety and security lies with each of us. No police department or set of procedures can be effective unless individuals exercise reasonable care and prudence. Safety and security is everyone’s personal responsibility.

The purpose of this publication is to:
• Provide the Purdue community with an overview of Purdue University services.
• Inform current and prospective students, staff, and visitors about the University’s more than 200 policies and programs designed to help keep them safe.
• Share information regarding emergency preparedness and planning.
• Share information regarding fire safety, fire statistics, and fire-related information.

Purdue University Police Department
The University maintains its own professional police agency. State law grants Purdue police officers the same powers of arrest and law enforcement as city and county officers. The Purdue Police Department is staffed by competent law enforcement professionals who use advanced equipment, techniques, and current technology to perform their duties.

I.C. 21-17-5-5 permits Purdue police officers to “…exercise the powers granted under this chapter upon any real property owned or occupied by the educational institution employing the police officer, including the streets passing through and adjacent to the educational institution. An institution may extend a police officer's territorial jurisdiction…”

The department works closely with the Indiana State Police, Indiana State Excise Police, Indiana Department of Natural Resources Law Enforcement Division, the FBI, and the police departments of West Lafayette, Lafayette, and Tippecanoe County. The Indiana legislature and Purdue’s Board of Trustees have approved secondary jurisdiction across the entire state of Indiana. The Purdue University Police Department has a primary patrol jurisdiction that consists of the West Lafayette Campus and certain adjacent roadways. There is also a memorandum of understanding with all local police agencies for immediate mutual aid assistance.

The Purdue Police Department solicits and monitors reports from police agencies of criminal activity in which students engaged at non-campus property, including, but not limited to, off-campus locations of officially
recognized or registered student organizations, including student organizations with off-campus housing facilities, travel locations where the University has control for the dates and times specified in the lease, rental agreement or other written agreement.

The Purdue Police Department encourages the other agencies to inform it of all reported criminal activity at any site affiliated with the University or with University recognized or registered organizations on and off campus.

Crime Prevention Programs
The Purdue University Police Department provides numerous services which serve in crime prevention and detection, as well as to foster safety and security on campus:

Bike Patrol.
The Purdue Police Department’s bike patrol unit consists of officers from throughout the department. The department has instructors — certified by the International Police Mountain Bike Association — who train Purdue bike officers as well as officers from a variety of other law enforcement agencies. Officers can perform nearly all of their duties on bicycles, with the exception of transporting prisoners. The bike patrol is a cost-effective community outreach program that allows officers to interact with people while patrolling the campus. These positive relationships and high visibility are effective crime prevention methods.

K-9 Program.
The Purdue University Police Department uses certified drug dogs and a certified explosives dog as part of the overall strategy to provide a safe University environment. The drug and explosives dogs are considered dual-purpose dogs, trained in their specific scent detection area as well as suspect apprehension. The Purdue Police Department’s K-9 program is designed to be a multi-functional program, combining the latest in K-9 policing techniques with crime prevention programming. The K-9’s and their handlers are available for programs upon request.

Purdue Student Security Patrol.
Specially selected and trained students patrol parking garages and other areas of the campus. They carry two-way radios to report vandalism or suspicious activities to the police. They staff the evening Safe Walk program, (765) 494-SAFE, during the fall and spring semesters. Escorts are provided by members of the Purdue University Police Department at other times.

Public Information.
The police department works closely with the news media, including student publications, to publicize crimes and crime prevention strategies. Monthly and school year totals of all crimes, as well as four-year statistics, are available online at https://www.purdue.edu/ehps/police. Police Daily Crime logs are also available online at this site and are open to the general public.

Group Presentations.
Purdue police officers present safety and security talks to campus and community groups upon request. Presentations are scheduled regularly to address the special concerns of groups such as residence hall staff, resident assistants, library staff, international students, Panhellenic Council, Interfraternity Council, sororities, fraternities, cooperative houses, and nearly 1,000 student organizations. General topics are designed to inform students and employees about crime prevention techniques.

Bicycle Registration.
Students are encouraged to register their bicycles as an aid to recovery in case of theft. Bicycles can be brought to the Purdue Police Department to be registered at no charge. Proper bicycle registration acts as a deterrent to bike theft and prevents loss of property.
Laptop Registration

There is an online laptop computer registration program available through the police department’s website. This laptop registration program is voluntary, but highly recommended. Proper registration acts as a deterrent to bike theft and prevents loss of property.

Reporting of Criminal Offenses

The Purdue University Police Department encourages anyone who is the victim or witness to any crime to promptly report the crime by calling 911, by calling the non-emergency number at (765) 494-8221, using an emergency telephone (ETS) phone, or by going to the police department at Terry House, 205 South Martin Jischke Drive, West Lafayette, IN. Crimes reported to the Purdue Police Department where a victim is identified will be thoroughly investigated according to state law and victim/survivor wishes.

In an emergency, police can be summoned via any of the nearly 300 emergency telephones located throughout campus as well as by campus or cell telephones. All reports of criminal activity will be handled and investigated in an appropriate and professional manner.

Crimes occurring off-campus may be reported by calling or texting 911 or by calling the non-emergency numbers for the police department with primary jurisdiction. See the Quick Resource Reference Guide on page 2 for non-emergency phone numbers.

Campus Offices Designated to Receive Crime Reports

While all individuals who have witnessed or been the victim of a crime are encouraged to report crimes to the Purdue Police Department first and foremost, Purdue has designated other specific campus offices that may receive crime reports in addition to the Purdue Police Department:

<table>
<thead>
<tr>
<th>Official</th>
<th>Address</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Dean of Students</td>
<td>Schleman Hall, 2nd Floor, 475 Stadium Ave.</td>
<td>765.494.1747</td>
</tr>
<tr>
<td>Office of the V. Pres. Human Resources</td>
<td>Kurz Purdue Technology Center, 1281 Win Hentschel Blvd.</td>
<td>765.494.7395</td>
</tr>
<tr>
<td>Office of Institutional Equity</td>
<td>Young Hall, 10th Floor, 155 South Grant St.</td>
<td>765.494.7255</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>Young Hall, 10th Floor, 155 South Grant St.</td>
<td>765.494.7255</td>
</tr>
<tr>
<td>Executive Director Univ. Residences</td>
<td>Smalley Center, Third Street</td>
<td>765.494.1000</td>
</tr>
</tbody>
</table>

Daily Crime Log

The Purdue University Police Department maintains a daily crime log that records, by the date the crime was reported, any crime that occurred on campus, on a non-campus building or property, or within our patrol jurisdiction.

The logs include the nature, date, general location, and disposition of each crime. Reported crimes, updates in disposition, and additional information will normally be added to the daily crime log within two business days of receipt.

The daily crime log for the most recent 60-day period will be open to public inspection during normal business hours. The Purdue University Police Department will make any portion of the log older than 60 days available for inspection within two business days of request.

Anonymous Reporting

Purdue University remains committed to providing an environment where individuals may report, in a simple anonymous way, suspected fraud or illegal behaviors. Suspected crimes may be reported to the department anonymously by calling (765) 496-DRUG (3784) (off campus) or 6-DRUG (3784) (on campus). PUPD will evaluate the information received and take appropriate action. Tippecanoe County, Indiana also provides an anonymous crime reporting hotline: WeTip Hotline: 1-800-78-CRIME (27463).
Additionally, Purdue has a system-wide anonymous reporting program that is maintained by an external company, managing the intake of information with trained interview specialists who are available 24 hours a day, 7 days a week. After the intake is complete, the report will be provided to designated University personnel for appropriate action. Reports will be handled promptly and discreetly; however, sufficient and detailed information is necessary to conduct a thorough investigation. To utilize the Purdue University Enterprise-Wide Hotline, please call 1-866-818-2620 or submit a report via the website (www.purdue.edu/hotline).

Purdue University has policies that allow for voluntary, confidential reporting of crimes for inclusion in the annual disclosure of crime statistics. Clery crimes reported to the anonymous hotlines and Campus Security Authorities are included in the annual crime statistics and aid in providing timely warning notices to the community, when appropriate and possible.

Building Security
Most academic buildings must remain unlocked until late at night because of evening classes, student and faculty research projects, and special events. Most undergraduate residences are locked from 11 p.m. to 6 a.m. A University ID is required for entrance into these locked residence halls after 11 p.m. A locked door may not be propped open or used to allow entry. An access clerk is stationed at a single entry of many residences to monitor residents and their escorted guests who enter the building after hours. Guests at these halls must sign the register to record that they entered the building. Residents must show their University ID to the access clerk. Building Services and housekeeping personnel are instructed to report any suspicious situations to the police immediately. Buildings and Grounds personnel are responsible for security considerations used in the maintenance of campus facilities. Security-related maintenance issues, such as broken windows, faulty doors and locks, missing screens, and discharged fire extinguishers, are given first priority by the Maintenance personnel.

Missing Student Notification Procedures
In the event that a student is missing for more than 24 hours, notify the Purdue University Police Department immediately. If a Resident Assistant (RA) or other University personnel is notified of a missing student, that individual must report the missing student immediately to the Purdue University Police Department.

Each student living in on-campus housing has the option to identify a contact person or persons whom the University will notify within 24 hours if the student is determined to be missing by the Purdue University Police Department. Each student will designate their emergency contacts with university housing at the beginning of the school year. The student may also change and amend their emergency contacts, throughout the year, at the front desk of their residence hall. This contact information will be registered confidentially, will be accessible only to authorized University officials, and will not be disclosed, except to law enforcement personnel in furtherance of the missing person investigation.

If a student is under 18 years of age and not emancipated, Purdue University must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to any additional contact person designated by the student. Unless a local law enforcement agency was the entity that made the determination that the student was missing, the University will notify the local law enforcement agencies surrounding our main campus within 24 hours of the determination that the student is missing.

Crisis Intervention Team
There are Purdue police officers specially trained to safely de-escalate contacts with emotionally distressed and mentally ill persons and work with the mental health system in Tippecanoe County to get help for people in need. The Crisis Intervention Team (CIT) is a county-wide effort that involves the hospitals, counselors, courts, firefighters and law enforcement officers from various local agencies. All officers are provided training to help them recognize when a person’s actions may be the result of a mental health issue, and they are encouraged to involve CIT members to help bring the situation to a successful resolution for the person in distress and the community.

The CIT program at the Purdue University Police Department helps people by focusing on the root problem causing the behavior and seeking to get the individual professional help.
**SEX OFFENDER REGISTRATION**

The Campus Sex Crimes Prevention Act (CSCPA) is a federal law that provides for the tracking of convicted sex offenders enrolled at or employed by institutions of higher education. The CSCPA's intent is to extend the protection of the sex offender registries and Megan's Law to college campuses. It also amends the Clery Act to require institutions of higher education to issue a statement advising the campus community where to obtain law enforcement agency information provided by a state concerning registered sex offenders. The Indiana Sex and Violence Offender Registry may be checked online at https://indianasheriffs.org/offender-watch/ Megan’s Law can be found online at https://klaaskids.org/megans-law/indiana/, or you can visit the PUPD website: https://www.purdue.edu/ehps/police/. The National Sex Offender Public Website (NSOPW) may be found online at https://www.nsopw.gov/

**COMMUNICATION ABOUT CAMPUS CRIMES AND SAFETY**

Purdue University provides information about campus security procedures and practices to students and employees in a variety of ways and encourages them to be responsible for the security of themselves and others. This section discusses some of the ways in which campus offices communicate information about crime on campus.

**Purdue Emergency Warning Notification System: Purdue ALERT**

Purdue is a large and complex institution, and people move about our campus freely. A key part to Purdue’s campus preparedness is the University emergency warning notification system — Purdue ALERT. Despite advances in communication, there is no way to reach everyone instantly with a single message. However, the multi-layered communication approaches we have in place will help spread the word on emergency incidents. We use two very simple concepts to initiate our warning notification:

- **Fire Alarms**: immediately evacuate the building and proceed to your Emergency Assembly Area.
- **All-Hazards Outdoor Emergency Warning Sirens**: Immediately seek shelter (“shelter in place”) in a safe location within the closest building. For an active threat, seek shelter in a secure location, preferably without windows, and obtain clarifying information if possible. This course of action may need to be taken during a weather event (such as a tornado warning), a serious civil disturbance such as gunshots fired, or a major hazardous materials release of toxic chemicals in the outside air.

For a Tornado Warning immediately go to a safe location in your building, normally the lowest level away from doors and windows (should be specified in the Building Emergency Plan) or a Major Hazardous Material Release stay inside. For all situations seek additional information by all means possible. Remain in place until police, fire, or other emergency response personnel tell you it is safe to leave or until such information is announced through the Purdue ALERT system.

Additional warning notifications and follow-up information will use other layers of the Purdue ALERT. They are:

- **Text Messaging**: Purdue University faculty, staff and students may sign up via the Purdue website to receive an emergency notification text message.
- **Twitter**: Use your Twitter app to push notifications from @PurdueEmergency to your smartphone or fast-follow by typing “follow PurdueEmergency” to number 40404.
- **Desktop Popup Alerts**: An alert will be sent to the majority of University classroom & lab computers.
- **Alert Beacons**: An alert will be sent to the beacons which are installed in large classrooms.
- **Digital Signs**: An alert will be sent to over 200 digital signs around campus.
- **Email**: An e-mail will be sent to all people with a purdue.edu address.
- **Purdue Campus Status page**: www.purdue.edu/ea is the focal point of the most complete information in all campus-related emergencies.
- **Boiler TV Emergency Alert System (EAS)**: The Boiler TV EAS may also broadcast emergency information.
- **Local Media**: The University works with the news media, radio, TV, newspapers, and Internet, to disseminate information.
Emergency Incident Recovery Levels

**LEVEL 1:** A major disaster or imminent threat involving the entire campus and/or surrounding community.

**LEVEL 2:** A major incident or potential threat that disrupts sizable portions of the campus community.

**LEVEL 3:** A minor, localized department or building incident that is quickly resolved with existing University resources or limited outside help.

**IF YOU HEAR:**

The All-Hazards Outdoor Emergency Warning sirens:

- Shelter inside a building in a safe location and seek additional information by all means possible.

A fire alarm:

- Evacuate the building immediately using the closest exit. Proceed to the designated Emergency Assembly Area.

See the Emergency Preparedness Guide for more “how-to” information.

**To Sign Up For Purdue ALERT Text Messages:** Instructions can be found at www.purdue.edu/securepurdue/

Emergency Response and Evacuation

Purdue police and fire departments embrace the National Incident Management System (NIMS) and use Incident Command principles while responding to major incidents.

Purdue University will, without delay, and taking into account the safety of the community, determine the content of notification by the University’s emergency warning notification system, Purdue ALERT, and will initiate the Purdue ALERT system if a significant emergency or imminently dangerous situation involving a threat to the health and safety of students, employees or visitors occurs on or near campus, unless in the professional judgment of Public Safety Leadership the notification will compromises efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Most significant emergencies or dangerous situations will be reported to the Purdue Dispatch Center (PDC), which will dispatch PUPD/PUFD to investigate and confirm the emergency. The significant emergency or imminently dangerous situation will normally be confirmed by PUPD or PUFD personnel prior to alerting the campus community.

If confirmed, PDC starts the notification process by notifying public safety officials.

Activation of all or part of the overall warning notification system, including the determination of the appropriate segment or segments of the campus community to receive the notification, will be evaluated based on incident specifics and life safety factors; a decision to make an emergency Notification will then be made. Public Safety Leadership will normally direct Purdue ALERT activation. However, the responding incident commander may direct Purdue ALERT activation if immediate life safety issues exist.

The initial Purdue ALERT notifications will normally use a pre-formatted message created by Public Safety leadership that provides very basic information designed to immediately notify Purdue faculty, staff, and students. More detailed information will be included in subsequent notifications and posted on the Purdue Campus Status page (purdue.edu/ea).

Purdue ALERT will normally be tested at the beginning of each academic semester. Tests may be announced or unannounced. In conjunction with the testing, Purdue public safety officials will publicize Purdue’s emergency response procedures, and will document for each test, a description of the exercise, the date, time, and whether it was announced or unannounced. When Purdue ALERT is tested, the Emergency Preparedness Office publicizes that
the Purdue community should review their emergency response and evacuation procedures as contained in the

Emergency Warning Notification System Test
The spring semester 2019 Purdue ALERT test was conducted on January 24, 2019. The fall semester 2019 Purdue
ALERT test was conducted on September 26, 2019. Both tests tested all Purdue ALERT layers and were announced
tests. Anytime Purdue ALERT is activated, the Emergency Preparedness Office conducts an After-Action Review
(AAR) with all affected departments to discuss any lessons learned. The lessons learned are documented in the
University’s Emergency Preparedness Improvement Plan and are used to refine procedures and train officials.

Timely Warning Procedures
The Purdue University Police Department will issue timely warnings to notify the campus community of Clery
reportable crimes reported to Campus Security Authorities or local police agencies and that are considered to
represent a threat to our community. Upon receipt of a report of Clery reportable crimes within the Clery
geography, Public Safety Leadership (or their designated representatives) will determine, on a case-by-case basis,
whether to issue a timely warning. Factors considered include, but are not limited to:

- **The nature of the crime**, including but not limited to whether it was a Clery crime and whether it was
  committed within the Clery reportable geography.
- **The continuing danger to the campus community**, including but not limited to whether the suspect has
  been apprehended and if there is a substantial risk to the physical safety of other members of the campus
  community because of this crime. And;
- **The possible risk of compromising law enforcement efforts**. This risk will not prevent Purdue from issuing a
timely warning but may impact the content of any issued timely warning.

The purpose of timely warnings is to allow campus community members to protect themselves. Thus, timely
warnings will include information that helps promote safety and aids in the prevention of similar crimes, including
information about the crime that triggered the warning and steps individuals can take to protect themselves.
The name or any other identifying information of any crime victim is **not included** in a timely warning or emergency
notification. Due to the confidentiality of such relationships, Purdue University does not routinely issue a timely
warning with respect to crime reported to a pastoral or professional counselor.

Once a decision has been made to issue a timely warning, Public Safety Leadership or their designees will create and
disseminate timely warnings. Timely warnings are issued to the West Lafayette campus through a variety of
methods, which is determined on a case-by-case basis by Public Safety Leadership or their designees. The primary
method of Timely Warning delivery is via the University email system. Everyone with a purdue.edu account will
receive the Timely Warning. Other methods of delivery may include any or all of the tiers used for Emergency
Notification.

Policy for Reporting the Annual Disclosure of Crime Statistics
The Purdue Police Department prepares this report to comply with the federal law (the Clery Act). A detailed
summary of the Clery Act can be located on the Web at http://clerycenter.org/jeanne-clery-act. The Annual Security
and Fire Safety Report for Purdue University’s West Lafayette campus can be accessed on the Web by visiting the
Purdue University Police Department’s home page at https://www.purdue.edu/ehps/police or visiting the direct link
at www.purdue.edu/ehps/police/reports/. This report is prepared in cooperation with the local law enforcement
agencies surrounding our main campus and alternate sites, areas of the University including, Housing and
Residential Services, Office of the Dean of Students, Purdue Human Resources, and Department of Intercollegiate
Athletics. Each entity provides updated statistical information.

Campus crime, arrest, and referral statistics include those reported to the Purdue University Police Department,
designated campus security authorities (including but not limited to directors, deans, department heads, residence
halls disciplinary personnel, athletic coaches), and law enforcement agencies.
The Purdue Police Department solicits and monitors reports from police agencies of criminal activity in which students engaged at non-campus property. Non-Campus properties may include, but are not limited to, off-campus locations of officially recognized student organizations, including student organizations with off-campus housing facilities, travel locations where the University has control for the dates and times specified in the lease, rental agreement or other written agreement.

**CRIME PREVENTION PROGRAMS AND SECURITY AWARENESS**

The University attempts to provide a safe and secure environment for students, staff, and visitors. However, it is possible to maintain safety and security only when every student, faculty and staff member takes an active part in the effort. No matter how effective the University’s programs may be, the primary responsibility for safety and security lies with each of us. No police department or set of procedures can be effective unless individuals exercise reasonable care and prudence. Safety and security is everyone’s personal responsibility.

The University offers a variety of safety programs and services to both students and employees throughout the year and/or upon request. The specifics of these programs and services changes depending on need but the focus remain on crime prevention and safety. Currently, the following are offered:

**Campus Safety Programs** are offered at the beginning of each school year to Boiler Gold Rush and Boiler Gold Rush international, and Graduate Student Orientation participants and Residence Hall staff. It is also offered as requested and entails how to keep oneself safe by utilizing the Safe Walk program and proper utilization of 911 and ETS systems.

**The Office of the Dean of Students (ODOS)** partners with other campus offices, such as Student Success at Purdue and University Residences, to present annual trainings during Boiler Gold Rush and other orientation activities on campus safety and ways that students can protect themselves. In addition, ODOS presents programs upon request, to individual student organizations, fraternity/sorority/cooperative houses, and international students on topics of campus safety and emergency preparedness. While every program may not be offered each semester, they are regularly scheduled and most are available upon request. Staff members in this office provide a variety of services to students, including victim assistance, counseling about personal concerns, and information about University resources.

**Personal Safety.** This program is offered as requested and covers topics detailed in Campus Safety Programs including proper utilization of the Emergency Telephone System (ETS) and 911 systems.

**Robbery Training.** This training is offered upon request to staff and includes topics of prevention, solving, and surviving a robbery.

**Resident Assistant Training.** This program is offered at the beginning of each semester to the RA staff and describes the police department’s role in assisting them with investigations and how they can supplement our efforts. Also included are personal safety tips, theft prevention, Clery reporting requirements, and measures to safeguard personal items.

**Citizens Police Academy.** This educational program is an 11-week academy for employees and other members of the community. Sessions include presentations from members of the department discussing their areas of expertise to include crime prevention and detection, drug recognition and OWI enforcement. The Academy is offered during the spring semester, dependent on interest.

**SAFE Classes** (an acronym for Self-defense Awareness & Familiarization Exchange) is an unparalleled 2-hour educational awareness, crime-victim prevention program – encompassing Strategies, Techniques, Options, and Prevention – that provides teenaged & adult women with information that may reduce their risk of exposure to violence and introduces them to the physical aspects of self-defense. The course is offered periodically throughout the academic year.
Safe Walk Program. The Purdue Student Security Patrol provides the evening Safe Walk Program for students and staff during the fall and spring semesters. Anyone who wants the service can request a Safe Walk by calling (765) 494-SAFE (7233).

Campus Safety Awareness Week. This annual observance includes a number of safety- and security-related activities. The Purdue Police Department provides free child identification packages (identifying information, fingerprints, and photos) for children of students, staff, and community residents.

Publications. The police department, the Student Wellness Office and the Office of the Dean of Students distribute various publications that address problems such as date rape, alcohol abuse, and theft.

Lighting. The campus is routinely surveyed to ensure that exterior areas are adequately lighted at night. Sidewalks where illumination falls below 0.5 candlepower are specifically reviewed to determine whether additional lighting is needed. Trees and shrubs that impair lighting along walks are trimmed as needed.

Campus Safety Task Force. Purdue police take part in the activities of the Campus Safety Task Force, a standing subcommittee of the Purdue Student Government, along with students and representatives of the Office of the Dean of Students. This group undertakes various programs to promote safety and security at Purdue.

Mortar Board. The Mortar Board, an annual calendar of campus events, incorporates safety tips and a map showing the location of each of the nearly 300 special emergency telephones on the Purdue campus.

DATING AND DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

Purdue proactively addresses, dating violence, domestic violence, sexual assault, and stalking. These crimes will not be tolerated on campus and are a violation of state law as well as the University's Anti-Harassment Policy.

Consent in reference to Sexual Activity

Indiana Law

The state of Indiana does not define consent as it pertains to sexual activity but Purdue University has defined it by policy.


Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is Incapacitated or otherwise prevented from giving Consent as a result of impairment due to a mental or physical condition or age. No Consent exists when there is a threat of force or physical or psychological violence.

Although Consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of Consent.

The voluntary nature of Consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

Center for Advocacy, Response, and Education

Purdue University’s Center for Advocacy, Response, and Education (CARE) provides support and advocacy for survivors of sexual violence, dating violence, and stalking. CARE staff provide resources and direct services that are non-judgmental, survivor-focused and empowering. CARE recognizes that each person’s experience is unique, and staff are available to help each survivor assess their reporting options and access resources that meet personal needs. CARE staff can also provide information and other support services to friends and family of survivors. In addition to direct survivor services, CARE offers campus-wide programming on sexual violence, consent, and bystander intervention, among other topics. http://www.purdue.edu/odos/care/.
Primary Prevention Programs
A three-module online primary prevention and risk reduction program entitled “Respect Boundaries: Sexual Assault Awareness” is required of all incoming students. New employees are required to complete an in-person module during New Employee Orientation. The components of these programs include:
1. Definitions of dating violence, domestic violence, sexual assault, and stalking.
2. Dynamics of sexual assault and intimate partner violence, with particular emphasis on college-aged populations.
3. Data concerning sexual assault victimization, including the role of alcohol in sexual assaults and intimate partner violence.
4. Services and resources available to victims/survivors.
5. Strategies for primary prevention.
6. Bystander intervention strategies. Common goals of bystander programs are to develop ways to increase awareness of sexual assault, hazing, and alcohol abuse such as learning to make observations and recognizing warning behaviors that may require intervention; teach the appropriate skills to intervene safely and effectively, in both direct and indirect ways.

Awareness Campaign
Since 2012, Purdue has implemented its “Respect Boundaries” campaign relating to sexual violence awareness and prevention. Drink coasters, magnets and posters were distributed within University Residences, at freshmen, graduate and transfer student resource fairs, and to sororities, fraternities, cooperative houses. Materials were also distributed as part of Title IX training for students. Online education for new students and ongoing education for continuing students also incorporates the “Respect Boundaries” logo and campaign.

Ongoing Prevention and Educational Dating Violence, Domestic Violence, Sexual Assault, and Stalking Programs
Purdue offers risk reduction, prevention and awareness programs and campaigns designed to prevent and eliminate dating violence, domestic violence, sexual assault, and stalking. A representative list of programs follows:

Rape Aggression Defense (RAD)
Available at Purdue since 1999, Rape Aggression Defense (RAD) is a women’s self-defense program. This 12-hour comprehensive course equips participants with realistic self-defense tactics and techniques. The Purdue Police Department conducts RAD classes for student and staff groups, organizations, and the general public.
The initial focus of RAD is on education and awareness, prevention, risk reduction, and avoidance of assault and rape. The program then progresses to the basics of hands-on defense training. Certified instructors provide a workbook/reference manual and hands-on training. RAD is dedicated to teaching defensive concepts and techniques against various types of assault by utilizing easy, effective, and proven self-defense martial arts tactics. The program provides participants with the knowledge to make an educated decision about resistance.

R.A.D. training is available at no charge to participants. For additional information, e-mail Lieutenant Sarah Clark at sclark32@purdue.edu. Enrollment priority is given to University students, faculty, and staff, and is handled on a first-come, first-served basis.

Self-Defense Awareness and Familiarization Exchange (SAFE)
The Self-Defense Familiarization and Exchange (SAFE) training is a two-and-a-half-hour long program that is an introduction to women’s self-defense. Presented by the designers of RAD, the SAFE program exposes participants to information that may reduce their risk of exposure to violence, and allows them to familiarize themselves with physical skills training. This program serves as a precursor to the full RAD program. The lead instructor for RAD is also a certified SAFE instructor.

John R. Wooden Leadership Institute for student athletes includes topics of drugs, spice, alcohol, sexual assault and bystander intervention in monthly meetings during the academic calendar.

CARE Overview
This presentation provides a brief overview of services available at CARE. We discuss how survivors of sexual violence, dating violence, and stalking can access the confidential support and advocacy from CARE. We also provide an opportunity to answer any questions.

**Power-Based Personal Violence 101**  
What is power-based personal violence? How many people experience these types of violence? How does violence affect someone? How can I help prevent it from happening? All of these questions will be covered in this introductory level workshop about power-based personal violence, consent, and supporting a survivor.

**Healthy Relationships**  
The good news: you're likely going to be in a great relationship at some point in your life. The bad news is that relationships don't come with a user manual. This workshop is designed to help students learn about what makes a relationship healthy, how to keep relationships healthy, and how to help a friend or loved one in an unhealthy relationship.

**Supporting a Survivor**  
Everyone knows someone who has been sexually assaulted or harassed; but we don't always know how to best support them. This workshop, open to students, faculty, and staff, focuses on strategies to best support survivors. Participants will also learn about trauma response and how to refer someone to CARE.

**Boiler Up and Intervene**  
In this 1-hour interactive workshop, participants will learn about bystander intervention, what stops people from intervening in situations, and how they can confidently and safely intervene in dangerous situations. The workshop will also cover how to recognize a potentially unsafe situation, practical tools for intervening, and practice with real life scenarios. Participants may find attending Power-Based Personal Violence 101 prior to this workshop is helpful, but it is not required.

**Counseling and Psychological Services** provides sexual assault programming upon request, and tailor the program to the audience requesting the program.

**Safe Walk Program**  
Phone 765-494-SAFE(7233)

**Procedures victims/survivors should follow if they are the victim of a dating violence, domestic violence, sexual assault, or stalking crime**  
People who have been victimized react in many different ways, there is no right or wrong reaction. Listed here are some important things to consider. Even if you were victimized days, weeks, months or years ago, it is never too late, or less important, for you to seek help and start your healing process.

**Reporting Dating Violence, Domestic Violence, Sexual Assault, or Stalking**  
Reporting dating violence, domestic violence, sexual assault, or stalking is optional but highly encouraged. Victim/survivors have a number of different reporting options.

**Law Enforcement**  
Victims may report the crime to Purdue Police by calling or texting 911, by calling the non-emergency number at (765) 494-8221, or by going to the department at 205 S. Martin Jischke Drive, West Lafayette, IN.  
For more on what to expect while filing a crime of violence police report, visit [www.purdue.edu/titleix](http://www.purdue.edu/titleix).

Off-campus crimes may be reported to the local law enforcement agency with jurisdiction over the location where the crime occurred. Individuals may call or text 911 or call the non-emergency numbers or visit the address listed on page 2 (Quick Reference Resource Guide).
Non-Confidential Reporting Options
While reporting a crime to Law enforcement is always an option, reporting dating violence, domestic violence, sexual assault, stalking, or other crimes to non-law enforcement personnel at the University is an option as well. This will allow the University to take steps to protect the safety and well-being of all University community members, accurately document the statistic, and conduct an internal University investigation that is separate and distinct from the criminal investigation. Matters reported to the below offices will be kept as private as possible, in consideration of the victim’s wishes as well as the need to ensure the safety of all University community members. University officials will also assist you in notifying the proper law enforcement agency if so desired.

<table>
<thead>
<tr>
<th>Official</th>
<th>Address</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Dean of Students</td>
<td>Schleman Hall, 2nd Floor, 475 Stadium Ave.</td>
<td>765.494.1747</td>
</tr>
<tr>
<td>Office of the V. Pres. Human Resources</td>
<td>Kurz Purdue Technology Center,</td>
<td>765.494.7395</td>
</tr>
<tr>
<td></td>
<td>1281 Win Hentschel Blvd.</td>
<td></td>
</tr>
<tr>
<td>Office of Institutional Equity</td>
<td>Young Hall, 10th Floor, 155 South Grant St.</td>
<td>765.494.7255</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>Young Hall, 10th Floor, 155 South Grant St.</td>
<td>765.494.7255</td>
</tr>
<tr>
<td>Executive Director Univ. Residences</td>
<td>Smalley Center, Third Street</td>
<td>765.494.1000</td>
</tr>
</tbody>
</table>

Confidential Reporting Options / Pastoral and Professional Counselors
Dating Violence, Domestic Violence, Sexual Assault or Stalking and other crimes may be reported to the below offices and will remain entirely confidential. Purdue staffs from these offices are not required to report identifying information about the assault or the victim to law enforcement or other University officials, unless the victim is a minor. They may provide statistical information about the offense but will not divulge identity of the victim or others involved without permission from the victim/survivor.

Purdue does not have policies or procedures that encourage pastoral counselors and professional counselors, if and when they deem appropriate, to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. Purdue does not have policies or procedures to encourage pastoral and professional counselors who are exempt from Clery reporting requirements to report aggregate statistical information.

<table>
<thead>
<tr>
<th>Official</th>
<th>Address</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling and Psychological Services</td>
<td>601 Stadium Mall, Room 246 (PUSH)</td>
<td>765.494.6995</td>
</tr>
<tr>
<td>Purdue Student Health Center (PUSH)</td>
<td>601 Stadium Mall Drive, Main Floor</td>
<td>765.494.1700</td>
</tr>
<tr>
<td>Center for Advocacy, Response &amp; Education</td>
<td>Duhme Hall, 1st Floor</td>
<td>765.495.2273</td>
</tr>
</tbody>
</table>

What to do if you have been victimized
Get to a safe place as soon as you can. If the situation poses an immediate danger to you or anyone else, alert the police as soon as possible by calling 911. Once you are safe, contact someone you trust to be with you for support. This could be a friend, family member, a resident assistant or even a specially trained victim’s advocate.

Preservation of Evidence following an incident of dating violence, domestic violence, sexual assault, or stalking
Purdue University Police or other University entities including but not limited to the Vice President for Ethics and Compliance, Office of the Dean of Students, Human Resources, and the Center for Advocacy, Response and Education (CARE) will provide all known student or employee victims with written notification about services available both within the institution and in the community. Available services include counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and student financial aid.

Additionally, the victim/survivor will be briefed on the importance of preserving evidence that may assist with an investigation or may be helpful in obtaining a protection order. If an incident of dating violence, domestic violence, sexual assault, or stalking occurs, it is important to preserve evidence to aid in the possibility of a successful
prosecution or obtaining a protective order. Try to preserve all physical evidence even if you don’t know if you want to report the assault or press charges. Evidence may be maintained so that it will be available if you decide to move forward with criminal charges at a later point in time.

In cases of sexual assault, do not eat, drink, bathe, shower, wash your hands, use the toilet or brush your teeth. Do not change your clothes if possible, but if you need to change, put all of the clothes you were wearing in a bag and bring them with you to your medical exam. Take a minute to write down everything you remember about the assault, including a description of the assailant.

Evidence of violence, such as bruising or other visible injuries, should be documented including through photographs.

Stalking evidence including any communication, such as written notes, voice mail, social media postings, or other electronic communications should be saved without altering in any manner.

Medical Care
You should seek medical and emotional care as soon as possible, even if you don’t have any apparent injuries. The University's Center for Advocacy, Response, and Education (CARE) or the local MHA Crisis Center may provide assistance.

Emotional Support
Seek emotional support to help sort out your feelings about the assault.

Support Services
There are a number of support services and rights to which students and employees of the University are entitled in matters of dating violence, domestic violence, sexual assault, and stalking. The University provides these services whether the conduct occurred on- or off-campus and whether or not a police report is filed.

Local Crisis Services Available 24/7
There are specially trained community centers to deal with survivor/victims of dating violence, domestic violence, sexual assault, and stalking. The MHA Crisis Center can send a trained advocate to be with you at the police department or in the emergency room. At your request, they can also make the Office of the Dean of Students at Purdue aware of the situation so that they can be prepared to give you the support you need on campus. These agencies are listed on page 2 of this document (Quick Reference Resource Guide).

Protective Orders and No-Contact Directives
Protective orders, which would direct an assailant not to contact you under a court order, are available through the Tippecanoe County Courts. University officials, upon request, will provide you with assistance in navigating this process. Additionally, the University can issue no-contact directives that direct a respondent not to contact you. Contact the Title IX Coordinator, Young Hall, 10th Floor, 765-494-7255, or the Center for Advocacy, Response, and Education (CARE), Duhme Hall, 1st Floor, 765-495-CARE (2273) for these services.

Advocacy and Other Support Services
Purdue provides its students and staff with professional staff who can assist dating violence, domestic violence, sexual assault, and stalking victims with academic and advocacy/support services and the provision of interim remedial measures. These services are available whether the assault occurred on- or off-campus. Professional staff within the Center for Advocacy, Response and Education (CARE) are available to assist students with requesting the following:

- Coordination of services.
- Academic adjustments, including processing absence notifications or changing class sections.
- Housing reassignments and assistance with emergency housing needs.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
• Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the Prosecutor’s Office.
• Assistance in obtaining no-contact directives within the University.
• Assistance in obtaining a protective order through the Tippecanoe County Court system.

Medical Facilities (confidential)
There are medical facilities both on and off-campus that provide confidential medical care to victims. Contact information for some of the medical resources available to victims is listed on the Quick Reference Resource Guide on page 2 of this report.

Confidentiality
Purdue recognizes the importance of ensuring the confidentiality of victims of dating violence, domestic violence, sexual assault, and stalking and others to the greatest extent practicable.

Purdue will keep confidential any accommodations, remedial, or protective measures provided to victims to the greatest extent possible that does not otherwise prevent the University from providing such measures. Neither collected statistics nor required Clery logs will include information that may lead to the victim being publicly identified.

Campus Disciplinary Procedure (Non-Criminal Process)
Dating violence, domestic violence, sexual assault, and stalking are violations of the University's Anti-Harassment Policy, Interim or the Title IX Harassment Policy, Interim and will be addressed accordingly. These policies seeks to encourage faculty, staff, and students to report and address incidents of Harassment.

Interim Measures (Non Title-IX Harassment Matters)
The University offers a wide range of resources for students and employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation and resolution of a report of discrimination or harassment. Upon receipt of a complaint, the University may take interim measures to address concerns regarding safety and well-being and facilitate the Complainant’s continued access to University employment or education programs and activities. These measures may be both remedial (designed to address a Complainant’s safety and well-being and continued access to educational opportunities) or protective (involving action against a Respondent). Remedial and protective measures, which may be temporary or permanent, may include no-contact directives, changes in class or work schedules, academic modifications and support, changes in University-owned living arrangements, interim suspension, University-imposed leave, suspension from employment, pre-disciplinary leave (with or without pay), or any other reasonably available measures that the University deems appropriate. Interim measures are available under both Informal and Formal Resolution Processes. Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under these Procedures. The ability to impose certain protective measures against a Respondent may require that the report be resolved through the Formal Resolution Process. The University will maintain the privacy of any remedial and protective measures provided to the extent practicable and will promptly address any violation of the protective measures.

Supportive Measures (Title IX Harassment Matters)
Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the University’s education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University’s educational environment, or deter sexual harassment. Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the Parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the
University to provide Supportive Measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

**Processes**

Complaints may be resolved by either the University’s informal or formal process pursuant to the Procedures for Resolving Complaints of Discrimination and Harassment (“Procedures”) or the Procedures for Resolving Complaints of Title IX Harassment (“Title IX Procedures”). Either process will be a prompt, fair, and impartial process from the initial investigation to the final result.

**Procedures for Resolving Complaints of Discrimination and Harassment**

**The Informal Resolution Process** is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement. The Informal Resolution Process will be concluded by one of the following: (1) a decision to stop further action on the Informal Complaint, (2) a resolution of the Informal Complaint by agreement of the parties or (3) initiation of the Formal Resolution Process.

The Campus Equity Office will attempt to conclude the Informal Resolution Process within 30 days. Within 10 days following conclusion of the Informal Resolution Process, the Campus Equity Office must complete and submit a Status Report Form. A copy of the Status Report Form is to be submitted to the Vice President for Ethics and Compliance or Chancellor.

**A Formal Complaint** may be filed as the first course of action or following an Informal Complaint if there is no mutually acceptable resolution during the Informal Resolution Process. The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant.

To file a Formal Complaint, a Complainant must complete the Complaint Information Form online, in person or via electronic mail. The complaint must be dated by the Complainant and describe the alleged incident(s) with the relevant date(s), name(s) of the Respondent(s) and name(s) of witness(es). The Campus Equity Office can provide assistance in completing the Complaint Information Form.

Formal Complaints or University-Initiated Investigations in which a student or recognized student organization is named as a Respondent will be adjudicated by the Dean of Students for each campus in accordance with Sections I and J of these Procedures.

Formal Complaints or University-Initiated Investigations against employees, including faculty and staff, will be adjudicated by the appropriate Chancellor (or designee) or the Director pursuant to Sections I and J of these Procedures.

**Disciplinary Process Steps**

Generally within five days of receipt of a Formal Complaint, the Chancellor, Dean of Students or Director will assign a University Investigator to investigate the Formal Complaint. Persons eligible to serve as University Investigators shall be designated by the Vice President for Ethics and Compliance. The University Investigator must have sufficient training and/or experience to conduct a thorough and impartial investigation. In the event the Chancellor, Dean of Students or Director made a determination pursuant to section I.4 of these Procedures to dismiss the Formal Complaint, no University Investigator will be assigned and the notification as outlined below will not be sent.

The Chancellor, Dean of Students or Director will provide prompt notification, including a copy of the Formal Complaint or notice of allegations, to the Complainant, the Respondent(s), to the department head or supervisor and to the appropriate Vice President, Dean or head of other major unit. The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery. In the event the Respondent is a student or recognized student organization, the Dean of Students is the appropriate Dean. The notification to the Respondent(s) will include a copy of the Formal Complaint, or, in University-Initiated
Investigations, a statement of allegations, and a copy of or link to the relevant University Policy and these Procedures.

The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification of the Formal Complaint. Any extension of time must be approved by the Chancellor, Dean of Students or Director. In the event that an investigation is undertaken in accordance with Section I.5 of these Procedures, a copy of the Respondent(s)’s response will be provided to the Complainant.

In a University-Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigation to the greatest extent practicable.

A Complainant or impacted party who may have been subject to discrimination or harassment that forms the basis of a University-Initiated Investigation shall (1) be provided with written notice that the University has commenced a University-Initiated Investigation; (2) receive a copy of any written response submitted by the Respondent(s); (3) be afforded an opportunity to review the investigation report; (4) upon request, be afforded an opportunity to meet with the Chancellor, Dean of Students or Director and the panel in connection with the University-Initiated Investigation; (5) be provided with written notice of the determination of whether a violation of one or both of the Policies occurred and any sanction or remedial measures imposed in connection with the violation; and (6) be afforded the right to appeal such determination, sanctions or remedial measures in accordance with Section I.

Within five days following receipt of the Formal Complaint, the Chancellor, Dean of Students or Director shall make a determination as to (a) whether or not the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) whether or not the allegations set forth in the Formal Complaint, if substantiated, would constitute a violation of one or both of the Policies; and (c) whether or not there is reasonable cause to believe that the Respondent(s) has violated one or both of the Policies. If (a) the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) such allegations, if substantiated, would not constitute a violation of one or both of the Policies; or (c) there is not reasonable cause to believe that the Respondent(s) has violated one or both of the Policies, the Chancellor, Dean of Students or Director shall dismiss the Formal Complaint, and that decision shall be final. The Chancellor, Dean of Students or Director shall provide the Complainant and Respondent(s) with written notice of such dismissal.

The Chancellor, Dean of Students or Director may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the Formal Resolution Process:

- A Complainant notifies the Chancellor, Dean of Students or Director in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or
- The Respondent is no longer enrolled in or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

The Chancellor, Dean of Students or Director shall provide the Complainant and Respondent(s) with written notice of such dismissal, and that decision shall be final.

In the event that the Formal Complaint is not dismissed, a copy of the Respondent(s)’ response, if any, will be provided to the Complainant. The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information, including evidence of pattern or prior misconduct by the Respondent, credibility of the parties and witnesses, and in very limited circumstances, any prior sexual history of the Complainant with the Respondent. Both parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.
The investigation shall be completed within 45 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Chancellor, Dean of Students or Director.

Within 10 days following the conclusion of the investigation, the University Investigator will submit an investigation report to the Complainant (or impacted party in the case of a University-Initiated Investigation); the Respondent(s); and the Chancellor, Dean of Students or Director. The report will include findings based upon a preponderance of the evidence that (a) the allegations cannot be substantiated or some or all of the allegations are substantiated, (b) a statement as to whether the Formal Complaint was knowingly false or malicious, and (c) if material to the determination as to whether or not a violation of one or both of the Policies has occurred, an assessment of the credibility of the Complainant and the Respondent(s). No violation of University policy will be presumed unless a preponderance of the evidence standard supports the finding of a violation. This preponderance of the evidence standard requires that the facts and information supporting each finding are more convincing than the facts and information offered in opposition to such finding. The report will include the basis upon which the University Investigator reached their conclusions. The report also will include the University Investigator’s determination of whether a violation of one or both of the Policies has occurred. The University Investigator also will make available to the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent(s) an opportunity to review the evidence furnished in the matter.

No earlier than 10 days and no more than 15 days from receipt of the University Investigator’s report, the Chancellor, Dean of Students or Director will convene a meeting with and seek advice from a three-member panel selected by the Chancellor, Dean of Students or Director from the Advisory Committee on Equity consisting of at least one participant who is a member of the faculty and one participant who is not a member of the faculty. At least two members of the panel shall be representatives of the campus from which the Formal Complaint or University-Initiated Investigation originated. Prior to the meeting, members of the panel shall be furnished with a copy of the University Investigator’s report and copies of any complaint or response of the parties. At the meeting, the panel will be afforded the opportunity to ask questions of the University Investigator. Upon request, the Complainant and the Respondent will be afforded an opportunity to meet with the Chancellor, Dean of Students or Director and the panel to make a brief statement and to answer any questions that they may have.

Within 10 days following the meeting with the panel from the Advisory Committee on Equity, the Chancellor, Dean of Students or Director shall make a written determination whether a violation of one or both of the Policies has occurred and whether the Formal Complaint was knowingly false or malicious.

In the event the charge of discrimination and/or harassment is not substantiated following the written determination of the Chancellor, Dean of Students or Director, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

At the West Lafayette campus, sanctions will be determined by the appropriate Vice President or Dean and the Director. In the event of a disagreement between the Director and the designated Vice President or Dean, the Director will refer the disagreement to the Provost for resolution. In the case of a student or recognized student organization, sanctions will be determined and imposed by the Dean of Students.

At the Fort Wayne and Northwest campuses, sanctions will be determined and imposed by the Chancellor (or designee), except that sanctions for students and recognized student organizations will be determined and imposed by the Dean of Students.

The Chancellor, Dean of Students or Director will send the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. The determination will include the rationale, a description of the parties’ appeal rights and any changes in the outcome before it becomes final. The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction.
Sanctions will be decided on a case-by-case basis and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and may include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension or expulsion.

Except as provided herein, sanctions imposed pursuant to these Procedures may not be appealed or made the subject of a grievance under any other University policy.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Chancellor or Director shall be accepted into evidence at the faculty member’s termination hearing without the necessity of the Complainant (or impacted party in the case of a University-Initiated Investigation) testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the parties.

The Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent each have the right to appeal the decision of the Chancellor, Dean of Students or Director and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. A copy of any appeal will be furnished to the Complainant (or impacted party in the case of a University-Initiated Investigation) or the Respondent(s), as the case may be. Each party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the appeal.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all parties involved. Normally this decision will be made within 20 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University’s final action.

Possible Student Sanctions. Sanctions for violations of the Anti-Harassment Policy are listed in Regulations Governing Student Conduct and may include without limitation the following:

- Verbal or written warnings
- Expulsion
- Suspension
- Exclusion from certain locations on campus
- Exclusion from certain campus activities
- Probated Suspension
Possible Staff Sanctions. Sanctions for violations of the Anti-Harassment Policy include but are not limited to the following:

- Letter of Reprimand
- Suspension or leave of absence without pay
- Reassignment of responsibilities
- Removal of graduate faculty certification
- Denial of merit pay increase
- Demotion
- Termination

Advisor
Both a Complainant and a Respondent are entitled to an advisor or support person of their choice, and the advisor or support person may accompany the party to any meeting or proceeding under these Procedures. A Complainant may have an advisor or support person present when reporting discrimination and/or harassment or at any point in these Procedures. A Respondent also may have an advisor or support person present if and when the Respondent becomes a party to an Informal Resolution Process or a Formal Resolution Process. An advisor or support person may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process.

The University has the discretion to impose reasonable conditions upon the participation of an advisor or support person. The advisor or support person may not be a party or witness involved in the investigation.

Written Notification
Throughout the process, both the accused and the accuser will be notified in writing the result of the disciplinary proceeding, the procedures for appeal, and any changes to result and when the results are final.

Retaliation Prohibited
As outlined in the University’s Anti-Harassment Policy, retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Procedures will be subject to appropriate and prompt disciplinary or remedial action.

Procedures for Resolving Complaints of Title IX Harassment, Interim

A Formal Complaint may be filed by a Complainant by completing the Complaint Information Form online, in person or via electronic mail. A document alleging a violation of the Title IX Harassment Policy against a Respondent and seeking an investigation may be submitted to the Title IX Coordinator in person, by mail, by electronic mail, and the document will be considered a Formal Complaint. Any Complainant who does not initiate this Formal Resolution Process by filing a Complaint Information Form will be asked to do so.

The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant, in which case the Title IX Coordinator will sign a document alleging a violation of the Title IX Harassment Policy against a Respondent and initiate an investigation.
The Formal Complaint should contain the following:

- The identities of the Parties involved, if known;
- The date of the alleged incident, if known;
- The location of the alleged incident, if known; and
- A description of the conduct that is alleged to violate the Title IX Harassment Policy.

Informal Resolution Process

After the filing of a Formal Complaint and at any time before there is a determination of responsibility, either Party may submit a written request to the Title IX Coordinator or the Title IX Coordinator may offer an Informal Resolution Process. Participation in the Informal Resolution Process is voluntary. In order to participate in the Informal Resolution Process, the Parties must provide their voluntary written consent to the Informal Resolution Process, including the confidential nature of the Informal Resolution Process. A Complainant or Respondent has the right to withdraw from the Informal Resolution Process at any time and resume the process with respect to the Formal Complaint.

The Informal Resolution Process does not require an investigation or Hearing. Possible resolutions by agreement of the parties may include: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about Title IX Harassment; verbal or written reprimands; or other interventions or actions aimed at ending the Title IX Harassment, preventing its recurrence, and addressing its effects.

The Informal Resolution Process is not available in matters in which a student is a Complainant and a faculty or staff member is a Respondent.

Disciplinary Process Steps

Upon receipt of a Formal Complaint, the Title IX Coordinator must provide the following written notice to the Complainant and Respondent. The notice shall include:

- An electronic copy of the Title IX Harassment Policy and these Title IX Procedures and/or a link to the Title IX Harassment Policy and these Title IX Procedures;
- A copy of the Formal Complaint;
- The identities of the Parties involved, if known;
- The date of the alleged incident, if known;
- The location of the alleged incident, if known;
- The conduct that is alleged to violate the Title IX Harassment Policy;
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will not be made until an investigation is completed and a Hearing is held subject to any determination on appeal as provided under these Title IX Procedures;
- The Parties may have an Advisor of their choice, who may be, but is not required to be, an attorney;
- The Parties will be provided, for their inspection and review, with an electronic copy or hard copy of any evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory whether obtained from a Party or other source;
- The Title IX Harassment Policy prohibits bringing knowingly false or malicious charges and prohibits knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation. The University’s Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals provide that “dishonesty in connection with any University activity” constitutes conduct for which students may be subject to informal action or disciplinary sanctions; and
- A statement explaining that the Title IX Coordinator will review the Formal Complaint to determine if it is subject to mandatory dismissal or discretionary dismissal as described in Sections I.3 and I.4.
In cases where the Respondent is a faculty or staff member, the Title IX Coordinator will also provide prompt notification, including the items listed above, to the department head or supervisor and to the appropriate Vice President, Dean or head of another major unit.

The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery.

The Title IX Coordinator shall dismiss a Formal Complaint if, at any time during the investigation or Hearing, it is determined that the factual allegations of the Formal Complaint, if taken as true:

- Fail to constitute Title IX Harassment, or
- Occur outside the University's jurisdiction as stated in the Title IX Harassment Policy.

The Title IX Coordinator shall review a Formal Complaint filed by a Complainant to determine if the Formal Complaint is subject to mandatory dismissal as provided in this section and notify the Parties of the dismissal in writing within 14 days of the receipt of the Formal Complaint.

If the Title IX Coordinator determines that a Formal Complaint is subject to mandatory dismissal at any other point during the investigation or Hearing, the Title IX Coordinator shall notify the Parties of the dismissal in writing as soon as reasonably practicable. A mandatory dismissal does not preclude action under the University's policies on Anti-Harassment (III.C.1) or on Equal Opportunity, Equal Access and Affirmative Action (III.C.2) or the Regulations Governing Student Conduct.

A mandatory dismissal may be appealed in accordance with Section M of these Title IX Procedures.

The Title IX Coordinator may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the investigation or Hearing:

- A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or
- The Respondent is no longer enrolled in or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

The Title IX Coordinator shall provide the Complainant and Respondent(s) with written notice of the dismissal. Such a dismissal does not preclude action under the University's policies on Anti-Harassment (III.C.1) or on Equal Opportunity, Equal Access and Affirmative Action (III.C.2) or the Regulations Governing Student Conduct.

A discretionary dismissal may be appealed in accordance with Section M of these Title IX Procedures.

In the event that, following an initial assessment, the Title IX Coordinator decides that the Formal Complaint is not subject to mandatory dismissal, the Title IX Coordinator will assign a University Investigator and notify the Parties:

- The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification. Any extension of time must be approved by the Title IX Coordinator. A copy of the Respondent(s) written response will be provided to the Complainant.
- A statement that the Title IX Coordinator (or Eligible Designee) will contact the Complainant and Respondent separately to arrange individual meetings to discuss the allegation and any Informal Resolution Process for immediately resolving the dispute in a way Parties might agree upon, precluding the need for further action. The Title IX Coordinator (or Eligible Designee) shall also explain the Formal Resolution Process and answer any questions the Parties may have.
- A statement that the initial interview of the Respondent will not be scheduled until the time for the Respondent to provide a response to the Formal Complaint has expired;
- The name of the University Investigator(s) assigned to the matter;
• A statement regarding the opportunity to have an Advisor for all meetings during the investigation. Contact information for all campus student defenders groups;
• Guidance regarding Supportive Measures, if applicable; and
• A statement of the rights and resources to which Parties are entitled.

The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information. Both Parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The University Investigator shall preserve all evidence. All interviews must be recorded.

While investigating a Formal Complaint, the University must:
• Ensure that both the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the Parties;
• Provide equal opportunity for Parties to present witnesses and other inculpatory and exculpatory evidence;
• Not restrict the ability of either Party to discuss the allegations under investigation or to gather and present relevant evidence; and
• Provide to the Party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings with a Party, with sufficient time for the Party to prepare to participate.

The investigation shall be completed within 60 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Title IX Coordinator.

At least 20 days before a Hearing, the Title IX Coordinator shall ensure that Parties and their Hearing Advisor are provided with an electronic copy or hard copy of any and all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including both inculpatory and exculpatory evidence, regardless of whether any Party or the University intends to present such evidence in the Hearing. This shall include the identities of Parties and any witnesses.

Parties shall have at least 10 days to submit to the University Investigator a written response, which the University Investigator will consider prior to completing the Investigation Report. At least 10 days prior to the Hearing, the University Investigator will prepare and complete an Investigation Report that fairly summarizes the relevant evidence and submit it to the Parties and their Hearing Advisors, if any, the Title IX Coordinator, and the Hearing Officer in an electronic format or a hard copy for their review. Parties may submit a written response to the Hearing Officer at or before the Hearing.

Parties have the right to a Hearing Advisor of their choosing. The Hearing Advisor may actively participate in the Hearing.

If a Party does not have a Hearing Advisor present at the Hearing, the University will provide, without fee or charge to that Party, a Hearing Advisor of the University’s choice to conduct cross-examination on behalf of that Party. The University-provided Hearing Advisors will not be attorneys.

At least 10 days after the Investigation Report is provided, the Hearing Officer shall convene a live Hearing. The Hearing Officer will provide to the Parties and any witnesses whose participation is invited or expected written notice of the date, time and manner of the Hearing. All Parties, witnesses and other participants will appear at the live Hearing virtually, with technology enabling the Hearing Officer and participants to simultaneously see and hear the Party and witnesses answering questions. The University will create an audio or audiovisual recording or a transcript of the Hearing and make it available to Parties for inspection and review upon request.
At the hearing, each Party’s Hearing Advisor will conduct cross-examination of the other Party and any adverse witnesses. Such cross-examination must be conducted directly, orally, and in real time by the Party’s Hearing Advisor and never by a Party personally.

Before a Party or witness answers a cross-examination question, the Hearing Officer must determine whether the question is relevant and, if the Hearing Officer refuses to allow a particular question, the Hearing Officer must explain their decision to the Parties and document the reasons for refusal on the record.

Questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant’s prior sexual behavior 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.

If a Party or witness does not submit to cross-examination at the Hearing, the Hearing Officer must not rely on any statement of that Party or witness in reaching a determination regarding responsibility. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a Party’s or witness’s absence from the live Hearing or refusal to answer cross-examination or other questions.

Within 14 days following the Hearing, the Hearing Officer shall make a written determination whether a violation of the Title IX Harassment Policy has occurred and shall simultaneously send the Complainant and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. That written determination shall include:

- An identification of the section(s) of the Title IX Harassment Policy alleged to have been violated;
- A description of the procedural steps taken from the receipt of the complaint through the determination, including any notifications to Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and Hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the Title IX Harassment Policy to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;
- Any sanctions the University imposes on the Respondent;
- Any remedies provided to the Complainant designed to restore or preserve access to the University’s education program or activity;
- A determination of whether the Formal Complaint was knowingly false or malicious; and
- The University’s procedures and permissible bases for Parties to appeal.

The determination regarding responsibility becomes final either on the date that the Vice President for Ethics and Compliance provides the Parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction. In the case of a student as the Respondent, the appropriate Dean is the Dean of Students.

Sanctions will be decided on a case-by-case basis, must be reasonable and proportionate to the seriousness of the violation, and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension, degree deferral or expulsion as well as restrictions on employment and/or access to University property and related organizations.
Except as provided herein, sanctions imposed pursuant to these Title IX Procedures may not be appealed or made the subject of a grievance under any other University policy.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Hearing Officer shall be accepted into evidence at the faculty member’s termination hearing without the necessity of the Complainant testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the Parties. The Title IX Coordinator is responsible for the effective implementation of any remedies.

In the event the charge of Title IX Harassment is not substantiated following the written determination of the Hearing Officer, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

The Complainant and the Respondent each have the right to appeal any mandatory or discretionary dismissal as well as the decision of the Hearing Officer and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. The Vice President for Ethics and Compliance will notify the other Party in writing when an appeal is filed and furnish a copy of the appeal. Each Party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the appeal.

The grounds for appeals are limited to the following:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- The Title IX Coordinator, University Investigator(s), Hearing Officer, or the Vice President for Ethics and Compliance had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.
- The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all Parties involved. Normally this decision will be made within 30 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University’s final action.

Conflicts of Interest and Bias Concerns
Administrators of these Title IX Procedures may not have a conflict of interest or bias for or against a Party generally or for or against a specific Complainant or Respondent.
In the event that a Party has concerns that a University Investigator or decision maker under these Title IX Procedures cannot conduct an unbiased review or render a determination free from bias, the Party may report their concerns to the Title IX Coordinator who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns should be reported promptly. In reaching such decision, the Title IX Coordinator will consider whether a reasonable person would believe bias exists.

Advisor
Both a Complainant and a Respondent are entitled to an Advisor of their choice, and the Advisor may accompany the Party to any meeting or proceeding under these Title IX Procedures. A Complainant may have an Advisor present when reporting Title IX Harassment or at any point. An Advisor may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a Party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process, except as a Party’s Hearing Advisor. In the event that an attorney is retained to serve as a Hearing Advisor, the attorney may participate in, speak for, or stand in the place of the Complainant or the Respondent and may act as legal counsel for a Party during the Hearing.

The University has the discretion to impose reasonable conditions upon the participation of an Advisor or support person and Hearing Advisor.

Any fees and/or expenses charged by an Advisor or Hearing Advisor for services under these Title IX Procedures are the responsibility of the Party who retained the Advisor or Hearing Advisor.

Possible Student Sanctions. Sanctions for violations of the Anti-Harassment Policy are listed in Regulations Governing Student Conduct and may include without limitation the following:
- Verbal or written warnings
- Expulsion
- Suspension
- Exclusion from certain locations on campus
- Exclusion from certain campus activities
- Probated Suspension
- Probation
- No Contact Directives
- Educational Sanctions
- Community Service

Possible Staff Sanctions. Sanctions for violations of the Anti-Harassment Policy include but are not limited to the following:
- Letter of Reprimand
- Suspension or leave of absence without pay
- Reassignment of responsibilities
- Removal of graduate faculty certification
- Denial of merit pay increase
- Demotion
- Termination

Written Notifications
Throughout the process, both the accused and the accuser will be notified in writing the result of the disciplinary proceeding, the procedures for appeal, and any changes to result and when the results are final.

Retaliation Prohibited
Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, refusing to participate in any
manner in an investigation, proceeding or Hearing under these Title IX Procedures or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Title IX Procedures will be subject to appropriate and prompt disciplinary or remedial action.

Written Notifications
Purdue University provides written notification to all students and employees of existing services available for victims, both within the institution and within the Greater Lafayette community.

Several University entities including Purdue University Police Department, the Vice President for Ethics and Compliance, Office of the Dean of Students, Human Resources, and the Center for Advocacy, Response and Education (CARE) provide written notification to all student and employee dating violence, domestic violence, sexual assault, and stalking victims. The written notification describes existing counseling services, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.

Such accommodations will be provided upon request, provided that they are reasonably available, regardless of whether the victim chooses to report the crime to campus local law enforcement. Written information about the rights, options, and services available to victims of dating violence, domestic violence, sexual assault, or stalking (described above), is provided to all students and employees who report such an instance. To request changes in, or assistance with how to request changes to academic, living, transportation, and working situations or protective measures, contact one of the services listed below.

The University is committed to providing support services to University community members who experience Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence incidents. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue provides its students with professional staff who can assist students who have been subjected to Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with academic and advocacy/support services, including the following:

- Coordination of services.
- Academic adjustments, including processing absence notifications.
- Housing reassignments and assistance with emergency housing needs.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor’s office.
- Assistance in obtaining no-contact directives within the University.
- Assistance in obtaining a protective order through the local court system.

A list of counseling, advocacy and other support services for each campus is listed in Appendix A to the Procedures.

ALCOHOL AND OTHER DRUG INFORMATION

Alcoholic Beverages
Use, possession, or distribution of alcoholic beverages is strictly regulated. State law prohibits consumption or possession of alcoholic beverages by persons younger than 21 years old. The law also prohibits persons 21 or older from providing alcoholic beverages to minors. A person misrepresenting his or her age to obtain alcoholic beverages is in violation of the law.
With a few exceptions, such as family student apartments, Union Club guest rooms, resident rooms in graduate houses, and in other areas designated by the University under the supervision of the Purdue Memorial Union, possession of alcoholic beverages on the Purdue campus is prohibited. Violators of alcohol policies are subject to the provisions of applicable state and federal laws as well as University disciplinary actions.

Purdue's alcohol policy is published and distributed annually to students and employees. Purdue's Alcohol and Drug-Free Campus and Workplace Policy (Executive Memorandum No. C-44) is available at Appendix F.

Assistance for both students and employees is available through University counseling programs. Personal counseling and referral are provided for students and their spouses through Counseling and Psychological Services (CAPS) and for staff through the Employee Assistance Program (EAP).

**Drug and Crime Tip Telephone Line**
The Purdue Police Department has installed an anonymous drug and crime tip telephone line. Those who want to report any illegal drug or other criminal activity should dial (765) 496-DRUG (3784).

**Illegal Drugs**
Indiana state law and University regulations prohibit the use, possession, or distribution of controlled substances without a valid prescription. Violators of drug laws and policies are subject to the provisions of applicable state and federal laws as well as University disciplinary actions.

Purdue’s drug policy is published and distributed annually to students and employees. Purdue's Alcohol and Drug-Free Campus and Workplace Policy (Executive Memorandum No. C-44) is available at Appendix F.

Assistance for both students and employees is available through University counseling programs. Drug abuse counseling is provided by the Employee Assistance Program (EAP). Personal counseling and referral are provided for students and their spouses through Counseling and Psychological Services (CAPS).

**Educational Programming**
The University currently offers the following Alcohol and Drug educational programming:

**Boiler Gold Rush and Boiler Gold Rush International** - The Office of the Dean of Students partners with other campus offices, such as Student Success at Purdue and University Residences, to present annual trainings during Boiler Gold Rush and other orientation activities on campus safety and ways that students can prevent criminal activity and from being the victim of a crime. In addition, ODOS presents programs upon request, to individual student organizations, fraternity/sorority/cooperative houses, and international students on topics of crime prevention.

**Lunch and Learns** – A series of lunch and learn sessions were offered to faculty and staff throughout the spring semester. These scheduled sessions covered a wide variety of alcohol related topics including:

1. Mental Health - Talked about mental health and how it relates to alcohol and other drugs.
2. Behavioral Intervention Team - Conversation with faculty and staff about what the behavioral intervention team does and how they can refer students.
3. Police Response - Conversation about what the police see with alcohol, other drugs, and mental health issues – scope of the problem, and how the police respond.
4. Student Panel - Student panel communicated their perception of the alcohol environment on campus and what they need from faculty and staff to be safe.

**Campus Community Bar Retail Coalition** meeting - Held during a scheduled meeting in April with members of the community, bar owners, package stores, police departments, Purdue staff and students this discussion focused on how to be safe before Grand Prix weekend. Bar and shop owners were told how to avoid potential law violations and ways to help ensure students did not also violate drinking laws during Grand Prix.
**Alcohol Education Presentations** – These presentations were offered to students upon request. Given to organizations who has violated alcohol policy, the presentations discussed ways the organization can work to correct such behavior. The presentation allowed organizations to critically reflect on ways they could make their group safer concerning alcohol and parties. Alcohol safety and preventative measures were discussed. Seven such presentations were given to six different organizations.

**United Educators Online Alcohol Education Course** – An online program was offered to students during the fall of 2015 from which students learned alcohol facts concerning BAC, dangers of high risk drinking, and possible alternative healthy drinking behaviors.

**Community Standards Panel** – This yearly scheduled event open to students, faculty and staff is part of a panel discussion on steps to take to stay safe during Grand Prix Weekend. Students were informed on safety procedures and policies. They were able to ask questions concerning policy and alcohol use to ensure proper alcohol use during the event.

A description of any drug or alcohol education programs as required in the **Drug Free Schools and Communities Act of 1989. [Section 120(a) through (d) of the HEA]**

The Office of the Dean of Students partners with a variety of campus offices to present preventative alcohol and drug education programs as outlined in our Biennial Review: https://www.purdue.edu/hr/workpurdue/supportingDocs/drugAlcoholInformation.pdf?utm_source=delivra&utm_medium=email&utm_campaign=2020-21%20Drug%20and%20Alcohol%20email&utm_id=40270801&utm_term=2020-21%20Alcohol+and+Drug+information+document

**Student organization officers and advisors** attend a mandatory orientation each where alcohol issues and policies are addressed.

**Drug Awareness Programs in University Residences:** Require all University Residence facilities to provide a Drug and Alcohol education program during the first six weeks of the fall semester.

**Counseling and Psych Services Programming:** Alcohol and other drug abuse presentations are provided upon request throughout the campus community by CAPS staff members. In addition, CAPS staff members teach “Life Skills” courses each fall semester and “Leadership Academy” courses each spring semester to first-year student athletes. These courses include some curriculum focused upon alcohol and other drug concerns.

**John R. Wooden Leadership Institute** for student athletes includes topics of drugs, spice, alcohol, sexual assault and bystander intervention in monthly meetings during the academic calendar.

**Athletic training staff and coaches** discuss alcohol and drugs with every team prior to their respective season. Athletes in each sport are subject to random drug testing.

**Bystander Intervention program:** Common goals of bystander programs are to develop ways to increase awareness of sexual assault, hazing, and alcohol abuse such as learning to make observations and recognizing warning behaviors that may require intervention; teach the appropriate skills to intervene safely and effectively, in both direct and indirect ways.

**Choices™:** University Residences provides a 90-minute alcohol awareness program called Choices™ presented to students who have been sanctioned for violation of University Residences’ alcohol policy. The program includes strategies to minimize and reduce the risk of harm associated with alcohol use. This course is offered as needed.

**Alcohol program:** This program is an informational discussion about alcohol consumption, laws regarding alcohol use and possession and the effects and dangers of alcohol abuse.
**Alcohol Awareness Program**: This educational program includes special presentations regarding the dangers of alcohol consumption and true experience from the officer's point of view.

**Drug Recognition and Identification**: This program provides education on a wide variety of drug related topics. The material is presented in a discussion format that is guided mostly by the interests of the students. Information on how to identify an individual under the intoxicating effects of drugs as well as how to identify specific drugs themselves is provided.

**Purdue Amnesty Policy Training**: This program provides education regarding the Purdue Cares Policy, as well as the Indiana Lifeline Law. Both the law and the policy provide different levels of protection to an individual if medical attention is needed in a situation where alcohol has been consumed. This program is presented in partnership with the Office of the Dean of Students.

**Risk Management and Greek Life**: This program covers safe practices during organized social events, personal responsibility and safety, illegal drug and alcohol use and the Purdue Amnesty policy. This program is presented in partnership with the Office of the Dean of Students.

**EMERGENCY PREPAREDNESS**

[www.purdue.edu/ehps/emergency_preparedness](http://www.purdue.edu/ehps/emergency_preparedness)

The Campus Emergency Preparedness and Planning Office is responsible for the emergency preparedness and planning activities on the Purdue University campus. The Emergency Preparedness Office collaborates with the University police, fire, and other departments in developing the University Integrated Emergency Management Plan. Our goal is to provide a means to utilize all available resources to **PREPARE** for potential emergencies or disasters whenever possible and deal efficiently with the effects of inevitable events, **RESPOND** to save lives and protect property, and promote a means to **RECOVER** mission-critical business and academic operations.

Purdue University has adopted the National Incident Management System (NIMS), which is a comprehensive, national approach to incident management that is applicable to all jurisdictional levels and across functional disciplines. A key part of NIMS is the Incident Command System (ICS). ICS is a field emergency management system designed for all hazards and levels of emergency response. It provides the framework for Purdue University first responders to react to any incident or major event. Purdue police and fire department personnel meet all ICS training requirements.

**Purdue's Integrated Emergency Management Plan (IEMP)**

The IEMP is the focal point for University planning and preparedness. It provides details for individual awareness and recommended response procedures in case of an emergency. The following plans and procedures are a part of the IEMP and are critical for individual preparedness and should be reviewed each semester. They can be located at [http://www.purdue.edu/ehps/emergency_preparedness/](http://www.purdue.edu/ehps/emergency_preparedness/).

**Emergency Procedures Guide**

The guide provides basic “how to” information to help the campus community respond to emergencies. While it is impossible to produce a document that is all-inclusive, this publication addresses the most common emergencies and those that are most likely to occur in the future. Appendix H contains Purdue’s Emergency Procedures Quick Reference Guide.

**ANNUAL EMERGENCY RESPONSE AND EVACUATION PROCEDURES TESTS**

Purdue University tested its emergency preparedness by conducting several tabletop exercises. After exercise completion, an AAR was conducted for each exercise. All exercises were announced.
Senior Leadership Crisis Communication Tabletop Exercises: February 7th, March 6th, April 4th, May 2nd, September 5th, October 3rd, November 13th, and December 11th, 2019. The tabletop exercises provided general training on crisis communication and response protocols to various emergency incidents.

Campus Wide Voluntary Tornado Drill: March 19, 2019. The exercise allowed University departments and the public an opportunity to practice their shelter procedures in response to a simulated tornado warning.

Reactor Functional Exercise: April 23, 2019. University public safety agencies and local hospital personnel practiced their roles and/or responses to a possible reactor incident.

Fall Football Tabletop Exercise: August 5, 2019. The tabletop exercise provided general training on public safety capabilities and response protocols to severe weather during spring sports events.


Campus Wide Great Central US Shake Out Drill: October 18, 2019. The exercise allowed University departments and the public an opportunity to practice their earthquake procedures.

Building Emergency Plan (BEP)
The BEP is designed to provide students, faculty, staff, and visitors basic emergency information, including specific “shelter in place” locations and building evacuation procedures for natural and human-caused events (“shelter in place” simply means seeking shelter inside a building or University residence). All buildings are required to have an emergency plan. See the Emergency Preparedness website (http://www.purdue.edu/ehps/emergency_preparedness/emergency/building-plan.html) for the specific Building Emergency Plan or contact the Building Deputy for assistance.

Tornadoes
A tornado watch is issued when conditions are favorable for tornado formation. A tornado warning is issued when a tornado has been detected and may be approaching. In this locality, a continuous siren signal lasting approximately three minutes signifies a tornado warning. Tornado warnings are broadcast by the All-Hazards Outdoor Emergency Warning sirens, University television system, NOAA weather radios, WBAA radio, and by local commercial radio and television stations. When you hear a tornado warning, you should take shelter immediately in the nearest facility (preferably in a reinforced concrete building (like most buildings on campus) and proceed to the lowest level of the building away from windows and doors. If possible, avoid auditoriums, gymnasiums, and other areas with wide-span roofs. Be prepared to kneel and cover your head. If you are in a building with no basement, get under heavy furniture near the center of the facility. Do not remain in a trailer or mobile home. If you are outdoors, lie flat in the nearest depression, ditch, or ravine. Remain in the sheltered area until the all-clear signal is given via radio or television or the expiration of the original tornado warning.

National Weather Service StormReady Designation
Purdue University is the first public university in Indiana to receive StormReady designation. StormReady is a grassroots program sponsored by NOAA’s National Weather Service that focuses on improving communication and severe weather preparedness in communities and universities. It helps community leaders and emergency managers strengthen local hazard mitigation and emergency response plans. Purdue partnered with Tippecanoe County Emergency Management Agency and incorporated the following processes into the University’s IEMP:

- Establish a 24-hour Warning Point and Emergency Operations Center
- Establish multiple ways to receive severe weather warnings and forecasts and to alert the public
- Seven Outdoor All-Hazards Sirens
- Weather radios distributed to most buildings on campus
- Boiler TV Emergency Alerting System
- Other Internet, radio, TV alerts
Provides severe weather seminars and presentations that promote the importance of public readiness and awareness

Emergency Building Evacuation for Persons with Disabilities or persons requesting additional assistance

Persons with Disabilities or persons requesting additional assistance may Contact the Purdue Fire Department for arrangements or questions at (765) 494-6919 should an emergency arise.

In the event of an emergency that may require the evacuation of a campus building, the following procedures are recommended:

- If you are able evacuate, please do so at that time. Remember to use the stairs if able. Never use the elevator during a fire alarm.
- If not, “shelter in place” in an area with no immediate hazards and telephone 911. Advise the police dispatcher of your location. The use of 911 routinely identifies your location if you are calling from a Purdue University land-line phone. Even if you are unable to speak, the dispatcher will automatically surmise that you may be in trouble and will respond accordingly.
- If you are unable to call 911, advise others around you of your location and have them inform emergency personnel.
- If you are in no immediate danger, remain where you are and wait for emergency personnel to arrive.
- If you are in immediate danger, move to an area where you can “shelter in place” (recommended areas such as a room with an outside window or a room with a sprinkler system, if available).
- You are also encouraged to carry a sounding device (like a small whistle), flashlight, and cell phone to alert emergency personnel of your location.
- Having a plan for evacuation assistance and practicing it may save your life. It is best to pre-plan for such an eventuality. Arrangements can be made to reasonably assure that assistance is provided to anyone who requires it.

FIRE SAFETY REPORT

General Statement
The Higher Education Opportunity Act (Public Law 110-315) became law in August 2008. It requires all United States academic institutions that maintain on-campus housing facilities to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related on-campus statistics. Beginning October 1, 2010 it became a Clery Act obligation as well.

The following is the Purdue University Fire Safety Report for calendar year 2019. This report is prepared in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act). This report includes the disclosure of certain university fire safety-related policies and procedures, as well as three years of fire statistics. The Clery Act requires the disclosure of statistics for reporting fires in on-campus student housing facilities.

Purdue University has a professional fire department dedicated to providing fire, rescue and emergency medical services 24 hours a day, seven days a week. Also incorporated within the Fire Department is the Fire Prevention Division whose key role is performing fire & life safety inspections as well as providing public education campus wide. Purdue University has more than 13,000 fulltime students in on-campus housing per semester.

Fire Safety Improvements and Upgrades
Future improvements to fire safety include a planned replacement of the fire alarm system at Cary Quad South and the final phases of the Hillenbrand Hall fire alarm replacement project.

Evacuation
Evacuation route maps are posted in each resident room showing the closest egress route and the assembly area outside. In addition, each residential community has a building emergency plan outlining evacuation procedures and
shelter locations. The building emergency plan is available from the facility manager or on-line from the emergency preparedness website http://www.purdue.edu/emergency_preparedness/.

Students who fail to leave the building during a fire alarm activation or fire drill may be disciplined by the Office of Residence Life.

Emergency Evacuation

General Evacuation Procedures—If you hear the fire alarm or are instructed to leave the building:

- You must immediately obey evacuation alarms and orders. Tell others to evacuate.
- No one may remain inside a building when an evacuation is in progress.
- Classes in session must cease and immediately evacuate the building.
- If involved with hazardous research or doing a dangerous procedure, immediately shut down operations that could create additional hazards if left unattended. Evacuate as soon as possible.
- When you evacuate, take keys, coat, purse and any other critical personal items with you to the Evacuation/Emergency Assembly Area (EAA). **REMEMBER, IN CASE OF A FIRE, IT IS IMPORTANT NOT TO DELAY EVACUATION.**
- Close doors as rooms are vacated.
- Assist those who need help, but do not put yourself at risk attempting to rescue trapped or injured victims.
- Note location of trapped and injured victims and notify emergency responders.
- Walk calmly but quickly to the nearest emergency exit.
- **Use stairways only. Do not use elevators.**
- Keep to the right side of corridors and stairwells as you exit.
- Remain in EAA until roll is taken and instructions are given.
- Do not reenter the building until authorized fire or police department personnel give the "All Clear" instruction.

Fire Life Safety Education
The Purdue Fire Department provides fire safety education and training to Resident Assistants prior to the start of academic year. Fire safety education and training includes items listed in the Student Housing Policies, fire evacuation procedures during an active fire alarm, fire evacuation routes and knowing two ways to exits from individual rooms. Each Resident Assistant meets with the residents of their assigned floor during move in and discusses fire safety, fire alarms, and evacuation routes.

Employee training is presented during the New Employee Orientation program. Employees in Resident Halls participate in fire drills. Further fire safety education is available upon request.

Student Housing Policies
Electrical appliances, such as electric blankets / bed warmers, irons, sun lamps, halogen lights, soldering equipment, portable space heaters, cooking equipment / grills are not permissible in student rooms.

No open flame devices, such as candles and incense, are allowed in any student room or building. Purdue University prohibits smoking in any of the residence halls. Smoking is permitted only in designated outdoor smoking areas.

If these prohibited items are discovered by building staff, then that is reported to Residential Life staff.

Fire/Life Safety Inspections
During the academic semester university, residence staff personnel conduct periodic safety inspections of university residences. Students are notified of all upcoming inspections and are urged to participate. Additionally, the Purdue University Fire Department conducts fire and life safety inspections of all residential facilities annually.
During the inspection if a violation is found, the student(s) will receive a letter indicating what the violation was, and will be expected to meet compliance. If the violations have not been corrected after an unannounced re-inspection, the occupant(s) will be subject to disciplinary action.

Some common violations are as follows:

- Extension cords and multi-tap electric units without a breaker
- Items stored closer than 18 inches from a sprinkler head
- Blocking of electrical panels
- Blocking of egress (exit) pathways
- Evidence of burning of candles, incense, or tobacco products
- Evidence of cooking; or cooking appliances, even if unused
- Evidence of a heavy load of combustibles in a room, on the walls, or ceiling
- Covering a door with paper or other combustible material
- Use of electrical wiring, devices, appliances which are modified or damaged
- Use of portable heater
- Tampering with smoke detector, including removing the battery
- Use of halogen lamp/lighting
- Unsafe lofting or raising of beds, including beds with no guardrails
- Strings of lights, twinkle lights, holiday lights
- Any other situation deemed unsafe by the staff inspector

Reporting a Fire
If a fire occurs in a building owned or leased by Purdue University for campus housing, community members should alert others in the immediate area as they evacuate. Call 911 from a safe location once you have exited the building. If the fire event is no longer a danger, they should contact the Residential Life staff to report the incident to the Purdue University Fire Department for a potential investigation and inclusion of the fire in the Annual Fire Safety Report.

False reporting of an emergency is unlawful. We prohibit unauthorized use of or tampering with emergency or safety equipment. Interference with and/or non-adherence to emergency evacuation procedures is unlawful. Blocking open any fire door, locked door, or passing through any door where security alarms are set is prohibited. Tampering with emergency equipment and/or safety equipment can result in university disciplinary sanctions and or arrest.

Fire Statistics Definitions
Fire - Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire drill – A supervised practice of a mandatory evacuation of a building for a fire.

Fire-related injury- Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term person may include students, faculty, staff, visitors, firefighters, or any other individuals.

Fire-related death – Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire, or deaths that occur within 1 year of injuries sustained as a result of the fire.

Fire safety system - Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire including: Sprinkler or other fire extinguishing systems, Fire detection devices, standalone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights, smoke-control and reduction mechanisms, and fire doors and walls that reduce the spread of a fire.
**Value of Property Damage** - The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity, including: contents damaged by fire, related damages caused by smoke, water, and overhaul; however, it does not include indirect loss, such as business interruption.

**Fire Log**
A Fire Log kept at the Purdue University Fire Department is open to the public during normal business hours. The Log reflects any fire that occurred in an on-campus student housing facility and includes information such as the nature, date, time and general location of each fire for the most recent 60-day period. The Fire Log entry, or an addition to an entry, shall be made within two business days of the receipt of information. Any portion of the log older than 60 days will be made available within two business days of a request for public inspection.

### STATISTICS AND INFORMATION REGARDING FIRES IN PURDUE UNIVERSITY RESIDENTIAL HALLS

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**Purdue Village Apartments**

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Contacts

Senior Director, Environmental Health and Public Safety
Senior Director, Environmental Health and Public Safety 765-494-7504 ehps@purdue.edu

Request a Copy of a Campus Annual Security Report

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<tr>
<th>Title/Office</th>
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<td>Hammond Campus Police Department</td>
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Statement of Policy

Purdue University strives to provide a safe and secure Campus environment to students, faculty, staff and visitors. To promote the safety and security of our University community, the University has developed and supports numerous programs and activities relating to crime awareness, crime education and crime prevention. Additionally, the University’s policies and procedures prohibit violence in the workplace (policy IV.A.3, Violent Behavior), drugs and alcohol in the workplace and on Campus (Executive Memorandum No. C-44, Alcohol- and Drug-Free Campus and Workplace Policy), and possessing or storing firearms or other weapons in University facilities (policy IV.B.1, Regulations Governing the Use and Assignment of University Facilities). The University also maintains a professionally trained police force at each of its Campuses. In addition to its academic programs offered at Purdue’s Campuses, the University offers organized programs of study at several other locations. Each of these Separate Campuses has a memorandum of understanding with the local police department.

Based upon the University’s commitment to providing students, faculty, staff and visitors with a safe and secure Campus environment and its obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the Higher Education Opportunity Act, the senior director of environmental health and public safety at the West Lafayette Campus, the vice chancellors responsible for Campus security at the Regional Campuses and the directors of the...
University's Separate Campuses are charged with the responsibilities of developing, disseminating, administering and updating procedures to comply with the Clery Act and the Higher Education Opportunity Act. These procedures are set forth in the University's Operating Procedures for Gathering and Reporting Crime Statistics.

Reason for this Policy
To make Campuses safer by ensuring that students, prospective students, employees, prospective employees and visitors are informed about Campus safety and security. To comply with federal laws regarding Campus safety, including the Clery Act and the Higher Education Opportunity Act.

Individuals and Entities Affected by this Policy
- All University community members
- Prospective Students
- Prospective Employees

Exclusions
There are no exclusions to this policy.

Responsibilities

Office of the Vice President for Ethics and Compliance (VPEC)
- Provide guidance for the development, dissemination, administration and update of procedures to comply with the Clery Act and the Higher Education Opportunity Act.
- Identify and train Campus Security Authorities annually.
- Maintain a database of current Campus Security Authorities.

Senior Director, Environmental Health and Public Safety (West Lafayette), Vice Chancellors Responsible for Campus Security (Regional Campuses) and Directors of Separate Campuses
- Develop, disseminate, administer and update procedures to comply with the Clery Act and the Higher Education Opportunity Act in consultation with the Office of the VPEC.
- Distribute the Annual Security and Fire Safety Report as outlined in section I of the Operating Procedures.
- Make an annual security report to the U.S. Secretary of Education as outlined in section III of the Operating Procedures.
- In consultation with University Police, make emergency notifications and timely warnings as necessary.
- In consultation with University Police and, on the West Lafayette Campus, the Purdue Fire Department, conduct regular Tests to assess and evaluate emergency plans and capabilities.

University Police
- Record and gather crime statistics that must be reported in the Annual Security and Fire Safety Report.
- Prepare, publish and disseminate the Annual Security and Fire Safety Report as outlined in section I of the Operating Procedures.
- In consultation with the senior director, environmental health and public safety (West Lafayette), vice chancellors responsible for Campus security (Regional Campuses), and directors of Separate Campuses, make emergency notifications and timely warnings as necessary.
- Prepare and maintain a daily crime log and make the crime log available to the public.

Purdue Fire Department (West Lafayette) and University Police Chiefs (Regional Campuses) and Directors of Separate Campuses
- Gather fire safety statistics that must be reported in the Annual Security and Fire Safety Report.
- Prepare and maintain a daily fire log and make the fire log available to the public.
Appendix A

Definitions
All defined terms are capitalized throughout the document. Additional defined terms may be found in the central Policy Glossary. Some terms may only be used in the associated Operating Procedures for Gathering and Reporting Crime Statistics.

Campus
Any building or property owned or controlled by the University within the same reasonably contiguous geographic area of the University and used by the University in direct support of, or in a manner related to, the University's educational purposes, including residence halls; and property within the same reasonably contiguous geographic area of the University that is owned by the University but controlled by another person, is used by students and supports institutional purposes (such as a food or other retail vendor).

Campus Security Authority
A Campus law enforcement unit; any individual or individuals who have responsibility for campus security but who do not constitute a University Police department or a Campus security department; any individual or organization specified in the University's statement of Campus security policy as the individual or organization to whom students and employees should report criminal offenses; and an official of the University, who has significant responsibility for student and Campus activities, but does not have significant counseling responsibilities.

Drug-related Violations
Violations of Indiana and local laws relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadones); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Fire-related Death
Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause, while involved in fire control, attempting rescue or escaping from the dangers of a fire; or any instance in which a person dies within one year of injuries sustained as a result of a fire. The term "person" may include students, employees, visitors, firefighters or any other individuals.

Fire-related Injury
Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue or escaping from the dangers of the fire. The term "person" may include students, employees, visitors, firefighters or any other individuals.

Liquor Law Violations
The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing or possession of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not considered Liquor Law Violations under this policy.)

Non-Campus Building or Property
Any building or property owned or controlled by the University that is used in direct support of, or in relation to, the University's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the University; and any building or property owned or controlled by a student organization recognized by the University.

Prospective Employee
An individual who has contacted the University for the purpose of requesting information concerning employment with that institution.

Prospective Student
An individual who has contacted the University requesting information concerning admission to that institution.
Public Property
All public property that is within the same reasonably contiguous geographic area of the University, such as a sidewalk, a street, other thoroughfare or parking facility, or is adjacent to a facility owned or controlled by the University if the facility is used by the University in direct support of, or in a manner related to, the University's educational purposes.

Separate Campus
A facility that is owned or controlled by the University, but is not reasonably contiguous with the main campus, has an organized program of students and has at least one administrator.

Test
Regularly scheduled drills, exercises and appropriate follow-through activities designed for assessment and evaluation of emergency plans and capabilities.

Weapons Possession
The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Related Documents, Forms and Tools

Policies
- Alcohol- and Drug-Free Campus and Workplace Policy (Executive Memorandum C-44): www.purdue.edu/policies/facilities-safety/c-44.html

Purdue University West Lafayette Fire Department: www.purdue.edu/fire/

Website Address for this Policy
www.purdue.edu/policies/facilities-safety/iva2.html

History and Updates
August 23, 2017: Contacts section updated; added the word “security” in references to the “annual security report.”

January 29, 2015: Policy revised to comply with changes in federal legislation. Updates to the policy include 1) a definition for Separate Campus, 2) responsibilities for directors of Separate Campuses, 3) stated responsibilities for conducting Tests and issuing emergency notifications and timely warnings, 4) responsibilities for the Office of the VPEC and 5) the conversion of the policy to the current template, which separates the procedures from the policy.

November 18, 2011: Policy number changed to IV.A.2 (formerly I.2.2) and website address updated. Links to other policies also updated throughout.


Appendix
There are no appendices to this policy.
Operating Procedures for Gathering and Reporting Crime Statistics

These procedures supplement the policy on Campus Security and Crime Statistics (IV.A.2). Please refer to the policy for contact information and applicable definitions.

Effective date: January 29, 2015

I. Annual Security and Fire Safety Report

A. Current Students and Employees: The senior director of environmental health and public safety (West Lafayette), the vice chancellors responsible for security (Regional Campuses) and the directors of the University’s Separate Campuses, or their designees, will distribute, by October 1 of each year, an Annual Security and Fire Safety Report to all current students and employees of their respective Campuses. The report will be distributed to each individual by U.S. mail, Campus mail, electronic mail or through publications provided directly to each individual.

B. Prospective Students and Employees: Notice of the Annual Security and Fire Safety Report’s availability, including a description of the report’s contents, and the opportunity to request a copy of the report will be provided to Prospective Students and Employees. The report will be provided upon request to all Prospective Students and Prospective Employees.

C. Contents of the Annual Security and Fire Safety Report: The Annual Security and Fire Safety Report will contain at least the following information regarding each Campus’s security and fire policies and statistics:

1. Campus Policies Regarding Criminal Actions and Emergencies: A statement of current Campus policies regarding procedures and facilities for students and others to report criminal actions or other emergencies occurring on Campus and policies concerning the Campus’s response to such reports, including:
   a. Policies for making timely warning reports to members of the Campus community regarding the occurrence of crimes described in paragraph I.C.13 below;
   b. Policies for preparing the annual disclosure of crime statistics;
   c. A list of the titles of each person or organization to whom students and employees should report the criminal offenses described in paragraph I.C.13 below for the purpose of making timely warning reports and the annual statistical disclosure; and
   d. A disclosure of whether the University has any policies or procedures that allow victims or witnesses to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics, and, if so, a description of those policies and procedures.

2. Campus Security and Access Policies: A statement of current policies concerning security and access to Campus facilities, including Campus residences, and security considerations used in the maintenance of Campus facilities.

3. Campus Policies Concerning Law Enforcement: A statement of current policies concerning Campus law enforcement, including:
   a. The enforcement authority of University Police, including their working relationship with Indiana and local police agencies and their authority to make lawful arrests;
   b. Policies that encourage accurate and prompt reporting of all crimes to the University Police and appropriate police agencies; and
   c. Procedures, if any, that encourage professional and/or pastoral counselors, if and when they deem it appropriate, to inform the individuals they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

4. Security Programs Offered to Students and Employees: A description of the type and frequency of 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.

5. Crime Prevention Programs: A description of programs designed to inform students and employees about the prevention of crimes.

6. Monitoring Criminal Activity at Off-Campus Student Organizations: A statement of policy concerning the monitoring and recording through local police agencies of criminal activity at off-Campus student organizations that are recognized by the University and that are engaged in by students attending the University, including those student organizations with Non-Campus Buildings or Property.

7. Alcohol and Drug Policies: A statement of policy regarding:
   a. The possession, use and sale of alcoholic beverages and enforcement of Indiana underage drinking laws
b. The possession, use and sale of illegal drugs and enforcement of Federal and Indiana drug laws; 
c. A description of any drug or alcohol abuse education programs as required under 20 U.S.C.145g; and 
d. A description of the University's Alcohol- and Drug-Free Campus and Workplace Policy.

8. Dating Violence, Domestic Violence, Sexual Assault and Stalking Programs and Procedures: A statement of policy regarding Campus dating violence, domestic violence, sexual assault and stalking programs designed to prevent such acts, including:
   a. A description of primary prevention and awareness programs for all incoming students and new employees, which must include:
      i. A statement that the University prohibits the crimes of dating violence, domestic violence, sexual assault and stalking;
      ii. The definition of “dating violence,” “domestic violence,” “sexual assault” and “stalking” in the state of Indiana;
      iii. A statement that Indiana law does not define “consent” in reference to sexual activity;
      iv. A description of safe and positive options for bystander intervention;
      v. Information on risk reduction;
      vi. Procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred (and information outlined in section I.C.8.b below);
      vii. Information about how the University will protect the confidentiality of victims and other necessary parties;
      viii. A statement that the University will provide an individual who reports that s/he has been the victim of dating violence, domestic violence, sexual assault or stalking, regardless of location, a written explanation of the individual’s rights and options; and
      ix. A description of the procedures for University disciplinary action in cases of alleged dating violence, domestic violence, sexual assault and stalking.
   b. Procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred, including written information about:
      i. The importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order
      ii. How and to whom the alleged offense should be reported;
      iii. Options about the involvement of law enforcement and Campus authorities, including notification of the victim's option to:
         I. Notify proper law enforcement authorities, including University Police and local police;
         II. Be assisted by Campus authorities in notifying law enforcement authorities if the victim so chooses; and
         III. Decline to notify such authorities.
      iv. The rights of victims for orders of protection issued by a criminal or civil court and the University's responsibilities for orders of no-contact directives issued by the University.
   c. Information about how the University will protect the confidentiality of victims and other necessary parties, including how the University will:
      i. Complete publicly available recordkeeping, for purposes of Clery Act reporting and disclosure, without the inclusion of identifying information about the victim; and
      ii. Maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the University to provide such accommodations or protective measures.
   d. A statement that the University will provide written notification to students and employees about existing on and off-Campus counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available for victims of dating violence, domestic violence, sexual assault or stalking.
   e. A statement that the University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations. The University must make such accommodations requested by the victim if they are reasonably available, regardless of whether the victim chooses to report the crime to University Police or local law enforcement.
f. Procedures for Campus disciplinary action in cases of alleged dating violence, domestic violence, sexual assault and stalking, which must include:

i. A description of each type of disciplinary proceeding used by the University; the steps, anticipated timelines and decision-making process for each type of disciplinary proceeding; and how the University determines which type of proceeding to use based on the circumstances of an allegation of dating violence, domestic violence, sexual assault or stalking;

ii. A description of the standard of evidence that is used in disciplinary proceedings involving allegations of dating violence, domestic violence, sexual assault or stalking;

iii. A list of all possible sanctions the University may impose following the results of a disciplinary proceeding for allegations of dating violence, domestic violence, sexual assault or stalking;

iv. A description of the range of protective measures that the University may offer following an allegation of dating violence, domestic violence, sexual assault or stalking;

v. A statement that disciplinary proceedings will:

   I. Include a prompt, fair and impartial process from the initial investigation to the final result

   II. Be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;

   III. Provide the complainant and respondent with the same opportunities to have others present during any disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice;

   IV. Not limit the choice of advisor or presence for either the complainant or respondent in any meeting or disciplinary proceeding; however, the University may establish restrictions regarding the extent to which the advisor may participate in proceedings provided that such restrictions apply equally to both parties; and

   V. Require simultaneous notification, in writing, to both the complainant and the respondent of:

      I. The result of any disciplinary proceeding arising from an allegation of dating violence, domestic violence, sexual assault or stalking;

      II. The University's procedures for the complainant and respondent to appeal the result of the disciplinary proceeding, if appeals are provided;

      III. Any change to the result; and

      IV. When such results become final.

9. Sex and Violent Offender Registry: A statement advising the Campus community of the availability and location of the Indiana Sheriff’s Sex and Violent Offender Registry.

10. Emergency Response and Evacuation Procedures: A statement of policy regarding emergency response and evacuation procedures. This statement must include:

a. The procedures the University will use to immediately notify the Campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on Campus;

b. A description of the process the University will use to:

   i. Confirm that there is a significant emergency or dangerous situation on Campus

   ii. Determine the appropriate segment or segments of the Campus community to receive a notification;

   iii. Determine the content of the notification; and

   iv. Initiate the notification system.

c. A statement that the University will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency;

d. A list of the titles of each person(s) or organization(s) responsible for carrying out the actions described in paragraph 10.b above;

e. The University's procedures for disseminating emergency information to the larger community; and
f. The University’s procedures to Test the emergency response and evacuation procedures on at least an annual basis, including:
   i. Tests that may be announced or unannounced;
   ii. Publicizing its emergency response and evacuation procedures in conjunction with at least one Test per calendar year; and
   iii. Documenting, for each Test, a description of the exercise, the date, time and whether it was announced or unannounced.

11. Timely Warning Procedures: A statement of the University’s timely warning procedures, including:
   a. The circumstances for which a warning will be issued;
   b. The individual or office responsible for issuing the warning; and
   c. The manner in which the warning will be disseminated.

See section II below.

12. Missing Student Notification Policies and Procedures: A statement of policy regarding missing student notification procedures for students who reside in Campus student housing facilities. This statement must:
   a. Indicate a list of titles of each person or organization to which students, employees, or other individuals should report that a student has been missing for 24 hours;
   b. Require that any missing student report must be referred immediately to the University Police;
   c. Provide that each student living in a Campus student housing facility may identify a contact person(s) whom the University will notify if the student is determined missing by the University Police;
   d. Advise students that their contact information will be registered confidentially, that this information will be accessible only to authorized University officials, and that it may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation;
   e. Advise students that if they are under 18 years of age and not emancipated, the University must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to any additional contact person designated by the student; and
   f. Advise students that unless a local law enforcement agency was the entity that made the determination that a student is missing, the University will notify the local law enforcement agency within 24 hours of the determination that the student is missing.

13. Crime Statistics: Each Annual Security and Fire Safety Report will include crime statistics for the most recent calendar year and the two immediately preceding calendar years.

The University must report statistics for which data are available concerning the occurrence on Campus, in or on Non-Campus Buildings or Property, and on Public Property of the following criminal offenses reported to University Police, Campus Security Authorities, or relevant local police agencies:
   a. Criminal homicide: murder, non-negligent and negligent manslaughter;
   b. Sex offenses;
   c. Robbery;
   d. Aggravated assault;
   e. Burglary;
   f. Motor vehicle theft;
   g. Arson;
   h. Dating Violence;
   i. Domestic Violence;
   j. Stalking;
   k. Arrests or persons referred for Campus disciplinary action for Liquor Law Violations, Drug-related Violations and Weapons Possession;
   l. The crimes (a) through (g) above, in which the evidence suggests the victim was intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, disability, gender identity or national origin of the victim that was reported to University Police or local police agencies;
   m. The crimes of larceny-theft, simple assault, intimidation and destruction/damage/vandalism of property in which the evidence suggests the victim was intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, disability, gender identity or national origin of the victim; and
n. Crimes involving bodily injury to any person in which the evidence suggests the victim was intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, disability, gender identity or national origin of the victim.

The crimes described in paragraphs (l), (m) and (n) above will be reported by category of prejudice.

14. The statistics in this section will be reported according to the location of the crime as follows:
   a. On Campus,
   b. In or on a Non-Campus Building or Property,
   c. On Public Property, and
d. In dormitories or other residential facilities for students on Campus.

15. The statistics in this section will be reported for the calendar year in which the crime was reported to a Campus Security Authority, except for reports of Stalking.
   a. Reports of Stalking will be reported for the calendar year in which they were first reported to a Campus Security Authority.
   b. If a Stalking course of conduct continues in a subsequent year, it must also be recorded in the subsequent year.
c. Finally, if Stalking behavior occurs after an official intervention or warning from law enforcement or from the University, a Stalking report must be counted as a new and distinct incident in the statistics.

16. Fire Safety Policies and Procedures: Each Annual Security and Fire Safety Report must include the following fire safety policy information:
   a. A description of each Campus student housing facility fire safety system
   b. The number of fire drills held during the previous calendar year;
   c. The University’s policies or rules on portable electrical appliances, smoking, and open flames in a student housing facility;
   d. The University’s procedures for student housing evacuation in the case of a fire;
e. The policies regarding fire safety education and training programs provided to the students and employees, including a description of the procedures that students and employees should follow in the case of a fire;
   f. A list of the titles of each person or organization to which students and employees should report that a fire occurred.
   g. Plans for future improvements in fire safety, if known as of the date of the Annual Security and Fire Safety Report.

17. Fire Statistics: Each Annual Security and Fire Safety Report will include fire safety statistics for each Campus student housing facility for the most recent calendar year and the two immediately preceding calendar years. The University must report statistics concerning:
   a. The number of fires and the cause of each fire;
   b. The number of individuals who received Fire-related Injuries that resulted in treatment at a medical facility, including at the Purdue University Student Health Center;
   c. The number of Fire-related Deaths; and
d. The value of property damage caused by a fire.

II. Timely Warning to the Campus Community

A. To ensure the safety of the Campus community, the senior director, environmental health and public safety (West Lafayette), the vice chancellors responsible for Campus security (Regional Campuses) and the directors of Separate Campuses, or their designees, will issue timely warnings to the Campus community regarding crimes that are:
   1. Listed in section I.C.13. above;
   2. Reported to University Police, a Campus Security Authority, or relevant local police agencies; and
   3. Considered by the senior director, environmental health and public safety, the vice chancellor or the director, or their designees, to be a threat to students and employees.

B. The decision whether to issue a timely warning to the Campus community must be based upon the facts surrounding the crime including, but not limited to, the nature of the crime, the continuing danger to the Campus community and the possible risk of compromising law enforcement efforts. Timely warnings are issued through a variety of methods determined on a case-by-case basis, which include
   1. Text messages,
   2. Twitter,
3. Desktop pop-up alerts,
4. Alert beacons,
5. Email,
6. Purdue Campus status page,
7. Boiler TV Emergency Alert System, and/or
8. Local media.

C. If there is an immediate threat to the health or safety of students or employees occurring on Campus (as described in section I.C.10 above), the University will follow its emergency notification procedures. If emergency notification procedures are executed, a timely warning is not required based on the same circumstances; however, adequate follow-up information will be provided to the Campus community as needed.

III. Crime Log
A. University Police will make, keep and maintain a daily log, written in a form that can be easily understood, recording all crimes reported to University Police. The log must include the following information:
   1. The nature, date, time and general location of each crime and
   2. The disposition of the complaint, if known.
B. University Police will record crimes in the daily log within two business days of the report of the crime to the University Police, and will record any new information about a log entry within two business days after the information becomes available to University Police. Generally, log entries will be open to public inspection within two business days of the initial report being made to University Police. However, the senior director, environmental health and public safety (West Lafayette), the vice chancellors responsible for Campus security (Regional Campuses) and the directors of Separate Campuses, or their designees, may withhold information from the log under any of the following circumstances:
   1. Where the law prohibits the University from releasing the information,
   2. Where releasing the information would jeopardize the confidentiality of the victim, or
   3. Where there is clear and convincing evidence that releasing the information would:
      a. Jeopardize an ongoing criminal investigation,
      b. Jeopardize the safety of an individual,
      c. Cause a suspect to flee or evade detection, or
      d. Result in the destruction of evidence.
   4. The individual with the responsibility for determining whether information will be withheld from the log will document in writing the basis for withholding information from the log and he or she will maintain a copy of the documentation in a secure file. The withheld information must be disclosed once the adverse effects described above are no longer likely to occur.
C. Log entries for the most recent 60-day period must be available for public inspection during normal business hours. Logs older than 60 days must be made available within two business days of a request for public inspection.

I. Gathering Crime Statistics — University Police
A. Campus Security Authorities: University Police will be responsible for gathering the crime statistics that must be reported in the Annual Security and Fire Safety Report (See section I.C.13 above). University Police will develop a written procedure for gathering the statistics. University Police will also implement safeguards to prevent double counting.
B. Local Police Agencies: University Police will be responsible for making good faith efforts to gather crime statistics from local police agencies, which must be reported in the Annual Security Report (See section I.C.13). Any such efforts will be documented in writing.

II. Fire Log
A. The Purdue Fire Department (West Lafayette) and the University Police chiefs (Regional Campuses) will make, keep and maintain a daily log, written in a form that can be easily understood, recording all fires that occurred in a Campus student housing facility. The log must include the nature, date, time and general location of each fire.
B. Fires will be recorded in the daily log within two business days of the report of the fire to the Purdue Fire Department (West Lafayette) or University Police department (Regional Campuses), and any new information about a log entry will be recorded within two business days after the information becomes available to the Purdue Fire Department (West Lafayette) or the University Police Department (Regional Campuses).


C. Log entries for the most recent 60-day period must be available for public inspection during normal business hours. Logs older than 60 days must be made available within two business days of a request for public inspection.

III. Annual Report to the Secretary of Education
The senior director, environmental health and public safety (West Lafayette), the vice chancellor responsible for security (Regional Campuses) and the directors of Separate Campuses, or their designees, will submit annually the crime statistics listed in paragraph I.C.13 and the fire statistics listed in paragraph I.C.17 for their respective Campuses to the United States Secretary of Education.

IV. Questions
Questions regarding these procedures may be directed to the senior director of environmental health and public safety (West Lafayette and Separate Campuses) or the vice chancellor responsible for security (Regional Campuses).

V. History and Updates
January 29, 2015: These Operating Procedures were revised and separated from the related policy on Campus Security and Crime Statistics (IV.A.2). Revisions include the expansion of section I.C.8 to include information about dating violence, domestic violence, stalking and related programs and procedures, as well as information on timely warning procedures.
A. INTRODUCTION

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages individuals to strive to reach their potential. Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

Any employee, student, campus visitor or person participating in a University activity, whether on or off campus, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of harassment and/or discrimination, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps before the determination of the final outcome of an investigation.

There are both informal and formal processes for resolving complaints of discrimination and harassment. A Complainant may elect to invoke either the Informal or Formal Resolution Process. If the Complainant finds that initial informal efforts are unsatisfactory, the Complainant may then seek formal resolution. A Complainant is not required to proceed with informal resolution before seeking formal resolution.

The University has an obligation to respond to information of which it becomes aware, whether received directly or indirectly. That is, the University's obligation may be triggered by a direct disclosure by those who have experienced potential discrimination or harassment or by gaining indirect knowledge of such information. For this reason, the University may initiate an investigation of circumstances that involve potential discrimination and/or harassment even where no complaint, formal or informal, has been filed. In those circumstances, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures.

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

B. SCOPE

These Procedures outline the resolution processes that will be used to investigate and/or resolve a report of harassment and/or discrimination committed against a student, employee, consultant, independent contractor, or a person participating in or attempting to participate in a program or activity of Purdue University under the University's Policies on Anti-Harassment (III.C.1) and Equal Opportunity, Equal Access and Affirmative Action (III.C.2) (the “Policies”). These Procedures apply to sexual misconduct matters, including Relationship Violence, Sexual Exploitation, Sexual Harassment, Sexual Violence and Stalking, in addition to all other forms of prohibited discrimination and harassment. Title IX Harassment matters are addressed under the policy on Title IX Harassment (III.C.4) and the Procedures for Resolving Complaints of Title IX Harassment.

These Procedures apply to all complaints of discrimination and/or harassment, whether the parties are students, recognized student organizations, employees, volunteers, campus visitors or persons participating in or attempting to participate in a University activity. Employees who are students involved in activities subject to these Procedures may be treated as students, employees or both at the sole option of the University.

These Procedures govern conduct that occurs on and/or off campus or that impacts the educational or work experience of a member of the Purdue community. In particular, off-campus conduct is subject to these Procedures if 1) the conduct occurred in the context of an education program or activity of the University, or 2) the conduct has or had continuing adverse effects on campus or in an off-campus education program or activity.

C. RESOURCES FOR RESOLVING COMPLAINTS OF DISCRIMINATION AND HARASSMENT
University community members may bring inquiries and complaints about discrimination and/or harassment to the Campus Equity Office, Office of the Dean of Students or the Vice President for Ethics and Compliance. The management of all complaints of discrimination and/or harassment, regardless of where they are initially received, and the implementation of these Procedures is the responsibility of the Vice President for Ethics and Compliance. Any question of interpretation regarding these Procedures shall be referred to the Vice President for Ethics and Compliance for final determination.

In addition, University community members may bring inquiries and complaints about Sexual Violence, Relationship Violence, Sexual Exploitation or Stalking to the Title IX Coordinator. Information regarding the Title IX Coordinator for each campus is available in the Anti-Harassment policy.

D. DEFINITIONS

Advisory Committee on Equity
The committee composed of faculty and staff appointed by the Vice President for Ethics and Compliance upon the nomination of the Provost, a Chancellor, the University Senate, the Management and Professional Staff Advisory Committee, the Campus Support Staff Advisory Committee, a Vice President or Vice Chancellor, and a Dean to advise the Chancellors, Director and Dean of Students pursuant to Section I of these Procedures.

Complainant(s)
A person or persons (1) employed by, consulting with or contracting with the University or (2) participating in or attempting to participate in a Purdue University program or activity who is making a complaint under the Informal Resolution Process or the Formal Resolution Process.

Campus Equity Office
The following University offices: (1) on the West Lafayette campus, the Office of Institutional Equity or the Office of the Dean of Students; (2) on the Fort Wayne campus, Human Resources and Institutional Equity or the Office of the Dean of Students; and (3) on the Purdue Northwest Hammond and Westville campuses, the Office of Equity, Diversity and Inclusion or the Office of the Dean of Students.

Days
Calendar days.

Director
The Director of the Office of Institutional Equity of the West Lafayette campus.

Eligible Designee
An individual to whom the Chancellor, Director or Dean of Students delegates their authority under these Procedures. All Eligible Designees must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance.

Formal Complaint
A complaint filed pursuant to Section I of these Procedures.

Formal Resolution Process
The process for resolving complaints of discrimination and/or harassment set forth in Section I of these Procedures. The Formal Resolution Process involves the filing of a Formal Complaint, an investigation, a determination as to whether one or both of the University Policies has been violated and, as appropriate, the imposition of sanctions and remedial measures.

Informal Complaint
A complaint made pursuant to Section H of these Procedures.

Informal Resolution Process
The process for resolving complaints of discrimination and/or harassment set forth in Section H of these Procedures. The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement.

Policies
The University’s policies on Anti-Harassment (III.C.1) and on Equal Opportunity, Equal Access and Affirmative Action (III.C.2).
Procedures
The procedures set forth in this document.

Regulations Governing Student Conduct
The rules and procedures that govern student conduct and disciplinary action as set forth by each campus.

Respondent(s)
The person or persons whose conduct is the subject of concern under these Procedures.

University
Any campus, unit, program, association or entity of Purdue University, including but not limited to Purdue University Fort Wayne, Purdue University Northwest, Purdue University West Lafayette, Purdue Cooperative Extension Service and Purdue Polytechnic Institute Statewide.

University-Initiated Investigation
An investigation initiated by the University in the absence of a Formal Complaint submitted by a Complainant. In a University-Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigations to the greatest extent practicable.

University Investigator
A person appointed by the Director, Chancellor or Dean of Students to investigate a Formal Complaint pursuant to Section I of these Procedures. Any individual designated to conduct an investigation must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance. A University Investigator may be a University employee or an external professional.

E. GENERAL PROVISIONS

Delegation
The Chancellor, Dean of Students and Director may delegate their authority under the Procedures to an Eligible Designee.

Requests for Anonymity or No Action
To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Complaint.

If the Complainant requests that their name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the Vice President for Ethics and Compliance shall evaluate such request and notify the individual of the University's response to their request.

The University will honor the Complainant’s request to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual and the University's duty to maintain a safe and non-discriminatory environment for all.

If the University honors the request for anonymity, the University’s ability to meaningfully investigate the incident and pursue disciplinary action against a Respondent may be limited. The University will take other appropriate steps to eliminate any such discrimination or harassment, prevent its recurrence and remedy its effects on the Complainant and the University community. Those steps may include offering appropriate remedial measures to the Complainant and/or providing targeted training and prevention programs.

If the University is unable to honor the request for anonymity or the request to take no formal action in response to a report, the University may be obligated to move forward with a University-Initiated Investigation and potential disciplinary action if there is an individual or public safety concern and sufficient independent information exists to establish that one or both of the Policies has been violated.

The Vice President for Ethics and Compliance will assess requests for the University to take no formal action by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the
Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.

**Interim Measures**

The University offers a wide range of resources for students and employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation and resolution of a report of discrimination or harassment. Upon receipt of a complaint, the University may take interim measures to address concerns regarding safety and well-being and to facilitate the Complainant's continued access to University employment or education programs and activities. These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) or protective (involving action against a Respondent). Remedial and protective measures, which may be temporary or permanent, may include no-contact directives, changes in class or work schedules, academic modifications and support, changes in University-owned living arrangements, interim suspension, University-imposed leave, suspension from employment, pre-disciplinary leave (with or without pay), or any other reasonably available measures that the University deems appropriate. Interim measures are available under both Informal and Formal Resolution Processes. Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under these Procedures. The ability to impose certain protective measures against a Respondent may require that the report be resolved through the Formal Resolution Process. The University will maintain the privacy of any remedial and protective measures provided to the extent practicable and will promptly address any violation of the protective measures.

**Advisor or Support Person**

Both a Complainant and a Respondent are entitled to an advisor or support person of their choice, and the advisor or support person may accompany the party to any meeting or proceeding under these Procedures. A Complainant may have an advisor or support person present when reporting discrimination and/or harassment or at any point in these Procedures. A Respondent also may have an advisor or support person present if and when the Respondent becomes a party to an Informal Resolution Process or a Formal Resolution Process. An advisor or support person may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process.

The University has the discretion to impose reasonable conditions upon the participation of an advisor or support person. The advisor or support person may not be a party or witness involved in the investigation.

**Time Frames**

The University encourages prompt reporting. Persons who have experienced or witnessed discrimination or harassment are encouraged to report the incident as soon as possible.

Informal Complaints must be filed with a Campus Equity Office within 120 days of the incident of discrimination or harassment or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident.

Formal Complaints must be filed with a Campus Equity Office within the earlier of 10 days following the conclusion of the Informal Resolution Process or 120 days of the incident of discrimination or harassment. Where the discrimination or harassment is of an ongoing nature, a Formal Complaint must be filed within the earlier of 10 days following the conclusion of the Informal Resolution Process or 120 days from the most recent incident.

To file an Informal or Formal Complaint, a Complainant must complete a Complaint Information Form online, in person or via electronic mail.

The 120-day deadline to file a complaint does not apply to University-Initiated Investigations, and the University will accept reports of discrimination or harassment at any time.

When extenuating circumstances warrant, a Chancellor, Dean of Students or the Director, as the case may be, has the authority and discretion to extend any of the time limits contained in these Procedures for good cause except those relating to the filing of complaints or the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Procedures. In the event that good cause exists for the investigation and resolution to exceed this time frame, the University
will notify all parties of the reason(s) for the delay and the expected adjustment in time frames. Good cause may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the parties, or for other legitimate reasons. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, due process and fairness with promptness.

Notwithstanding the foregoing, a complaint relating to alleged discrimination or harassment occurring during a Complainant’s employment by the University must be properly filed within 10 days following termination of the Complainant’s employment with the University.

Expectations Regarding Participation by the Parties
All employees and students have an obligation to cooperate in the conduct of these Procedures. Failure to do so may result in disciplinary action. In the event that a Complainant chooses not to participate in an interview or declines to provide information requested by the University Investigator, the Chancellor, Dean of Students or Director may dismiss the complaint if there is no independent information upon which to proceed. The Chancellor, Dean of Students or Director shall provide written notice of such dismissal to the Complainant(s) and the Respondent(s). In the event that a Respondent chooses not to participate in an interview or declines to provide information requested by the University Investigator, the University Investigator may conclude that such information or interview, if provided or conducted, would be adverse to the Respondent. Where the complaint or the circumstances involve potential criminal conduct, however, a party may choose to remain silent during the process, and such silence will not be held as an admission or considered to be adverse to the party.

In the event that an impacted party chooses not to participate in an interview or declines to provide information requested by the University Investigator in connection with a University-Initiated Investigation, the Chancellor, Dean of Students or Director may dismiss the University-Initiated Investigation.

All University community members are expected to provide truthful information in any report or proceeding under these Procedures. Any person who knowingly makes a false statement in connection with the initiation or resolution of a complaint or University-Initiated Investigation under these Procedures may be subject to appropriate discipline. Making a good faith report of discrimination or harassment that is not later substantiated is not considered a false statement.

Special Circumstances in the Event of Conflict of Interests or Bias
In the event that a complaint concerns the conduct of the Director or the Dean of Students (or the Director or Dean of Students has a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual to be responsible for implementing the responsibilities of the Director or Dean of Students pursuant to these Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance or a Chancellor (or the Vice President for Ethics and Compliance or a Chancellor has a conflict of interest), the President shall designate an individual to be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance or such Chancellor pursuant to these Procedures. In the event that a complaint concerns the President (or the President has a conflict of interest), the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Procedures. In the event that the President or other member of senior administration is a Respondent under these Procedures, the University may, in its sole discretion, modify these Procedures to provide for an investigation by an independent University Investigator to be selected by the Board of Trustees and for final decision making by the Board of Trustees or a subcommittee of the Board of Trustees.

In the event that a Complainant (or impacted party in the case of a University-Initiated Investigation) or a Respondent has concerns that a University Investigator or decision maker under these Procedures cannot conduct an unbiased review or render a determination free from bias, such individual may report such concerns to the Vice President for Human Resources, who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns must be reported promptly or will be considered waived. In reaching such decision, the Vice President for Human Resources will consider whether a reasonable person would believe bias exists.

Coordination with Law Enforcement
A Complainant may seek recourse under these Procedures and/or pursue criminal action. Neither law enforcement’s determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, is determinative of whether a violation of University Policy has occurred. Proceedings under these Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.
At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will nevertheless communicate with the Complainant regarding support, options for resolution and the implementation of interim remedial measures to address concerns regarding safety and well-being. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

Requests by Individuals with Disabilities
Purdue is committed to providing equal access under these Procedures to individuals with disabilities. Individuals who require academic adjustments, auxiliary aids and services and/or reasonable accommodations to participate in any part of the resolution process should contact the Title IX Coordinator.

F. REPORTING OPTIONS AND RESOURCES FOR SEXUAL MISCONDUCT MATTERS
The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence, whether as a Complainant, a Respondent or a third party, will have equal access to support consistent with their needs and available University resources.

A first step for any Complainant or third-party witness may be choosing how to proceed following an incident of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and/or Relationship Violence. The University recognizes that deciding whether to make a report and choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assist either party in the event that a report and/or resolution under the Policies or the Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

Confidential Resources
Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18. A list of on-campus confidential resources is listed in Appendix A to these Procedures.

It is important to understand that other University employees involved in the University’s sexual misconduct response do not have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be required to share a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with the Title IX Coordinator.

Non-Confidential Campus Reporting Resources and Mandatory Reporters
The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence. All University community members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX and Sexual Misconduct Team.

In contrast to the designated campus or community professionals described above under “Confidential Resources,” who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are required to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX and Sexual Misconduct Team (“mandatory reporters”). Mandatory reporters receive annual required training to ensure that they understand their obligations and the resources available to University community members who report such incidents. University employees who are mandatory reporters include administrators, supervisors, and other staff who have authority to initiate corrective measures on behalf of the University. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the parties, if known. A list of campus reporting options, by campus, to whom individuals are encouraged to report any incidents, is available in Appendix A.
Appendix C

Privacy
The privacy of the parties will be respected and safeguarded at all times. All University employees who are involved in the University’s Title IX and sexual misconduct response receive specific training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those University employees who “need to know” in order to assist in the active review, investigation or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

Release of Information
If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University also may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U.S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and University policy. No information will be released from proceedings under the Policies or the Procedures except as required or permitted by law and University policy. The University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

Reporting to Law Enforcement
In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University encourages Complainants to pursue criminal action for incidents of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence that also may be crimes under state criminal statutes (see legal definitions on the Title IX website at www.purdue.edu/titleix/index.php). The University will assist a Complainant, at the Complainant’s request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process. A list of law enforcement resources for each campus is available in Appendix A.

Anonymous Reporting
Any individual may make an anonymous report concerning an act of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence. A report can be made without disclosing one’s own name, identifying the Respondent or requesting any action. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the University's ability to respond or take further action.

Anonymous reports can be made through the Purdue Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. Access the Purdue Hotline at www.purdue.edu/hotline or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

G. COUNSELING, ADVOCACY AND SUPPORT SERVICES

The University is committed to providing a number of support services to University community members who experience Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence incidents. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue provides its students with professional staff who can assist students who have been subjected to Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with academic and advocacy/support services.
The Title IX Coordinator and professional staff within the Office of the Dean of Students is available to assist students with the imposition of interim remedial and protective measures set forth in Section E, including the following:

- Coordination of services.
- Academic adjustments, including processing absence notifications.
- Housing reassignments and assistance with emergency housing needs.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor’s office.
- Assistance in obtaining no-contact directives within the University.
- Assistance in obtaining a protective order through the local court system.

A list of counseling, advocacy and other support services for each campus is listed in Appendix A.

H. INFORMAL RESOLUTION PROCESS

1. **Filing an Informal Complaint**

To file an Informal Complaint, a Complainant must submit the Complaint Information Form online, in person or via electronic mail. The Complaint Information Form must be submitted to the Campus Equity Office within 120 days of the incident of discrimination or harassment or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident. The Campus Equity Office can provide assistance in completing the Complaint Information Form. Participation in the Informal Resolution Process is voluntary, and a Complainant may ask to conclude the process at any time. The Campus Equity Office will take steps to ensure the privacy of the Complainant and Respondent during the Informal Resolution Process to the extent maintenance of privacy does not interfere with the University’s obligation to address allegations of discrimination and/or harassment.

2. **Processing of Informal Complaints**

In consultation with the Chancellor, Director or Dean of Students, as the case may be, the Campus Equity Office may take appropriate steps to resolve the Informal Complaint. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about equal opportunity or harassment; verbal or written reprimands; or other interventions or actions aimed at ending the discrimination or harassment, preventing its recurrence, and addressing its effects.

Prior to completing the Informal Resolution Process, and/or upon the Complainant’s request, a Chancellor, the Dean of Students or the Director may determine that no purpose is served by pursuing the Informal Resolution Process and may refer the Complaint to the Formal Resolution Process.

3. **Conclusion of the Informal Resolution Process**

The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement. The Informal Resolution Process will be concluded by one of the following: (1) a decision to stop further action on the Informal Complaint, (2) a resolution of the Informal Complaint by agreement of the parties or (3) initiation of the Formal Resolution Process.

The Campus Equity Office will attempt to conclude the Informal Resolution Process within 30 days. Within 10 days following conclusion of the Informal Resolution Process, the Campus Equity Office must complete and submit a Status Report Form. A copy of the Status Report Form is to be submitted to the Vice President for Ethics and Compliance or Chancellor.
I. FORMAL RESOLUTION PROCESS

1. Filing a Formal Complaint

A Formal Complaint may be filed as the first course of action or following an Informal Complaint if there is no mutually acceptable resolution during the Informal Resolution Process. The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant.

To file a Formal Complaint, a Complainant must complete the Complaint Information Form online, in person or via electronic mail. The complaint must be dated by the Complainant and describe the alleged incident(s) with the relevant date(s), name(s) of the Respondent(s) and name(s) of witness(es). The Campus Equity Office can provide assistance in completing the Complaint Information Form.

Formal Complaints or University-Initiated Investigations in which a student or recognized student organization is named as a Respondent will be adjudicated by the Dean of Students for each campus in accordance with Sections I and J of these Procedures.

Formal Complaints or University-Initiated Investigations against employees, including faculty and staff, will be adjudicated by the appropriate Chancellor (or designee) or the Director pursuant to Sections I and J of these Procedures.

2. Notification of Formal Complaint and Response

Generally within five days of receipt of a Formal Complaint, the Chancellor, Dean of Students or Director will assign a University Investigator to investigate the Formal Complaint. Persons eligible to serve as University Investigators shall be designated by the Vice President for Ethics and Compliance. The University Investigator must have sufficient training and/or experience to conduct a thorough and impartial investigation. In the event the Chancellor, Dean of Students or Director made a determination pursuant to section I.4 of these Procedures to dismiss the Formal Complaint, no University Investigator will be assigned and the notification as outlined below will not be sent.

The Chancellor, Dean of Students or Director will provide prompt notification, including a copy of the Formal Complaint or notice of allegations, to the Complainant, the Respondent(s), to the department head or supervisor and to the appropriate Vice President, Dean or head of other major unit. The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery. In the event the Respondent is a student or recognized student organization, the Dean of Students is the appropriate Dean. The notification to the Respondent(s) will include a copy of the Formal Complaint, or, in University-Initiated Investigations, a statement of allegations, and a copy of or link to the relevant University Policy and these Procedures.

The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification of the Formal Complaint. Any extension of time must be approved by the Chancellor, Dean of Students or Director. In the event that an investigation is undertaken in accordance with Section I.5 of these Procedures, a copy of the Respondent(s)’s response will be provided to the Complainant.

3. University-Initiated Investigation

In a University-Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigation to the greatest extent practicable.

A Complainant or impacted party who may have been subject to discrimination or harassment that forms the basis of a University-Initiated Investigation shall (1) be provided with written notice that the University has commenced a University-Initiated Investigation; (2) receive a copy of any written response submitted by the Respondent(s); (3) be afforded an opportunity to review the investigation report; (4) upon request, be afforded an opportunity to meet with the Chancellor, Dean of Students or Director and the panel in connection with the University-Initiated Investigation; (5) be provided with written notice of the determination of whether a violation of one or both of the Policies occurred and any sanction or remedial measures imposed in connection with the violation; and (6) be afforded the right to appeal such determination, sanctions or remedial measures in accordance with Section L.
4. **Jurisdiction/Dismissal**

Within five days following receipt of the Formal Complaint, the Chancellor, Dean of Students or Director shall make a determination as to (a) whether or not the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) whether or not the allegations set forth in the Formal Complaint, if substantiated, would constitute a violation of one or both of the Policies; and (c) whether or not there is reasonable cause to believe that the Respondent(s) has violated one or both of the Policies. If (a) the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) such allegations, if substantiated, would not constitute a violation of one or both of the Policies; or (c) there is not reasonable cause to believe that the Respondent(s) has violated one or both of the Policies, the Chancellor, Dean of Students or Director shall dismiss the Formal Complaint, and that decision shall be final. The Chancellor, Dean of Students or Director shall provide the Complainant and Respondent(s) with written notice of such dismissal.

The Chancellor, Dean of Students or Director may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the Formal Resolution Process:

a. A Complainant notifies the Chancellor, Dean of Students or Director in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or
b. The Respondent is no longer enrolled in or employed by the University; or
c. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

The Chancellor, Dean of Students or Director shall provide the Complainant and Respondent(s) with written notice of such dismissal, and that decision shall be final.

5. **Investigation of Formal Complaints**

In the event that the Formal Complaint is not dismissed, a copy of the Respondent(s)' response, if any, will be provided to the Complainant. The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information, including evidence of pattern or prior misconduct by the Respondent, credibility of the parties and witnesses, and in very limited circumstances, any prior sexual history of the Complainant with the Respondent. Both parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The investigation shall be completed within 45 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Chancellor, Dean of Students or Director.

6. **Investigation Report and Evidence**

Within 10 days following the conclusion of the investigation, the University Investigator will submit an investigation report to the Complainant (or impacted party in the case of a University-Initiated Investigation); the Respondent(s); and the Chancellor, Dean of Students or Director. The report will include findings based upon a preponderance of the evidence that (a) the allegations cannot be substantiated or some or all of the allegations are substantiated, (b) a statement as to whether the Formal Complaint was knowingly false or malicious, and (c) if material to the determination as to whether or not a violation of one or both of the Policies has occurred, an assessment of the credibility of the Complainant and the Respondent(s). No violation of University policy will be presumed unless a preponderance of the evidence standard supports the finding of a violation. This preponderance of the evidence standard requires that the facts and information supporting each finding are more convincing than the facts and information offered in opposition to such finding. The report will include the basis upon which the University Investigator reached their conclusions. The report also will include the University Investigator’s determination of whether a violation of one or both of the Policies has occurred. The University Investigator also will make available to the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent(s) an opportunity to review the evidence furnished in the matter.

7. **Determination**

No earlier than 10 days and no more than 15 days from receipt of the University Investigator’s report, the Chancellor, Dean of Students or Director will convene a meeting with and seek advice from a three-member panel selected by the Chancellor, Dean of Students or Director from the Advisory Committee on Equity consisting of at least one participant who is a member of the faculty.
Appendix C

Procedures for Resolving Complaints of Discrimination and Harassment

and one participant who is not a member of the faculty. At least two members of the panel shall be representatives of the campus from which the Formal Complaint or University-Initiated Investigation originated. Prior to the meeting, members of the panel shall be furnished with a copy of the University Investigator’s report and copies of any complaint or response of the parties. At the meeting, the panel will be afforded the opportunity to ask questions of the University Investigator. Upon request, the Complainant and the Respondent will be afforded an opportunity to meet with the Chancellor, Dean of Students or Director and the panel to make a brief statement and to answer any questions that they may have.

Within 10 days following the meeting with the panel from the Advisory Committee on Equity, the Chancellor, Dean of Students or Director shall make a written determination whether a violation of one or both of the Policies has occurred and whether the Formal Complaint was knowingly false or malicious.

In the event the charge of discrimination and/or harassment is not substantiated following the written determination of the Chancellor, Dean of Students or Director, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

J. SANCTIONS AND REMEDIES

At the West Lafayette campus, sanctions will be determined by the appropriate Vice President or Dean and the Director. In the event of a disagreement between the Director and the designated Vice President or Dean, the Director will refer the disagreement to the Provost for resolution. In the case of a student or recognized student organization, sanctions will be determined and imposed by the Dean of Students.

At the Fort Wayne and Northwest campuses, sanctions will be determined and imposed by the Chancellor (or designee), except that sanctions for students and recognized student organizations will be determined and imposed by the Dean of Students.

The Chancellor, Dean of Students or Director will send the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. The determination will include the rationale, a description of the parties’ appeal rights and any changes in the outcome before it becomes final. The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction.

Sanctions will be decided on a case-by-case basis and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and may include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension or expulsion.

Except as provided herein, sanctions imposed pursuant to these Procedures may not be appealed or made the subject of a grievance under any other University policy.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Chancellor or Director shall be accepted into evidence at the faculty member’s termination hearing without the necessity of the Complainant (or impacted party in the case of a University-Initiated Investigation) testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the parties.

K. RETALIATION PROHIBITED

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination,
intimidation or harassment against an individual or group for exercising rights or performing duties under these Procedures will be subject to appropriate and prompt disciplinary or remedial action.

L. APPEAL

The Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent each have the right to appeal the decision of the Chancellor, Dean of Students or Director and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. A copy of any appeal will be furnished to the Complainant (or impacted party in the case of a University-Initiated Investigation) or the Respondent(s), as the case may be. Each party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the appeal.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all parties involved. Normally this decision will be made within 20 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University’s final action.

M. FILING WITH EXTERNAL AGENCIES

Any person may file a complaint with the Indiana Civil Rights Commission, the U.S. Equal Employment Opportunity Commission or the U.S. Department of Education’s Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office of Institutional Equity on the West Lafayette campus.

N. RELATED DOCUMENTS, FORMS AND TOOLS


O. VERSION HISTORY

Revisions to these procedures took effect on the following dates:

- August 14, 2020
- July 1, 2018
- August 1, 2017
- August 15, 2016
- July 1, 2015
- July 1, 2014
- February 27, 2012
- May 15, 2011
- October 19, 2007
- May 3, 2004

Appendix A: Quick Reference Guide
## Confidential Reporting Resources

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<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Services Center</td>
<td>Gyte Annex, Room 34</td>
<td>M-F, hours vary daily</td>
<td>219-989-2366</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>219-989-1235</td>
</tr>
<tr>
<td>Counseling Center</td>
<td>Gyte Building, Room 005</td>
<td>M-Th, 8 a.m.-5 p.m.</td>
<td>219-989-2366</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Fri., 8 a.m.-4 p.m.</td>
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## Non-Confidential Reporting Resources

<table>
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<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Coordinator</td>
<td>Lawshe Hall, Room 231</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>219-989-3169</td>
</tr>
<tr>
<td>Office of Equity &amp; Diversity</td>
<td></td>
<td></td>
<td>219-989-2337</td>
</tr>
<tr>
<td>Police Department</td>
<td>6930 Wicker Ave.</td>
<td>24/7</td>
<td>219-989-2220</td>
</tr>
<tr>
<td></td>
<td>Hammond, IN</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>SULB 313</td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
<td>219-989-4141</td>
</tr>
<tr>
<td>Housing</td>
<td>2440 173rd Street</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>219-989-4150</td>
</tr>
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<td></td>
<td>Hammond, IN</td>
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</table>

## Medical Services (Confidential)

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Services Center</td>
<td>Gyte Annex, Room 034</td>
<td>M-F, hours vary daily</td>
<td>219-989-1235</td>
</tr>
<tr>
<td>Methodist Hospital</td>
<td>600 Grant St.</td>
<td>24/7</td>
<td>219-886-4000</td>
</tr>
<tr>
<td></td>
<td>Gary, IN</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advocate South Suburban Hospital</td>
<td>17800 S. Kedzie Ave.</td>
<td>24/7</td>
<td>708-799-8000</td>
</tr>
<tr>
<td></td>
<td>Hazel Crest, IL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>St. Margaret Health — Hammond Emergency Dept.</td>
<td>5454 Hohman Ave. Hammond, IN</td>
<td>24/7</td>
<td>219-933-2077</td>
</tr>
<tr>
<td>St. Margaret Health — Dyer Emergency Dept.</td>
<td>24 Joliet St. Dyer, IN</td>
<td>24/7</td>
<td>219-864-2077</td>
</tr>
<tr>
<td>St. Anthony Health — Crown Point Emergency Dept.</td>
<td>1201 S. Main St. Crown Point, IN</td>
<td>24/7</td>
<td>219-757-6310</td>
</tr>
<tr>
<td>St. Anthony Health — Michigan City Emergency Dept.</td>
<td>301 W. Homer St. Michigan City, IN</td>
<td>24/7</td>
<td>219-877-1616</td>
</tr>
<tr>
<td>Chesterton Health &amp; Emergency Center</td>
<td>770 Indian Boundary Rd. Chesterton, IN</td>
<td>24/7</td>
<td>219-921-2012</td>
</tr>
</tbody>
</table>

## Counseling Services (Confidential)

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling Center</td>
<td>Gyte Building, Room 005</td>
<td>M-Th, 8 a.m.-5 p.m.</td>
<td>219-989-2366</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Fri., 8 a.m.-4 p.m.</td>
<td></td>
</tr>
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</table>

## Advocacy and Support Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Dean of Students</td>
<td>SULB</td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
<td>219-989-4141</td>
</tr>
</tbody>
</table>

## Community Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Caring Place</td>
<td>Valparaiso, IN</td>
<td>24/7</td>
<td>219-464-2128</td>
</tr>
<tr>
<td>The Crisis Center, Inc.</td>
<td>Gary, IN</td>
<td>24/7</td>
<td>219-938-0900 800-519-0469</td>
</tr>
</tbody>
</table>

## Law Enforcement Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Department</td>
<td>6930 Wicker Ave.</td>
<td>24/7</td>
<td>219-989-2220</td>
</tr>
<tr>
<td></td>
<td>Hammond, IN</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hammond Police Department</td>
<td>509 Douglas St. Hammond, IN</td>
<td>24/7</td>
<td>219-853-6487</td>
</tr>
</tbody>
</table>
# Appendix C

## Fort Wayne Campus

<table>
<thead>
<tr>
<th>Confidential Resources</th>
<th>Center for Healthy Living</th>
<th>Walb Student Union, Room 234</th>
<th>M-F, 8:30 a.m.-4:30 p.m.</th>
<th>260-481-5748</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Purdue Fort Wayne/Parkview Student Assistance Program</td>
<td>Walb Student Union, Room 113</td>
<td>M-F, 8:30 a.m.-4:30 p.m.</td>
<td>260-266-8060 800-721-8809 260-373-7500 (after hours)</td>
</tr>
<tr>
<td>Non-Confidential Reporting Resources</td>
<td>Title IX Coordinator</td>
<td>Kettler Hall, Room 252</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>260-481-6107</td>
</tr>
<tr>
<td></td>
<td>Police Department</td>
<td>Support Services Building</td>
<td>24/7</td>
<td>260-481-6827</td>
</tr>
<tr>
<td></td>
<td>Office of the Dean of Students</td>
<td>Walb Student Union, Room 111</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>260-481-6601</td>
</tr>
<tr>
<td></td>
<td>Student Housing</td>
<td>410 Crescent Avenue Fort Wayne, IN</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>260-481-4180</td>
</tr>
<tr>
<td>Medical Services (Confidential)</td>
<td>Center for Healthy Living</td>
<td>Walb Student Union, Room 234</td>
<td>M-F, 8:30 a.m.-4:30 p.m.</td>
<td>260-481-5748</td>
</tr>
<tr>
<td></td>
<td>Parkview Hospital Randalla</td>
<td>2200 Randalla Dr. Fort Wayne, IN</td>
<td>24/7</td>
<td>260-373-4000</td>
</tr>
<tr>
<td></td>
<td>Parkview Regional Medical Center</td>
<td>11109 Parkview Plaza Dr, Entrance 1, Fort Wayne, IN</td>
<td>24/7</td>
<td>260-266-1000</td>
</tr>
<tr>
<td>Counseling Services (Confidential)</td>
<td>Purdue Fort Wayne/Parkview Student Assistance Program</td>
<td>Walb Student Union, Room 113</td>
<td>M-F, 8:30 a.m.-4:30 p.m.</td>
<td>260-266-8060 800-721-8809 260-373-7500 (after hours)</td>
</tr>
<tr>
<td>Advocacy and Support Services</td>
<td>Office of the Dean of Students</td>
<td>Walb Student Union, Room 111</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>260-481-6601</td>
</tr>
<tr>
<td>Community Resources</td>
<td>Sexual Assault Treatment Center</td>
<td>2270 Lake Ave., Suite 201 Fort Wayne, IN</td>
<td>24/7</td>
<td>260-423-2222</td>
</tr>
<tr>
<td></td>
<td>Fort Wayne Women's Bureau Rape Crisis Hotline</td>
<td>2417 Fairfield Fort Wayne, IN</td>
<td>24/7</td>
<td>260-426-7273 888-311-7273</td>
</tr>
<tr>
<td></td>
<td>YWCA Domestic Violence Crisis Line</td>
<td>1610 Spy Run Fort Wayne, IN</td>
<td>24/7</td>
<td>260-447-7233 800-441-4073</td>
</tr>
<tr>
<td>Law Enforcement Resources</td>
<td>Police Department</td>
<td>Support Services Building</td>
<td>24/7</td>
<td>260-481-6827</td>
</tr>
<tr>
<td></td>
<td>Fort Wayne Police Department</td>
<td>1 E. Main Street Fort Wayne, IN</td>
<td>24/7</td>
<td>260-427-1222</td>
</tr>
</tbody>
</table>

## Westville Campus

<table>
<thead>
<tr>
<th>Confidential Resources</th>
<th>Counseling Center</th>
<th>Technology Building, Room 101</th>
<th>M-F, 9 a.m.-3:00 p.m.</th>
<th>219-989-2366</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Confidential Reporting Resources</td>
<td>Title IX Coordinator</td>
<td>Schwarz Hall, Room 25D</td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
<td>219-785-5545</td>
</tr>
</tbody>
</table>
## Appendix C

### Procedures for Resolving Complaints of Discrimination and Harassment

<table>
<thead>
<tr>
<th>Police Department</th>
<th>Physical Facility/Campus Police Building, Room 101</th>
<th>24/7</th>
<th>219-785-5220</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Dean of Students</td>
<td>Library-Student-Faculty Building, Room 103</td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
<td>219-785-5368</td>
</tr>
</tbody>
</table>

### Medical Services (Confidential)

<table>
<thead>
<tr>
<th>Chesterton Health &amp; Emergency Center</th>
<th>770 Indian Boundary Rd. Chesterton, IN</th>
<th>24/7</th>
<th>219-921-2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>IU Health LaPorte Hospital</td>
<td>1007 Lincolnway LaPorte, IN</td>
<td>24/7</td>
<td>219-326-1234</td>
</tr>
<tr>
<td>IU Health Starke Hospital</td>
<td>102 E. Culver Road Knox, IN</td>
<td>24/7</td>
<td>574-772-6231</td>
</tr>
<tr>
<td>Porter Hospital</td>
<td>85 E. U.S. 6 Frontage Rd. Valparaiso, IN</td>
<td>24/7</td>
<td>219-263-4600</td>
</tr>
<tr>
<td>Methodist Hospital</td>
<td>8701 Broadway Merrillville, IN</td>
<td>24/7</td>
<td>219-738-5510</td>
</tr>
<tr>
<td>St. Anthony’s</td>
<td>301 W. Homer St. Michigan City, IN</td>
<td>24/7</td>
<td>219-879-8511</td>
</tr>
</tbody>
</table>

### Counseling Services (Confidential)

| Counseling Center | Technology Building, Room 101 | M-F, 9 a.m.-3:00 p.m. | 219-989-2366 |

### Advocacy and Support Services

| Office of the Dean of Students | Library-Student-Faculty Building, Room 103 | M-F, 8 a.m.-4:30 p.m. | 219-785-5368 |

### Community Resources

<table>
<thead>
<tr>
<th>National Domestic Violence Hotline</th>
<th>N/A</th>
<th>24/7</th>
<th>800-799-SAFE (7233)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crisis Hotline</td>
<td>LaPorte/Starke Counties</td>
<td>24/7</td>
<td>219-324-6263</td>
</tr>
<tr>
<td>Crisis Hotline</td>
<td>Lake County</td>
<td>24/7</td>
<td>219-938-0900</td>
</tr>
<tr>
<td>Victim’s Assistance Services</td>
<td>Porter County</td>
<td>M-F, 8:30 a.m.-4:30 p.m.</td>
<td>219-465-3408</td>
</tr>
<tr>
<td>Stepping Stones for Women</td>
<td>Michigan City, IN</td>
<td>24/7 (Crisis Hotline)</td>
<td>219-879-4615</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>800-248-1151</td>
</tr>
<tr>
<td>The Caring Place</td>
<td>Valparaiso, IN</td>
<td>24/7 (Crisis Hotline)</td>
<td>219-464-2128</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>800-933-0466</td>
</tr>
</tbody>
</table>

### Law Enforcement Resources

<table>
<thead>
<tr>
<th>PNW Westville Campus Police Department</th>
<th>Physical Facility/Campus Police Building, Room 101</th>
<th>24/7</th>
<th>219-785-5220</th>
</tr>
</thead>
<tbody>
<tr>
<td>LaPorte County Sheriff</td>
<td>LaPorte, IN</td>
<td>24/7</td>
<td>219-326-7700</td>
</tr>
<tr>
<td>Westville Police Department</td>
<td>Westville, IN</td>
<td>24/7</td>
<td>219-785-4177</td>
</tr>
</tbody>
</table>

### Confidential Resources

<table>
<thead>
<tr>
<th>Purdue Crisis Line</th>
<th>N/A</th>
<th>24/7</th>
<th>765-495-HELP (4357)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Health Center (PUSH)</td>
<td>601 Stadium Mall Dr. West Lafayette, IN</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1700</td>
</tr>
<tr>
<td>Counseling and Psychological Services (CAPS)</td>
<td>PUSH Room 246 PSYC Room 1120</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-6995</td>
</tr>
<tr>
<td>Center for Advocacy, Response, and Education (CARE)</td>
<td>Duhme Hall, Room 139</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-495-CARE (2247)</td>
</tr>
</tbody>
</table>

### West Lafayette Campus

<table>
<thead>
<tr>
<th>Purdue Crisis Line</th>
<th>N/A</th>
<th>24/7</th>
<th>765-495-HELP (4357)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Health Center (PUSH)</td>
<td>601 Stadium Mall Dr. West Lafayette, IN</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1700</td>
</tr>
<tr>
<td>Counseling and Psychological Services (CAPS)</td>
<td>PUSH Room 246 PSYC Room 1120</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-6995</td>
</tr>
<tr>
<td>Center for Advocacy, Response, and Education (CARE)</td>
<td>Duhme Hall, Room 139</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-495-CARE (2247)</td>
</tr>
</tbody>
</table>
### Non-Confidential Reporting Resources

<table>
<thead>
<tr>
<th></th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Coordinator</td>
<td>Young Hall, Room 1053</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-7255</td>
</tr>
<tr>
<td>Police Department</td>
<td>Terry House</td>
<td>24/7</td>
<td>765-494-8221</td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>Schleman Hall, 2nd Floor</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1747</td>
</tr>
<tr>
<td>University Residences</td>
<td>Smalley Center</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1000</td>
</tr>
</tbody>
</table>

### Medical Services (Confidential)

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>PUSH Women's Clinic</td>
<td>PUSH</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1700</td>
</tr>
<tr>
<td>PUSH Urgent Care</td>
<td>PUSH</td>
<td>M-F, 8 a.m.-8 p.m. Sat. 10 a.m.-5:30 p.m.</td>
<td>765-494-1724</td>
</tr>
<tr>
<td>St. Elizabeth Hospital-East</td>
<td>1701 S. Creasy Ln., Lafayette, IN</td>
<td>24/7</td>
<td>765-502-4000</td>
</tr>
<tr>
<td>IU Health Arnett Hospital</td>
<td>5165 McCarty Lane Lafayette, IN</td>
<td>24/7</td>
<td>765-448-8000</td>
</tr>
</tbody>
</table>

### Counseling Services (Confidential)

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAPS</td>
<td>PUSH</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-6995</td>
</tr>
</tbody>
</table>

### Advocacy and Support Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Dean of Students</td>
<td>Schleman Hall, 2nd Floor</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-1747</td>
</tr>
</tbody>
</table>

### Community Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health America Crisis Center</td>
<td>1244 N. 15th Street Lafayette, IN</td>
<td>24/7</td>
<td>765-742-0244</td>
</tr>
<tr>
<td>YWCA Domestic Violence Intervention and Prevention Hotline</td>
<td>N/A</td>
<td>24/7</td>
<td>765-423-1118* accepts collect calls 888-345-1118</td>
</tr>
</tbody>
</table>

### Law Enforcement Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Department</td>
<td>205 S. Martin Jischke Dr. West Lafayette, IN</td>
<td>24/7</td>
<td>765-494-8221</td>
</tr>
<tr>
<td>West Lafayette Police Dept.</td>
<td>711 W. Navajo St. West Lafayette, IN</td>
<td>24/7</td>
<td>765-775-5200</td>
</tr>
<tr>
<td>Tippecanoe County Sheriff</td>
<td>2640 Duncan Road Lafayette, IN</td>
<td>24/7</td>
<td>765-423-9388</td>
</tr>
<tr>
<td>Lafayette Police Dept.</td>
<td>20 N 6th Street Lafayette, IN</td>
<td>24/7</td>
<td>765-807-1200</td>
</tr>
</tbody>
</table>
ANTI-HARASSMENT, INTERIM (III.C.1)

Volume III: Ethics
Chapter C: Equal Opportunity
Responsible Executive: Vice President for Ethics and Compliance
Responsible Office: Office of the Vice President for Ethics and Compliance
Date Issued: December 22, 2010
Date Last Revised: August 14, 2020

TABLE OF CONTENTS

Contacts
Statement of Policy
Reason for This Policy
Individuals and Entities Affected by This Policy
Exclusions
Responsibilities
Definitions (defined terms are capitalized throughout the document)
Related Documents, Forms and Tools
Website Address for This Policy
History and Updates
Appendix

CONTACTS

Policy Clarification

<table>
<thead>
<tr>
<th>Title/Office</th>
<th>Telephone</th>
<th>Email/Webpage</th>
</tr>
</thead>
</table>
| Vice President for Ethics and Compliance | 765-494-5830 | vpec@purdue.edu  
www.purdue.edu/ethics  
Office address: Ernest C. Young Hall, 10th floor  
155 S. Grant St.  
West Lafayette, IN 47907 |

Harassment Complaints

<table>
<thead>
<tr>
<th>Title/Office</th>
<th>Telephone</th>
<th>Email/Webpage</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fort Wayne:</strong> Human Resources and Institutional Equity</td>
<td>260-481-6677</td>
<td><a href="http://www.pfw.edu/offices/human-resources/ethics-compliance/">www.pfw.edu/offices/human-resources/ethics-compliance/</a></td>
</tr>
<tr>
<td><strong>PNW Hammond Campus:</strong> Office of Equity, Diversity and Inclusion</td>
<td>219-989-3169</td>
<td><a href="http://www.pnw.edu/equity-diversity-inclusion/">www.pnw.edu/equity-diversity-inclusion/</a></td>
</tr>
<tr>
<td><strong>PNW Westville Campus:</strong> Office of Equity, Diversity and Inclusion</td>
<td>219-785-5545</td>
<td><a href="http://www.pnw.edu/equity-diversity-inclusion">www.pnw.edu/equity-diversity-inclusion</a></td>
</tr>
</tbody>
</table>
| **West Lafayette:** Office of Institutional Equity | 765-494-7255 | equity@purdue.edu  
www.purdue.edu/oie/index.php |
# Reports of Sexual Violence or Sexual Misconduct

<table>
<thead>
<tr>
<th>Title/Office</th>
<th>Telephone</th>
<th>Email/Webpage</th>
</tr>
</thead>
</table>
| **Fort Wayne:**  
Title IX Coordinator – Christine M. Marcuccilli | 260-481-6107 | Kettler Hall, Room 252  
2101 E. Coliseum Blvd.  
Fort Wayne, IN 46805  
maruccc@pfw.edu |
| **PNW Hammond Campus:**  
Title IX Coordinator – Linda B. Knox | 219-989-3169 | Lawshe Hall, Room 231  
2200 169th St.  
Hammond, IN 46323  
lbknox@pnw.edu |
| **PNW Westville Campus:**  
Title IX Coordinator – Laura Odom | 219-785-5545 | Schwarz Hall, Room 25  
1401 S. U.S. Highway 421  
Westville, IN 46391  
odoml@pnw.edu |
| **West Lafayette:**  
Title IX Coordinator – Christina Wright | 765-494-7255 | Ernest C. Young Hall, 10th floor  
155 S. Grant St.  
West Lafayette, IN 47907  
titleix@purdue.edu |

**For all emergencies, dial 911.**  
Non-emergency reports may be made using the contacts below.

## Fort Wayne
- Police Department  
- Office of the Dean of Students  
- Student Housing  
- Health and Wellness Clinic  
- [www.pfw.edu/police/](http://www.pfw.edu/police/)  
- [www.pfw.edu/offices/dean-of-students/](http://www.pfw.edu/offices/dean-of-students/)  
- [www.pfw.edu/housing/](http://www.pfw.edu/housing/)  
- [www.pfw.edu/clinic/](http://www.pfw.edu/clinic/)

## PNW Hammond Campus
- Police Department  
- Office of the Dean of Students  
- Housing  
- Community Care Network Health Clinic  
- [www.pnw.edu/public-safety/](http://www.pnw.edu/public-safety/)  
- [www.pnw.edu/dean-of-students](http://www.pnw.edu/dean-of-students)  
- [www.pnw.edu/housing/](http://www.pnw.edu/housing/)  
- [www.pnw.edu/health-care-facilities/](http://www.pnw.edu/health-care-facilities/)

## PNW Westville Campus
- Police Department  
- Office of the Dean of Students  
- LaPorte Physician Network  
- [www.pnw.edu/public-safety/](http://www.pnw.edu/public-safety/)  
- [www.pnw.edu/dean-of-students](http://www.pnw.edu/dean-of-students)  
- [www.pnw.edu/health-care-facilities/](http://www.pnw.edu/health-care-facilities/)
Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrate its intellectual and ethical leadership by reaffirming its strong position against Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by intolerance and Harassment.

Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Harassment. This policy addresses Harassment in all forms, including Harassment toward individuals for reasons of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity and/or gender expression. The University will not tolerate Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

Reporting and Addressing Harassment
This policy seeks to encourage faculty, staff and students to report and address incidents of Harassment. The Procedures for Resolving Complaints of Discrimination and Harassment, as issued and updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Harassment.

Retaliation against faculty members, staff members or students for reporting or complaining of Harassment, for assisting or participating in the investigation of a complaint of Harassment, or for enforcing this policy is strictly prohibited.

The University reserves the right to investigate circumstances that may involve Harassment in situations where no complaint, formal or informal, has been filed. In appropriate circumstances, sanctions in accordance with this policy will be implemented where the University has initiated an investigation in the absence of a formal or informal complaint.

To determine whether a particular act or course of conduct constitutes Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the questioned behavior. Although repeated incidents generally create a stronger claim of Harassment, a serious incident, even if isolated, can be sufficient.

Academic Freedom and Freedom of Speech
Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.
Violations of Policy and Sanctions
Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

The University strongly encourages students to report instances of Sexual Violence or Sexual Exploitation. Therefore, students who provide information regarding Sexual Violence or Sexual Exploitation will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Violence or Sexual Exploitation.

False Allegations, Statements and Evidence
This policy may not be used to bring charges against any faculty, staff, students or Recognized Student Organizations, including fraternities, sororities and/or cooperatives, in bad faith. Disciplinary action will be taken against any person or group found to have brought a charge of Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge. In addition, individuals who, in bad faith, provide false statements or evidence, or who deliberately mislead a University official conducting an investigation under this policy may be subject to discipline under this policy or another University policy or process.

Retaliation Prohibited
The University prohibits Retaliation against any individual for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated in an investigation or proceeding under this policy.

Education and Prevention
The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking.

Coordination with Other University Policies
This policy augments, but does not supersede, other University policies covering discrimination. Although Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

REASON FOR THIS POLICY
This policy is designed to prevent and sanction incidents of Harassment within the Purdue University community. The University believes that Harassment, which is a form of discrimination, is repugnant and inimical to our most basic values.

As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.

This policy helps to promote this commitment through compliance with both state and federal laws and regulations, including but not limited to:

- Age Discrimination Act of 1975
- Age Discrimination in Employment Act of 1967
- Americans with Disabilities Act of 1990, as amended
- Executive Order 11246, as amended
- Equal Pay Act of 1963
- Genetic Information Nondiscrimination Act of 2008
- Immigration Reform and Control Act of 1986
- Indiana Civil Rights Act of 1971
- Pregnancy Discrimination Act
- Sections 503 and 504 of the Rehabilitation Act of 1973
- Title VI of the Civil Rights Act of 1964, as amended
• Title VII of the Civil Rights Act of 1964, as amended
• Uniformed Services Employment and Reemployment Rights Act of 1994
• VEVRAA, Section 4212
• Jeanne Clery Act, as amended by the Violence Against Women Reauthorization Act of 2013

INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

All Purdue University community members.

EXCLUSIONS

Title IX Harassment matters are addressed under the policy on Title IX Harassment (III.C.4) and the Procedures for Resolving Complaints of Title IX Harassment.

RESPONSIBILITIES

Vice President for Ethics and Compliance

• In consultation with University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Harassment for all campuses and operations within the Purdue University system.
• In consultation with University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking within the University system.

Chancellors

• Maintain an educational and employment environment free from Harassment.

Vice Presidents, Vice Chancellors, Vice Provosts and Deans

• Maintain an educational and employment environment free from Harassment.
• Communicate to all members of their unit the individuals and offices designated as a resource for people seeking assistance with Harassment.

Title IX Coordinators

• Oversee the investigation and resolution of all reports of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence on their respective campuses involving students, staff, faculty, consultants and contractors.
• Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.
• Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
• Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence.
• Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.
• Oversee training, prevention and education efforts and periodic reviews of climate and culture for their respective campuses.

Mandatory Reporters

• Report all incidents of discrimination, Harassment or retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
Administrators, Supervisors, and Individuals and Offices Designated as a Resource for Assistance with Harassment

- Report all incidents of Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
- Take immediate steps in accordance with University policy and procedure to respond to any conduct involving Harassment or complaints of Harassment brought to their attention that involve University faculty, staff or students under their administrative jurisdiction.

Individuals Who Believe They Have Experienced or Witnessed Harassment

- Report the incident as described in the Procedures for Resolving Complaints of Discrimination and Harassment.

DEFINITIONS

All defined terms are capitalized throughout the document. Refer to the central Policy Glossary for additional defined terms.

Consent/Consensual

Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is Incapacitated or otherwise prevented from giving Consent as a result of impairment due to a mental or physical condition or age. No Consent exists when there is a threat of force or physical or psychological violence.

Although Consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of Consent.

The voluntary nature of Consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

Harassment

Conduct towards another person or identifiable group of persons that is so severe, pervasive or objectively offensive that it has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

Use of the term Harassment includes all forms of harassment, including Stalking, Racial Harassment and Sexual Harassment.

Incapacitated/Incapacitation

A mental state in which an individual cannot make rational decisions because they lack the capacity to give knowing Consent (e.g., to understand the who, what, where, why and how of their sexual interaction). Such Incapacitation may be caused by alcohol or other drug use, sleep or unconsciousness. Intoxication is not equivalent to Incapacitation.

Mandatory Reporters

Individuals employed by the University who hold a title of or equivalent to President, Chancellor, vice president, vice chancellor, vice provost, dean, department head and director, as well as all employees in supervisory or management roles, and other staff who have authority and responsibility to initiate corrective measures on behalf of the University.

Racial Harassment

Conduct that demonstrates hostility towards another person (or identifiable group of persons) on the basis of race, color, national origin or ancestry and is so severe, pervasive or objectively offensive that it has the purpose or effect of:

1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

The University is strongly committed to providing a safe and Harassment-free environment for members of those groups that have historically been, and are still likely to be, at greatest risk of Harassment for reasons of prejudice.

**Relationship Violence**
Any physical, sexual and/or psychological harm against an individual by a current or former intimate or romantic partner. Intimate or romantic partners may be dating, cohabitating, married, separated or divorced, and may be of the same or opposite sex.

**Retaliation**
Any overt or covert act of reprisal, interference, restraint, penalty, discrimination, intimidation or Harassment against any person or group for reporting or complaining of discrimination and/or Harassment, assisting or participating in the investigation of a complaint of discrimination and/or Harassment, or enforcing University policies with respect to discrimination and/or Harassment.

**Sexual Exploitation**
An act that exploits someone sexually. Examples of Sexual Exploitation include, but are not limited to:

- Exposing one's own or another person's intimate parts without Consent.
- Recording video or audio of, photographing, or disseminating or transmitting intimate or sexual utterances, sounds or images without Consent of all parties involved.
- Allowing others to view sexual acts (whether in person, through electronic means, or via a video camera or other recording device) without the Consent of all parties involved.
- Engaging in any form of voyeurism.

**Sexual Harassment**
A. Any act of Sexual Violence.
B. Any act of Sexual Exploitation.
C. Any unwelcome sexual advance, request for sexual favors or other written, verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a University program or activity;
2. Submission to, or rejection of, such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a University program or activity;
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, offensive or hostile environment for that individual's employment, education or participation in a University program or activity.

**Sexual Violence**
Any non-Consensual sexual act, including but not limited to rape, sexual assault, sexual battery and sexual coercion. Sexual Violence also includes Relationship Violence. Examples of Sexual Violence include, but are not limited to:

- Non-Consensual sexual contact: touching, with any body part or object, another person's intimate parts (e.g., genitalia, groin, breast, buttocks), whether clothed or unclad.
- Non-Consensual sexual intercourse: oral, anal and/or vaginal penetration, to any degree and with any body part or object.
- Compelling a person to touch their own or another person’s intimate parts without Consent.

**Stalking**
Any knowing or intentional course of conduct involving repeated or continued following, threatening or intimidating another person by telephone, mail, electronic communication, social media, in person, or by any other action, device or method when such conduct 1) would cause a reasonable person to suffer substantial emotional distress or fear of bodily injury or death and 2) actually causes such person substantial emotional distress or fear of bodily injury or death.

**RELATED DOCUMENTS, FORMS AND TOOLS**

Board of Trustees resolution dated December 18, 2010
Appendix D

Policies

• **Amorous Relationships (III.A.1):** www.purdue.edu/policies/ethics/iiia1.html
• **Title IX Harassment (III.C.4):** purdue.edu/policies/ethics/iiic4.html
• **University Nondiscrimination Policy Statement:** www.purdue.edu/purdue/ea_eou_statement.html

**Procedures for Resolving Complaints of Discrimination and Harassment:** www.purdue.edu/ethics/resources/resolving-complaints.php

**Sexual Violence Awareness website:** www.purdue.edu/sexual_assault/

Regulations Governing Student Conduct:

• **Fort Wayne:** pfw.edu/committees/senate/code/?_ga=2.94649308.1951212460.1567775697-2036197937.1567775697#Code
• **Northwest:** www.pnw.edu/dean-of-students/policies/code-of-conduct/
• **West Lafayette:** catalog.purdue.edu/content.php?catoid=13&navoid=16335

Websites for governing bodies with oversight for applicable laws and regulations:

• **Indiana Civil Rights Commission:** www.in.gov/icrc
• **U.S. Department of Education Office for Civil Rights:** www2.ed.gov/about/offices/list/ocr/index.html
• **U.S. Department of Justice, Americans with Disabilities Act:** www.ada.gov/
• **U.S. Department of Labor Office of Federal Contractor Compliance Programs:** www.dol.gov/agencies/ofccp
• **U.S. Equal Employment Opportunity Commission:** www.eeoc.gov

**WEBSITE ADDRESS FOR THIS POLICY**

www.purdue.edu/policies/ethics/iiic1.html

**HISTORY AND UPDATES**

August 14, 2020: Updated Contacts section. Added new sections to Statement of Policy on (1) False Allegations, Statements and Evidence and (2) Retaliation Prohibited that expand the previous language. Noted exclusion for issues addressed under the policy on Title IX Harassment. Updated definitions of Mandatory Reporters and Sexual Harassment. Updated links in Related Documents, Forms and Tools section.

September 12, 2019: Contacts and Related Documents, Forms and Tools sections updated.

July 1, 2018: Contacts section updated.

August 1, 2017: Minor updates throughout policy. Definitions of Harassment, Racial Harassment, Sexual Exploitation and Sexual Harassment updated.

July 1, 2016: Minor updates throughout policy. Clarified the language regarding sanctions. Several updates to Contacts section.


May 6, 2014: Contacts section updated.
Appendix D

March 1, 2014: The following additions were made: 1) education, prevention, risk reduction and awareness program language, 2) a definition of stalking and 3) a modification of certain disciplinary actions for students. Several website URLs were updated throughout.

April 1, 2012: Language pertaining to Sexual Violence added in the Statement of Policy and Definitions. Procedures updated to refer all complaints under this policy to the Procedures for Resolving Complaints of Discrimination and Harassment.

November 18, 2011: Policy number changed to III.C.1 (formerly X.2.1) and website address updated. Links to other policies updated as well.

July 1, 2011: Definition of Sexual Harassment amended.

May 1, 2011: A definition for Regulations Governing Student Conduct was added. This policy supersedes Anti-Harassment, Interim (X.2.1) dated December 22, 2010.

December 22, 2010: This policy supersedes the Antiharassment Policy (Executive Memorandum No. C-33) dated September 16, 1994. It has been formatted in the current policy template and updated to comply with the Board of Trustees’ resolution dated December 18, 2010, which expands the University’s nondiscrimination commitment to include the bases of genetic information, gender identity and gender expression.

APPENDIX

There are no appendices to this policy.
Procedures for Resolving Complaints of Title IX Harassment

Implemented August 14, 2020

A. INTRODUCTION

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages individuals to strive to reach their potential. Title IX Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

Any employee, student, campus visitor or person participating in a University activity, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of Title IX Harassment, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps and/or providing Supportive Measures before or after the filing of a Formal Complaint or where no Formal Complaint has been filed.

There are both formal and informal processes for resolving complaints of Title IX Harassment; however, the informal process is not available unless a Formal Complaint has been filed.

The University has an obligation to respond to information of which it becomes aware, whether received directly or indirectly. That is, the University's obligation may be triggered by a direct disclosure by those who have experienced potential discrimination or harassment or by gaining indirect knowledge of such information. For this reason, the University may initiate an investigation of circumstances that involve potential discrimination and/or harassment even where no complaint, formal or informal, has been filed. In those circumstances, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures.

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

B. SCOPE

These Title IX Procedures outline the resolution processes that will be used to investigate and/or resolve a report of Title IX Harassment committed against a student, employee, or a person participating in or attempting to participate in a program or activity of Purdue University under the University’s policy on Title IX Harassment (III.C.4) (the “Title IX Harassment Policy”). These Title IX Procedures apply to allegations of conduct on the basis of sex addressed by the University in accordance with its obligations under Title IX of the Education Amendments of 1972 (“Title IX”). These Title IX Procedures incorporate the regulations governing educational institutions’ Title IX obligations, as promulgated by the Department of Education’s Office for Civil Rights. Other harassment and discrimination not covered by Title IX are addressed under the University’s policies on Anti-Harassment (III.C.1) and on Equal Opportunity, Equal Access and Affirmative Action (III.C.2) and the Procedures for Resolving Complaints of Discrimination and Harassment. If a Formal Complaint is dismissed under these Title IX Procedures, the Procedures for Resolving Complaints of Discrimination and Harassment may be implemented.

C. RESOURCES FOR RESOLVING COMPLAINTS OF TITLE IX HARASSMENT

Inquiries and complaints about Title IX Harassment, including, but not limited to, inquiries and complaints about Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking may be brought to the Title IX Coordinator. Information about the Title IX Coordinator for each campus is available in the Title IX Harassment Policy.

The management of all complaints of Title IX Harassment, regardless of where they are initially received, and the implementation of these Title IX Procedures is the responsibility of the Title IX Coordinator.
Appendix E

Any question of interpretation regarding these Title IX Procedures shall be referred to the Vice President for Ethics and Compliance for final determination.

D. DEFINITIONS

All defined terms are capitalized throughout the document. Additional defined terms may be found in the Title IX Harassment Policy (III.C.4) and the central Policy Glossary.

Advisor
An individual selected by the Complainant or the Respondent to accompany the Party to any interview or meeting under these Title IX Procedures. The individual may be, but is not required to be, an attorney. The same individual may also serve as the Hearing Advisor.

Complainant(s)
A person or persons (1) employed by University or (2) participating in or attempting to participate in a Purdue University program or activity, who is alleged to be the victim of conduct that could constitute Title IX Harassment whether or not a Formal Complaint has been filed.

Campus Equity Office
The following University offices: (1) on the West Lafayette campus, the Office of Institutional Equity; (2) on the Fort Wayne campus, Human Resources and Institutional Equity; and (3) on the Purdue Northwest Hammond and Westville campuses, the Office of Equity, Diversity and Inclusion.

Days
Calendar days.

Director
The Director of the Office of Institutional Equity of the West Lafayette campus.

Eligible Designee
An individual to whom the Title IX Coordinator delegates their authority under these Title IX Procedures. All Eligible Designees must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance.

Formal Complaint
A document filed by a Complainant or signed by the Title IX Coordinator alleging Title IX Harassment against a named Respondent(s) that requests the University investigate the allegations. See Section I of these Title IX Procedures.

Formal Resolution Process
The process for resolving complaints of Title IX Harassment set forth in Section I of these Title IX Procedures. The Formal Resolution Process involves the filing of a Formal Complaint, an investigation, a Hearing, a determination as to whether the Title IX Harassment Policy has been violated and, as appropriate, the imposition of sanctions and remedial measures.

Hearing
The formal live meeting during which the Parties, witnesses and other participants appear virtually with technology enabling participants simultaneously to see and hear each other. Evidence is presented and witnesses are heard.

Hearing Advisor
An individual selected by the Complainant or the Respondent to accompany the Party to the Hearing and conduct cross examination of witnesses under these Title IX Procedures. The individual may be, but is not required to be, an attorney. The same individual may also serve as the Advisor. If a Party does not have a Hearing Advisor, the University will provide someone who is not an attorney to serve in this role.

Hearing Officer
The individual responsible for administering the Hearing and issuing decisions concerning responsibility and sanctions, if applicable, in Title IX Harassment matters. The Hearing Officer cannot be a University Investigator in a matter or the University’s Title IX Coordinator.
Informal Resolution Process
The process for resolving complaints of Title IX Harassment set forth in Section H of these Title IX Procedures. The Informal Resolution Process is designed to empower the Parties to reach a mutually satisfactory agreement.

Investigation Report
A written report prepared by the University Investigator(s) that fairly summarizes relevant evidence.

Party or Parties
The Complainant(s) and Respondent(s) in a Title IX Harassment matter.

Supportive Measures
Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the University’s education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University’s educational environment, or deter sexual harassment. Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the Parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide Supportive Measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

Delegation
The Title IX Coordinator may delegate their authority under these Title IX Procedures to an Eligible Designee.

Requests for Anonymity or No Action
To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Formal Complaint.
Appendix E

Procedures for Resolving Title IX Harassment Complaints

E4

If the Complainant requests that their name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the Title IX Coordinator shall evaluate such request and notify the individual of the University's response to their request.

The University will honor the Complainant’s request to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual, and the University's duty to maintain a safe and non-discriminatory environment for all.

If the University honors the request for anonymity, federal law prohibits the University from pursuing disciplinary action against a Respondent. The University will, however, take other appropriate steps to eliminate any such Title IX Harassment, prevent its recurrence and remedy its effects on the Complainant and the University community. Those steps may include offering appropriate Supportive Measures and/or providing targeted training and prevention programs.

If the University is unable to honor the request for anonymity or the request to take no formal action in response to a report, the University may be obligated to move forward with a Formal Complaint signed by the Title IX Coordinator if there is an individual or public safety concern and sufficient independent information exists to establish that the Title IX Harassment Policy has been violated.

The Title IX Coordinator will assess requests for the University to take no formal action by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.

Advisor

Both a Complainant and a Respondent are entitled to an Advisor of their choice, and the Advisor may accompany the Party to any meeting or proceeding under these Title IX Procedures. A Complainant may have an Advisor present when reporting Title IX Harassment or at any point. An Advisor may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a Party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process, except as a Party’s Hearing Advisor. In the event that an attorney is retained to serve as a Hearing Advisor, the attorney may participate in, speak for, or stand in the place of the Complainant or the Respondent and may act as legal counsel for a Party during the Hearing.

The University has the discretion to impose reasonable conditions upon the participation of an Advisor or support person and Hearing Advisor.

Any fees and/or expenses charged by an Advisor or Hearing Advisor for services under these Title IX Procedures are the responsibility of the Party who retained the Advisor or Hearing Advisor.

Time Frames

The University encourages prompt reporting. Persons who have experienced or witnessed harassment are encouraged to report the incident to the Title IX Coordinator as soon as possible. Unreasonable filing delays could result in the dulling of memories and a loss of relevant evidence and witness testimony. Delays in filing shall not affect the Complainant’s eligibility for Supportive Measures from the University.

When extenuating circumstances warrant, the Title IX Coordinator has the authority and discretion to extend any of the time limits contained in these Title IX Procedures for good cause except those relating to the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Title IX Procedures. In the event that good cause exists for the investigation and resolution to exceed these time frames, the University will notify all Parties of the reason(s) for the delay and the expected adjustment in time frames. Good cause may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the Parties, or for other legitimate reasons. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, due process and fairness with promptness.
Appendix E

Expectations Regarding Participation
All University community members are expected to provide truthful information in any report or proceeding under these Title IX Procedures. Any person who, in bad faith, makes a false statement or submits false information in connection with the initiation or resolution of a Formal Complaint under these Title IX Procedures may be subject to appropriate discipline. Making a good faith report of Title IX Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility, alone, is not sufficient to conclude that any individual made a materially false statement in bad faith.

Formal Complaints involving University Officers and/or Administrators with Responsibilities under these Title IX Procedures
In the event that a complaint concerns the conduct of the Title IX Coordinator or Hearing Officer (or the Title IX Coordinator or Hearing Officer has a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual to be responsible for implementing the responsibilities of the Title IX Coordinator or Hearing Officer pursuant to these Title IX Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance (or the Vice President for Ethics and Compliance has a conflict of interest), the President shall designate an individual to be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance pursuant to these Title IX Procedures. In the event that a complaint concerns the President (or the President has a conflict of interest), the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Title IX Procedures. In the event that the President or other member of senior administration is a Respondent under these Title IX Procedures, the University may, in its sole discretion, modify these Title IX Procedures to provide for an investigation by an independent University Investigator to be selected by the Board of Trustees and for final decision making by the Board of Trustees or a subcommittee of the Board of Trustees.

Conflicts of Interest and Bias Concerns
Administrators of these Title IX Procedures may not have a conflict of interest or bias for or against a Party generally or for or against a specific Complainant or Respondent.

In the event that a Party has concerns that a University Investigator or decision maker under these Title IX Procedures cannot conduct an unbiased review or render a determination free from bias, the Party may report their concerns to the Title IX Coordinator who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns should be reported promptly. In reaching such decision, the Title IX Coordinator will consider whether a reasonable person would believe bias exists.

Coordination with Law Enforcement
A Complainant may seek recourse under these Title IX Procedures and/or pursue criminal action. Neither law enforcement’s determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, is determinative of whether a violation of the University’s Title IX Harassment Policy has occurred. Proceedings under these Title IX Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will nevertheless communicate with the Complainant and Respondent regarding Supportive Measures, options for resolution, and concerns regarding safety and well-being. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

Requests by Individuals with Disabilities
Purdue is committed to providing equal access under these Title IX Procedures to individuals with disabilities. Individuals who require academic adjustments, auxiliary aids and services and/or reasonable accommodations to participate in any part of the resolution process should contact the Title IX Coordinator.

F. REPORTING OPTIONS AND RESOURCES FOR TITLE IX HARASSMENT

The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Title IX Harassment whether as a Complainant or a Respondent will have equal access to Supportive Measures.

A first step for any Complainant may be choosing how to proceed following an incident of Title IX Harassment. The University recognizes that deciding whether to make a report and choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These
professionals can provide information about available resources and procedural options and assistance to either Party in the event that a report and/or resolution under the Title IX Harassment Policy or these Title IX Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

Confidential Resources
Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18. A list of on-campus confidential resources is listed in Appendix A to these Title IX Procedures.

It is important to understand that other University employees involved in the University’s sexual misconduct response do not have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be required to share a report of Title IX Harassment with the Title IX Coordinator.

Non-Confidential Campus Reporting Resources and Mandatory Reporters
The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Title IX Harassment. All University community members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator.

In contrast to the designated campus or community professionals described above under “Confidential Resources,” who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are required to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator. Mandatory reporters receive annual required training to ensure that they understand their obligations and the resources available to University community members who report such incidents. University employees who are mandatory reporters include administrators, supervisors, and other staff who have authority to initiate corrective measures on behalf of the University. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the Parties, if known. A list of campus reporting options, by campus, to whom individuals are encouraged to report any incidents, is available in Appendix A.

Privacy
The privacy of the Parties will be respected and safeguarded at all times. All University employees who are involved in the University’s Title IX response receive specific training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those University employees who “need to know” in order to assist in the active review, investigation or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

Release of Information
If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University also may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U.S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and University policy. No information shall be released from proceedings under the Title IX Harassment Policy or the Title IX Procedures except as required or permitted by law and University policy. The University reserves the right to notify the
parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

**Reporting to Law Enforcement**
In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University encourages Complainants to pursue criminal action for Title IX Harassment that also may be crimes under state criminal statutes (see legal definitions on the [Title IX website](http://www.purdue.edu/titleix/index.php)). The University will assist a Complainant, at the Complainant’s request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process. A list of law enforcement resources for each campus is available in Appendix A.

**Anonymous Reporting**
Any individual may make an anonymous report concerning an act of Title IX Harassment. A report can be made without disclosing one’s own name, identifying the Respondent or requesting any action. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the University’s ability to respond or take further action.

Anonymous reports can be made through the Purdue Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. Access the Purdue Hotline at [www.purdue.edu/hotline](http://www.purdue.edu/hotline) or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

**G. COUNSELING, ADVOCACY AND SUPPORT FOR STUDENTS**

The University is committed to providing a number of support services to University community members. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue provides its students with professional staff who can assist students who have been involved in a Title IX Harassment incident or participated in a resolution process under these Title IX Procedures with academic and advocacy/support services. The professional staff within the Office of the Dean of Students are available to assist students with Supportive Measures, including the following:

- Coordination of services.
- Academic adjustments, including processing absence notifications.
- Assistance with emergency housing needs.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor's office.
- Assistance in obtaining a protective order through the local court system.

A list of counseling, advocacy and other support services for each campus is listed in Appendix A.

**H. INFORMAL RESOLUTION PROCESS**

After the filing of a Formal Complaint and at any time before there is a determination of responsibility, either Party may submit a written request to the Title IX Coordinator or the Title IX Coordinator may offer an Informal Resolution Process. Participation in the Informal Resolution Process is voluntary. In order to participate in the Informal Resolution Process, the Parties must provide their voluntary written consent to the Informal Resolution Process, including the confidential nature of the Informal Resolution Process. A Complainant or Respondent has the right to withdraw from the Informal Resolution Process at any time and resume the process with respect to the Formal Complaint.

The Informal Resolution Process does not require an investigation or Hearing. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of
their conduct and ways in which this behavior could be changed; participation in educational programs about Title IX Harassment; verbal or written reprimands; or other interventions or actions aimed at ending the Title IX Harassment, preventing its recurrence, and addressing its effects.

The Informal Resolution Process is not available in matters in which a student is a Complainant and a faculty or staff member is a Respondent.

I. FORMAL RESOLUTION PROCESS

1. Filing a Formal Complaint

A Formal Complaint may be filed by a Complainant by completing the Complaint Information Form online, in person or via electronic mail. A document alleging a violation of the Title IX Harassment Policy against a Respondent and seeking an investigation may be submitted to the Title IX Coordinator in person, by mail, by electronic mail, and the document will be considered a Formal Complaint. Any Complainant who does not initiate this Formal Resolution Process by filing a Complaint Information Form will be asked to do so.

The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant, in which case the Title IX Coordinator will sign a document alleging a violation of the Title IX Harassment Policy against a Respondent and initiate an investigation.

The Formal Complaint should contain the following:

a. The identities of the Parties involved, if known;
b. The date of the alleged incident, if known;
c. The location of the alleged incident, if known; and
d. A description of the conduct that is alleged to violate the Title IX Harassment Policy.

2. Notification of Formal Complaint and Response

Upon receipt of a Formal Complaint, the Title IX Coordinator must provide the following written notice to the Complainant and Respondent. The notice shall include:

a. An electronic copy of the Title IX Harassment Policy and these Title IX Procedures and/or a link to the Title IX Harassment Policy and these Title IX Procedures;
b. A copy of the Formal Complaint;
c. The identities of the Parties involved, if known;
d. The date of the alleged incident, if known;
e. The location of the alleged incident, if known;
f. The conduct that is alleged to violate the Title IX Harassment Policy;
g. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will not be made until an investigation is completed and a Hearing is held subject to any determination on appeal as provided under these Title IX Procedures;
h. The Parties may have an Advisor of their choice, who may be, but is not required to be, an attorney;
i. The Parties will be provided, for their inspection and review, with an electronic copy or hard copy of any evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory whether obtained from a Party or other source;
j. The Title IX Harassment Policy prohibits bringing knowingly false or malicious charges and prohibits knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation. The University’s Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals provide that “dishonesty in connection with any University activity” constitutes conduct for which students may be subject to informal action or disciplinary sanctions; and
k. A statement explaining that the Title IX Coordinator will review the Formal Complaint to determine if it is subject to mandatory dismissal or discretionary dismissal as described in Sections I.3 and I.4.

In cases where the Respondent is a faculty or staff member, the Title IX Coordinator will also provide prompt notification, including the items listed above, to the department head or supervisor and to the appropriate Vice President, Dean or head of another major unit.
The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery.

3. Mandatory Dismissal

The Title IX Coordinator shall dismiss a Formal Complaint if, at any time during the investigation or Hearing, it is determined that the factual allegations of the Formal Complaint, if taken as true:

a. Fail to constitute Title IX Harassment, or  
b. Occur outside the University’s jurisdiction as stated in the Title IX Harassment Policy.

The Title IX Coordinator shall review a Formal Complaint filed by a Complainant to determine if the Formal Complaint is subject to mandatory dismissal as provided in this section and notify the Parties of the dismissal in writing within 14 days of the receipt of the Formal Complaint.

If the Title IX Coordinator determines that a Formal Complaint is subject to mandatory dismissal at any other point during the investigation or Hearing, the Title IX Coordinator shall notify the Parties of the dismissal in writing as soon as reasonably practicable. A mandatory dismissal does not preclude action under the University’s policies on Anti-Harassment (III.C.1) or on Equal Opportunity, Equal Access and Affirmative Action (III.C.2) or the Regulations Governing Student Conduct.

A mandatory dismissal may be appealed in accordance with Section M of these Title IX Procedures.

4. Discretionary Dismissal

The Title IX Coordinator may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the investigation or Hearing:

a. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or  
b. The Respondent is no longer enrolled in or employed by the University; or  
c. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

The Title IX Coordinator shall provide the Complainant and Respondent(s) with written notice of the dismissal. Such a dismissal does not preclude action under the University’s policies on Anti-Harassment (III.C.1) or on Equal Opportunity, Equal Access and Affirmative Action (III.C.2) or the Regulations Governing Student Conduct.

A discretionary dismissal may be appealed in accordance with Section M of these Title IX Procedures.

5. Investigation of Formal Complaints

In the event that, following an initial assessment, the Title IX Coordinator decides that the Formal Complaint is not subject to mandatory dismissal, the Title IX Coordinator will assign a University Investigator and notify the Parties.

The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification. Any extension of time must be approved by the Title IX Coordinator. A copy of the Respondent(s) written response will be provided to the Complainant.

a. A statement that the Title IX Coordinator (or Eligible Designee) will contact the Complainant and Respondent separately to arrange individual meetings to discuss the allegation and any Informal Resolution Process for immediately resolving the dispute in a way Parties might agree upon, precluding the need for further action. The Title IX Coordinator (or Eligible Designee) shall also explain the Formal Resolution Process and answer any questions the Parties may have.  
b. A statement that the initial interview of the Respondent will not be scheduled until the time for the Respondent to provide a response to the Formal Complaint has expired;  
c. The name of the University Investigator(s) assigned to the matter;  
d. A statement regarding the opportunity to have an Advisor for all meetings during the investigation. Contact information for all campus student defenders groups;  
e. Guidance regarding Supportive Measures, if applicable; and
f. A statement of the rights and resources to which Parties are entitled.

The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information. Both Parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The University Investigator shall preserve all evidence. All interviews must be recorded.

While investigating a Formal Complaint, the University must:

a. Ensure that both the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the Parties;

b. Provide equal opportunity for Parties to present witnesses and other incriminating and exculpatory evidence;

c. Not restrict the ability of either Party to discuss the allegations under investigation or to gather and present relevant evidence; and

d. Provide to the Party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings with a Party, with sufficient time for the Party to prepare to participate.

The investigation shall be completed within 60 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Title IX Coordinator.

6. Investigation Report and Evidence

At least 20 days before a Hearing, the Title IX Coordinator shall ensure that Parties and their Hearing Advisor are provided with an electronic copy or hard copy of any and all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including both incriminating and exculpatory evidence, regardless of whether any Party or the University intends to present such evidence in the Hearing. This shall include the identities of Parties and any witnesses. Parties shall have at least 10 days to submit to the University Investigator a written response, which the University Investigator will consider prior to completing the Investigation Report. At least 10 days prior to the Hearing, the University Investigator will prepare and complete an Investigation Report that fairly summarizes the relevant evidence and submit it to the Parties and their Hearing Advisors, if any, the Title IX Coordinator, and the Hearing Officer in an electronic format or a hard copy for their review. Parties may submit a written response to the Hearing Officer at or before the Hearing.

J. HEARING

Parties have the right to a Hearing Advisor of their choosing. The Hearing Advisor may actively participate in the Hearing.

If a Party does not have a Hearing Advisor present at the Hearing, the University will provide, without fee or charge to that Party, a Hearing Advisor of the University’s choice to conduct cross-examination on behalf of that Party. The University-provided Hearing Advisors will not be attorneys.

At least 10 days after the Investigation Report is provided, the Hearing Officer shall convene a live Hearing. The Hearing Officer will provide to the Parties and any witnesses whose participation is invited or expected written notice of the date, time and manner of the Hearing. All Parties, witnesses and other participants will appear at the live Hearing virtually, with technology enabling the Hearing Officer and participants to simultaneously see and hear the Party and witnesses answering questions. The University will create an audio or audiovisual recording or a transcript of the Hearing and make it available to Parties for inspection and review upon request.

At the hearing, each Party’s Hearing Advisor will conduct cross-examination of the other Party and any adverse witnesses. Such cross-examination must be conducted directly, orally, and in real time by the Party’s Hearing Advisor and never by a Party personally.

Before a Party or witness answers a cross-examination question, the Hearing Officer must determine whether the question is relevant and, if the Hearing Officer refuses to allow a particular question, the Hearing Officer must explain their decision to the Parties and document the reasons for refusal on the record.
Questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant’s prior sexual behavior 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.

If a Party or witness does not submit to cross-examination at the Hearing, the Hearing Officer must not rely on any statement of that Party or witness in reaching a determination regarding responsibility. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a Party’s or witness’s absence from the live Hearing or refusal to answer cross-examination or other questions.

K. DETERMINATION, SANCTIONS AND REMEDIES

Within 14 days following the Hearing, the Hearing Officer shall make a written determination whether a violation of the Title IX Harassment Policy has occurred and shall simultaneously send the Complainant and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. That written determination shall include:

1. An identification of the section(s) of the Title IX Harassment Policy alleged to have been violated;
2. A description of the procedural steps taken from the receipt of the complaint through the determination, including any notifications to Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and Hearings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of the Title IX Harassment Policy to the facts;
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;
6. Any sanctions the University imposes on the Respondent;
7. Any remedies provided to the Complainant designed to restore or preserve access to the University’s education program or activity;
8. A determination of whether the Formal Complaint was knowingly false or malicious; and
9. The University’s procedures and permissible bases for Parties to appeal.

The determination regarding responsibility becomes final either on the date that the Vice President for Ethics and Compliance provides the Parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction. In the case of a student as the Respondent, the appropriate Dean is the Dean of Students.

Sanctions will be decided on a case-by-case basis, must be reasonable and proportionate to the seriousness of the violation, and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension, degree deferral or expulsion as well as restrictions on employment and/or access to University property and related organizations.

Except as provided herein, sanctions imposed pursuant to these Title IX Procedures may not be appealed or made the subject of a grievance under any other University policy.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Hearing Officer shall be accepted into evidence at the faculty member's termination hearing without the necessity of the Complainant testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for...
a group of students, faculty or staff; and other remedies that can be tailored to the needs of the Parties. The Title IX Coordinator is responsible for the effective implementation of any remedies.

In the event the charge of Title IX Harassment is not substantiated following the written determination of the Hearing Officer, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

L. RETALIATION PROHIBITED

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, refusing to participate in any manner in an investigation, proceeding or Hearing under these Title IX Procedures or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Title IX Procedures will be subject to appropriate and prompt disciplinary or remedial action.

M. APPEAL

The Complainant and the Respondent each have the right to appeal any mandatory or discretionary dismissal as well as the decision of the Hearing Officer and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. The Vice President for Ethics and Compliance will notify the other Party in writing when an appeal is filed and furnish a copy of the appeal. Each Party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the appeal.

The grounds for appeals are limited to the following:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
3. The Title IX Coordinator, University Investigator(s), Hearing Officer, or the Vice President for Ethics and Compliance had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all Parties involved. Normally this decision will be made within 30 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University’s final action.

N. FILING WITH EXTERNAL AGENCIES

Any person may file a complaint with the Indiana Civil Rights Commission, the U.S. Equal Employment Opportunity Commission or the U.S. Department of Education’s Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office of Institutional Equity on the West Lafayette campus.

O. RELATED DOCUMENTS, FORMS AND TOOLS


Procedures for Resolving Title IX Harassment Complaints
Appendix E


P. VERSION HISTORY

The initial effective date of these procedures is August 14, 2020.

Appendix A: Quick Reference Guide
Appendix F

Title IX Harassment, Interim (III.C.4)
Volume III: Ethics
Chapter C: Equal Opportunity
Responsible Executive: Vice President for Ethics and Compliance
Responsible Office: Office of the Vice President for Ethics and Compliance
Date Issued: August 14, 2020
Date Last Revised: N/A

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Statement of Policy
Reason for This Policy
Individuals and Entities Affected by This Policy
Exclusions
Responsibilities
Definitions (defined terms are capitalized throughout the document)
Related Documents, Forms and Tools
Website Address for This Policy
History and Updates
Appendix

CONTACTS

Policy Clarification

<table>
<thead>
<tr>
<th>Title/Office</th>
<th>Telephone</th>
<th>Email/Webpage</th>
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<tbody>
<tr>
<td>Vice President for Ethics and Compliance</td>
<td>765-494-5830</td>
<td><a href="mailto:vpec@purdue.edu">vpec@purdue.edu</a>&lt;br&gt;www.purdue.edu/ethics</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Office address: &lt;br&gt;Ernest C. Young Hall, 10th floor&lt;br&gt;155 S. Grant St.&lt;br&gt;West Lafayette, IN 47907</td>
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Title IX Harassment Complaints

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<tr>
<th>Title/Office</th>
<th>Telephone</th>
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<tr>
<td>Fort Wayne: Human Resources and Institutional Equity</td>
<td>260-481-6677</td>
<td><a href="http://www.pfw.edu/equity">www.pfw.edu/equity</a></td>
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<tr>
<td>PNW Hammond Campus: Office of Equity, Diversity and Inclusion</td>
<td>219-989-3169</td>
<td><a href="http://www.pnw.edu/diversity">www.pnw.edu/diversity</a></td>
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<tr>
<td>PNW Westville Campus: Office of Equity, Diversity and Inclusion</td>
<td>219-785-5545</td>
<td><a href="http://www.pnw.edu/diversity">www.pnw.edu/diversity</a></td>
</tr>
<tr>
<td>West Lafayette: Office of Institutional Equity</td>
<td>765-494-7255</td>
<td><a href="mailto:equity@purdue.edu">equity@purdue.edu</a>&lt;br&gt;www.purdue.edu/oie</td>
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### Reports of Sexual Violence

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<td>For all emergencies, dial 911. Non-emergency reports may be made using the contacts below.</td>
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<tr>
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<tr>
<td>Title IX Coordinator – Christine M. Marcuccilli</td>
<td>260-481-6107</td>
<td>Kettler Hall, Room 252 2101 E. Coliseum Blvd. Fort Wayne, IN 46805 <a href="mailto:marcuccc@pfw.edu">marcuccc@pfw.edu</a></td>
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<tr>
<td>Title IX Coordinator – Linda B. Knox</td>
<td>219-989-3169</td>
<td>Lawshe Hall, Room 231 2200 169th St. Hammond, IN 46323 <a href="mailto:lbknox@pnw.edu">lbknox@pnw.edu</a></td>
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<tr>
<td>Title IX Coordinator – Laura Odom</td>
<td>219-785-5545</td>
<td>Schwarz Hall, Room 25 1401 S. U.S. Highway 421 Westville, IN 46391 <a href="mailto:odoml@pnw.edu">odoml@pnw.edu</a></td>
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<tbody>
<tr>
<td>Title IX Coordinator –Christina Wright</td>
<td>765-494-7255</td>
<td>Ernest C. Young Hall, 10th floor 155 S. Grant St. West Lafayette, IN 47907 <a href="mailto:titleix@purdue.edu">titleix@purdue.edu</a></td>
</tr>
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<table>
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<th></th>
<th></th>
</tr>
</thead>
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<tr>
<td>Police Department</td>
<td>260-481-6827</td>
<td>• <a href="http://www.pfw.edu/police/">www.pfw.edu/police/</a></td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>260-481-6601</td>
<td>• <a href="http://www.pfw.edu/offices/dean-of-students/index.html">www.pfw.edu/offices/dean-of-students/index.html</a></td>
</tr>
<tr>
<td>Student Housing</td>
<td>260-481-4180</td>
<td>• <a href="http://www.pfw.edu/housing/">www.pfw.edu/housing/</a></td>
</tr>
<tr>
<td>Health and Wellness Clinic</td>
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<td>• <a href="http://www.pfw.edu/clinic/">www.pfw.edu/clinic/</a></td>
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</thead>
<tbody>
<tr>
<td>Police Department</td>
<td>219-989-2220</td>
<td>• <a href="http://www.pnw.edu/public-safety/">www.pnw.edu/public-safety/</a></td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>219-989-4141</td>
<td>• <a href="http://www.pnw.edu/dean-of-students">www.pnw.edu/dean-of-students</a></td>
</tr>
<tr>
<td>Housing</td>
<td>219-989-4150</td>
<td>• <a href="http://www.pnw.edu/housing/">www.pnw.edu/housing/</a></td>
</tr>
<tr>
<td>Regional Health Clinic</td>
<td>219-989-1235</td>
<td>• <a href="http://www.pnw.edu/health-care-facilities/">www.pnw.edu/health-care-facilities/</a></td>
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<th>PNW Westville Campus:</th>
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<tbody>
<tr>
<td>Police Department</td>
<td>219-785-5220</td>
<td>• <a href="http://www.pnw.edu/public-safety/">www.pnw.edu/public-safety/</a></td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>219-785-5230</td>
<td>• <a href="http://www.pnw.edu/dean-of-students">www.pnw.edu/dean-of-students</a></td>
</tr>
<tr>
<td></td>
<td>219-304-6100</td>
<td></td>
</tr>
</tbody>
</table>
STATEMENT OF POLICY

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Title IX Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrate its intellectual and ethical leadership by reaffirming its strong position against Title IX Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by Title IX Harassment.

Title IX Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Title IX Harassment. This policy addresses Title IX Harassment toward individuals for reasons of sex, sexual orientation, gender identity and/or gender expression. The University will not tolerate Title IX Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

Jurisdiction
This policy applies to the programs and activities of Purdue University in the United States, to conduct that takes place on the campus or on property owned or controlled by the University in the United States, at University-sponsored events in the United States, or in buildings located in the United States that are owned or controlled by a Recognized Student Organization.

Reporting and Addressing Title IX Harassment
This policy seeks to encourage faculty, staff and students to report and address incidents of Title IX Harassment. The Procedures for Resolving Complaints of Title IX Harassment, as issued and updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Title IX Harassment.

The University reserves the right to investigate circumstances that may involve Title IX Harassment in situations where the impacted party declines to file a Formal Complaint. In appropriate circumstances, sanctions in accordance with this policy will be implemented where the Title IX Coordinator has filed a Formal Complaint.

To determine whether a particular act or course of conduct constitutes Title IX Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the questioned behavior. Such behavior must be so severe, pervasive and objectively offensive that it effectively denies an individual equal access to a program or activity of the University.

Academic Freedom and Freedom of Speech
Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous
exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.

Violations of Policy and Sanctions
Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

The University strongly encourages students to report instances of Sexual Assault, Dating Violence, Domestic Violence or Stalking. Therefore, students who provide information regarding Sexual Assault, Dating Violence, Domestic Violence or Stalking will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Assault, Dating Violence, Domestic Violence or Stalking.

False Allegations, Statements and Evidence
This policy may not be used to bring charges against any faculty, staff, students or Recognized Student Organizations, including fraternities, sororities and/or cooperatives, in bad faith. Disciplinary action will be taken against any person or group found to have brought a charge of Title IX Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge. In addition, individuals who, in bad faith, provide false statements or evidence, or who deliberately mislead a University official conducting an investigation under this policy may be subject to discipline under this policy or another University policy or process.

Retaliation Prohibited
The University prohibits Retaliation against any 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, or participated or refused to participate in any manner in a Title IX Harassment investigation, proceeding or hearing.

Education and Prevention
The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Assault, Dating Violence, Domestic Violence and Stalking.

Coordination with Other University Policies
This policy augments, but does not supersede, other University policies covering discrimination or harassment. Although Title IX Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain harassing or discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

REASON FOR THIS POLICY
This policy is designed to prevent and sanction incidents of Title IX Harassment within the Purdue University community. The University believes that Title IX Harassment is repugnant and inimical to our most basic values.

As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.

This policy helps to promote this commitment through compliance with Title IX of the Education Amendments of 1972.

INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY
All Purdue University community members.
EXCLUSIONS

There are no exclusions to this policy.

RESPONSIBILITIES

Vice President for Ethics and Compliance

- In consultation with Title IX Coordinators, University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Title IX Harassment for all campuses and operations within the Purdue University system.
- In consultation with Title IX Coordinators, University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Assault, Dating Violence, Domestic Violence and Stalking within the University system.

Chancellors

- Maintain an educational and employment environment free from Title IX Harassment.

Vice Presidents, Vice Chancellors, Vice Provosts and Deans

- Maintain an educational and employment environment free from Title IX Harassment.
- Communicate to all members of their unit the individuals and offices designated as a resource for people seeking assistance with Title IX Harassment.

Title IX Coordinators

- Coordinate the University’s efforts related to the intake, investigation, resolution and implementation of supportive measures to stop, remediate and prevent Title IX Harassment prohibited under this policy on their respective campuses involving students, staff, faculty and persons participating in or attempting to participate in a program or activity of the University.
- Oversee the investigation and resolution of all reports of sexual misconduct on their respective campuses involving students, staff, faculty consultants and contractors under the Anti-Harassment policy, as amended from time to time.
- Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.
- Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
- Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Assault, Dating Violence, Domestic Violence or Stalking.
- Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.
- Oversee training, prevention and education efforts, and periodic reviews of climate and culture for their respective campuses.

Mandatory Reporters

- Report all incidents of Title IX Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.

Administrators, Supervisors, and Individuals and Offices Designated as a Resource for Assistance with Title IX Harassment

- Report all incidents of Title IX Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
Appendix F

- Take immediate steps in accordance with University policy and procedure to respond to any conduct involving Title IX Harassment or complaints of Title IX Harassment brought to their attention that involve University faculty, staff or students under their administrative jurisdiction.

Individuals Who Believe They Have Experienced or Witnessed Title IX Harassment

- Report the incident as described in the Procedures for Resolving Complaints of Title IX Harassment.

DEFINITIONS

All defined terms are capitalized throughout the document. Refer to the central Policy Glossary for additional defined terms.

Consent/Consensual

Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is Incapacitated or otherwise prevented from giving Consent as a result of impairment due to a mental or physical condition or age. No Consent exists when there is a threat of force or physical or psychological violence.

Although Consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of Consent.

The voluntary nature of Consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

 Dating Violence

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

1. The existence of such a relationship shall be based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
2. For the purposes of this definition: Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating Violence does not include acts covered under the definition of Domestic Violence.

 Domestic Violence

Violence committed:

1. by a current or former spouse or intimate partner of the victim,
2. by a person with whom the victim shares a child in common,
3. by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
4. by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Indiana, or
5. by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

 Incapacitated/Incapacitation

A mental state in which an individual cannot make rational decisions because they lack the capacity to give knowing Consent (e.g., to understand the who, what, where, why and how of their sexual interaction). Such Incapacitation may be caused by alcohol or other drug use, sleep or unconsciousness. Intoxication is not equivalent to Incapacitation.

Mandatory Reporters

Individuals employed by the University who hold a title of or equivalent to President, Chancellor, vice president, vice chancellor, vice provost, dean, department head and director, as well as employees in supervisory or management roles, and staff who have authority to institute corrective measures on behalf of the University.

Retaliation

Any overt or covert act of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against any person or group for reporting or complaining of Title IX Harassment, assisting, participating, or refusing to participate in the investigation of a complaint of Title IX Harassment, or enforcing this policy.
Appendix F

Sexual Assault
An offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. As indicated in the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Stalking
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

1. Fear for his or her safety or the safety of others; or
2. Suffer substantial emotional distress.

For the purposes of this definition:

1. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
2. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
3. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Title IX Harassment
Conduct on the basis of sex that satisfies one or more of the following:

1. A University employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo); or
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the University’s educational programs or activities; or
3. Sexual Assault, Dating Violence, Domestic Violence or Stalking.

RELATED DOCUMENTS, FORMS AND TOOLS

Board of Trustees resolution dated December 18, 2010

Policies

- University Nondiscrimination Policy Statement: www.purdue.edu/purdue/ea_eou_statement.html

Procedures for Resolving Complaints of Title IX Harassment: www.purdue.edu/ethics/resources/titleIX-complaints.php

Sexual Violence Awareness website: www.purdue.edu/sexual_assault/

University Title IX website: www.purdue.edu/titleix/index.php

Title IX Harassment Policy, Interim

Indiana University Annual Security & Fire Safety Report
Appendix F

Regulations Governing Student Conduct:

- **Fort Wayne**: pfw.edu/committees/senate/code/?_ga=2.94649308.1951212460.1567775697-2036197937.1567775697#Code
- **Northwest**: www.pnw.edu/dean-of-students/policies/code-of-conduct/
- **West Lafayette**: catalog.purdue.edu/content.php?catoid=13&navoid=16335

Websites for governing bodies with oversight for applicable laws and regulations:

- **Indiana Civil Rights Commission**: www.in.gov/icrc
- **U.S. Department of Education Office for Civil Rights**: www2.ed.gov/about/offices/list/ocr/index.html
- **U.S. Department of Justice, Americans with Disabilities Act**: www.ada.gov/
- **U.S. Department of Labor Office of Federal Contractor Compliance Programs**: www.dol.gov/agencies/ofccp

**WEBSITE ADDRESS FOR THIS POLICY**

www.purdue.edu/policies/ethics/iiic4.html

**HISTORY AND UPDATES**


**APPENDIX**

There are no appendices to this policy.
Appendix G

Violent Behavior (IV.A.3)
Volume IV: Facilities and Safety
Chapter A: Safety
Responsible Executive: Chief Financial Officer and Treasurer
Responsible Office: Office of Environmental Health and Public Safety
Date Issued: February 1, 2011
Date Last Revised: September 21, 2016

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Contacts
Statement of Policy
Reason for This Policy
Individuals and Entities Affected by This Policy
Exclusions
Responsibilities
Definitions (defined terms are capitalized throughout the document)
Related Documents, Forms and Tools
Website Address for This Policy
History and Updates
Appendix

CONTACTS

For all emergencies, dial 911. Non-emergency reports and questions are directed to the contact information below.

Policy Clarification

Senior Director, Environmental Health and Public Safety
765-494-7504
ehps@purdue.edu

Northwest Campus

<table>
<thead>
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<th>Subject</th>
<th>Contact</th>
<th>Telephone</th>
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<tr>
<td>Questions</td>
<td>Vice Chancellor, Finance and Administration</td>
<td>219-785-5400</td>
<td></td>
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<tr>
<td>Non-Emergency Reports of Violent Behavior</td>
<td>University Police Chief</td>
<td>219-989-2220 or 219-989-2911</td>
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Fort Wayne Campus

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<tr>
<td>Questions</td>
<td>Vice Chancellor for Financial Affairs</td>
<td>260-481-6804</td>
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</tr>
<tr>
<td>Non-Emergency Reports of Violent Behavior</td>
<td>University Police Chief</td>
<td>260-481-0739</td>
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STATEMENT OF POLICY

Purdue University is committed to providing a safe and secure campus environment for members of the university community. Purdue strives to create an educational environment for students and a work environment for employees that promote educational and career goals. Violent Behavior impedes such goals and is prohibited in or on any University Facility or while participating in any University activity.

Purdue University uses best efforts to protect victims of Violent Behavior by offering reasonable and appropriate security measures. Whenever possible and appropriate, accommodations or adjustments to a victim’s work/class schedule, location or conditions will be made to enhance safety. Individuals who are aware that someone is a victim of Violent Behavior may offer support to the victim through steps such as referring him or her to the Employee Assistance Program, Student Counseling Center or other appropriate resources. The University’s policies will allow for flexibility to attend medical, court or counseling appointments related to trauma and/or victimization from situations covered by this policy.

Retaliation against any employee, student or other member of the University community who, in good faith, reports a violation of this policy is prohibited.

Purdue University employees who violate this policy will be subject to disciplinary action up to and including termination. An act of off-duty Violent Behavior may also be grounds for disciplinary action up to and including termination if there is a relevant relationship between the type of Violent Behavior and the potential adverse impact on the employee’s or another employee’s ability to perform his or her assigned duties and responsibilities. Purdue University students who violate this policy on or off University Facilities may be subject to disciplinary action up to and including expulsion, as provided in the Regulations Governing Student Conduct. In addition, any person who violates this policy may be subject to the issuance of a persona non grata notification, which limits access to a part of or all of University Facilities, in accordance with the Persona Non Grata (IV.A.5) policy.

REASON FOR THIS POLICY

The University is committed to providing a safe environment for students, faculty, staff and visitors. Criminal and civil laws prohibit Violent Behavior, and the Occupational Safety and Health Act of 1970 governs employers’ workplace safety. This policy describes Violent Behavior, its prevention and response, and University sanctions.

INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

All units, students, faculty, staff, volunteers and agents/contractors of Purdue University.

EXCLUSIONS

There are no exclusions to this policy.

RESPONSIBILITIES

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West Lafayette Campus

<table>
<thead>
<tr>
<th>Subject</th>
<th>Contact</th>
<th>Telephone</th>
<th>E-mail/Web Address</th>
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<tbody>
<tr>
<td>Questions</td>
<td>Senior Director, Environmental Health and Public Safety</td>
<td>765-494-7504</td>
<td><a href="mailto:ehps@purdue.edu">ehps@purdue.edu</a></td>
</tr>
<tr>
<td>Non-Emergency Reports of Violent Behavior</td>
<td>Purdue Public Safety Dispatch</td>
<td>765-494-8221 or 911</td>
<td><a href="mailto:police@purdue.edu">police@purdue.edu</a></td>
</tr>
</tbody>
</table>
Appendix G

Violent Behavior Policy

Behavioral Assessment Teams

- Assess potentially threatening situations and recommend action to mitigate risk of harm.
- Make every effort to protect the confidentiality and safety of those who report potential violations of this policy or raise concerns about Violent Behavior.

Employees

- Report immediately any Violent Behavior or other violations of this policy to the University Police or the head of Human Resources on their campus (or the head’s designee for such reports).

Human Resources

- Promptly investigate allegations that employees have engaged in Violent Behavior or otherwise violated this policy and take action to mitigate risk of harm, including, when necessary, removal of an employee or student from campus or other interim corrective measures of a non-disciplinary nature until the investigation is concluded.
- Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team, and request a meeting of the team, as needed.
- Refer employees and/or students to appropriate resources for coordination of assessments of Violent Behavior in the workplace and/or academic environment.
- Promptly notify the Title IX Coordinator of reports of Violent Behavior that may also violate the Anti-Harassment (III.C.1) policy’s definitions of Relationship Violence, Sexual Violence and/or Stalking.
- Develop and deliver, jointly with University Police, training and educational materials regarding Violent Behavior prevention and response.

Office of the Dean of Students

- Promptly investigate allegations that students have engaged in Violent Behavior or otherwise violated this policy and take action to mitigate risk of harm, including, when necessary, removal of a student from campus or other interim corrective measures of a non-disciplinary nature until the investigation is concluded.
- Promptly notify the Title IX Coordinator of reports of Violent Behavior that may also violate the Anti-Harassment (III.C.1) policy’s definitions of Relationship Violence, Sexual Violence and/or Stalking.
- Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team, and request a meeting of the team, as needed.
- Develop and deliver, jointly with University Police, training and educational materials regarding Violent Behavior prevention and response.

Supervisors

- Immediately report to the University Police incidents or allegations of Violent Behavior or other violations of this policy that are brought to their attention.
- Contact Human Resources to determine whether an employee should undergo an assessment of Violent Behavior in the workplace with an appropriate resource.
Appendix G

Students

- Immediately report any Violent Behavior or other violations of this policy to the University Police or the Dean of Students.

University Police

- Promptly investigate reports of Violent Behavior or other violations of this policy.
- Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team, and request a meeting of the team, as needed.
- Develop and deliver, jointly with Human Resources and with the Office of the Dean of Students, training and educational materials regarding Violent Behavior prevention and response.
- Comply with the policy on Campus Security and Crime Statistics (IV.A.2).

Vice Chancellor for Finance and Administrative Services (Northwest) and Vice Chancellor for Financial and Administrative Affairs (Fort Wayne)

- Serve as the chairperson for their campus employee Behavioral Assessment Team or designate responsibility for such.
- Identify the membership of their respective campus employee Behavioral Assessment Teams.

Vice Chancellor for Enrollment Management and Student Affairs (Northwest) and Vice Chancellor for Student Affairs (Fort Wayne)

- Serve as the chairperson for their campus student Behavioral Assessment Team or designate responsibility for such.
- Identify the membership of their respective campus student Behavioral Assessment Teams.

Vice President for Human Resources

- Serve as the chairperson for the West Lafayette campus employee Behavioral Assessment Team or designate responsibility for such.

Dean of Students (West Lafayette)

- Serve as the chairperson for the West Lafayette campus student Behavioral Assessment Team or designate responsibility for such.

DEFINITIONS

All defined terms are capitalized throughout the document. Additional defined terms may be found in the central Policy Glossary.

Behavioral Assessment Team

A standing committee of multi-disciplinary experienced representatives who will analyze potentially threatening situations, especially imminent threats to self or others, and take action to mitigate risk. Each campus may assign a specific name to their committee(s), but the purpose, function and membership must adhere to this policy.

The chairperson of each campus’s employee Behavior Assessment Team is as noted in the Responsibilities section and includes representatives from Human Resources, Environmental Health and Public Safety (West Lafayette only), University Police, legal counsel, mental health professional(s) and others as appropriate. The chairperson of each campus’s student Behavior Assessment Team is as noted in the Responsibilities section and includes representatives from the Office of the Dean of Students, University Police, Housing and Food Services (West Lafayette only), legal counsel, mental health professional(s) and others as appropriate.
Appendix G

Violent Behavior Policy

Intimidation
Engaging in actions intended to frighten, coerce or induce duress. These actions include, but are not limited to, unwanted pursuit or stalking, as defined in the policy on Anti-Harassment (III.C.1).

Physical Attack
Unwanted physical contact such as hitting, kicking, pushing, shoving, biting, fighting, throwing objects or use of an unauthorized weapon against another person.

Property Damage
Reckless or intentional damage to property, including property owned by Purdue University or its employees, students, visitors or vendors.

Threat
A serious expression of intent to commit an act of unlawful violence to a particular individual or group of individuals or to cause damage to another person’s property, or other conduct which threatens or endangers the health and safety of another person or another person’s property.

University Facility(ies)
As used in this policy, any building or structure or any improved or unimproved land, or any part of any such building, structure or land, that is owned, used or occupied by Purdue University.

Violent Behavior
A broad range of behaviors that generate reasonable concerns for personal safety, result in physical injury or result in damage to University Facilities. Violent behavior includes, but is not limited to, aggressive or frightening acts, Intimidation, Threats, Physical Attacks or Property Damage.

RELATED DOCUMENTS, FORMS AND TOOLS

Policies:


Regulations Governing Student Conduct:

- Fort Wayne
- Northwest
- West Lafayette

WEBSITE ADDRESS FOR THIS POLICY

www.purdue.edu/policies/facilities-safety/iva3.html

HISTORY AND UPDATES

October 1, 2016: Updated to reflect appropriate contacts, titles and campus names.

May 15, 2015: Definition of Threat revised to reflect the Board of Trustees’ resolution regarding principles of free speech passed on May 15, 2015.
Appendix G

September 29, 2014: Policy converted to new template. Language that was previously contained in the Procedures section has been incorporated into the Statement of Policy and Responsibilities sections as appropriate. The definitions of Intimidation and Property Damage were updated, as were personnel titles and hyperlinks throughout.

November 1, 2012: The definition of Behavioral Assessment Team was revised to allow each campus to assign its own names to the committees.

December 8, 2011: Updates to the Contacts and Responsibilities sections were made. This policy supersedes Violent Behavior, Interim (IV.A.3) dated November 18, 2011.

November 18, 2011: Policy number changed to IV.A.3 (formerly I.2.3) and website address updated. Related Documents section updated as well.

February 1, 2011: This policy supersedes the Violence in the Workplace Policy (Executive Memorandum No. C-43).

APPENDIX

There are no appendices to this policy.
Appendix H

Alcohol- and Drug-Free Campus and Workplace Policy (C-44)

PURDUE UNIVERSITY
OFFICE OF THE PRESIDENT
EXECUTIVE MEMORANDUM No. C-44
June 12, 1998

To: Vice Presidents, Chancellors, Deans, Directors, and Heads of Schools, Divisions, Departments, and Offices

RE: Alcohol- and Drug-Free Campus and Workplace Policy

Executive Memorandum No. C-44 sets forth Purdue University's policy prohibiting alcohol misuse and the use of controlled substances and is effective 45 calendar days after the above-captioned date. This policy supersedes any prior oral or written policy of the University including, but not limited to, the Interim Drug Abuse Policy issued February 28, 1989, the Alcohol and Drug-Free Campus and Workplace Policies, effective September 1, 1990, and the Interim Policy for Drug and Alcohol Testing of Commercial Motor Vehicle Operators, effective January 1, 1995. The provisions of this policy are intended to comply with applicable local, state, and federal law including, but not limited to, the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, the United States Constitution, the Indiana Constitution, and the Americans With Disabilities Act of 1990. This policy is subject to change at the sole discretion of the University.

I. General Policy Statement

Purdue University is committed to providing students, faculty, staff, and visitors a safe and healthful campus and workplace. The University recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these conditions. The University also recognizes that controlled substance use and alcohol misuse diminish workplace and campus safety and undermine the University's ability to fulfill its missions of education, research, and service. The University has therefore developed this Alcohol- and Drug-Free Campus and Workplace Policy. Compliance with this policy is considered a condition of employment and attendance at the University. All employees and students will be notified of this policy by publication.

II. Scope

This policy applies to all students, employees, and invitees as defined in Section III below, except those regulated under federal or state drug laws to the extent that this policy conflicts with such laws.

III. Definitions

Alcohol means the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols including methyl or isopropyl alcohol.

Controlled substances (or "drugs") refers to any drug or substance whose use is legally prohibited including, but not limited to, marijuana (THC), cocaine, opiates, phencyclidine (PCP), amphetamines (including methamphetamines).

Employee(s) means faculty, staff, or student employees.

Invitee(s) means any person authorized by the University to engage in University-related activities on University premises including, but not limited to, independent contractors, consultants, volunteers, individuals employed by outside employment agencies, conference attendees, and persons taking or auditing educational programs.

Student(s) means any person taking one or more classes for academic credit.

University premises means any building, structure, vehicle, improved land, or unimproved land, in whole or part, which is owned, used, or occupied by the University.

Workplace means any University premise or other location where an employee is engaged in University business.

IV. Prohibited Conduct

The following conduct is prohibited:
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A. **Alcohol.** Using, selling, manufacturing, distributing, possessing, storing, or dispensing alcohol on University premises, as part of any University-related activity, or in the workplace, except as authorized under University Regulations or otherwise by the University.

B. **Controlled Substances.** Using, selling, manufacturing, distributing, possessing, storing, or dispensing controlled substances on University premises, as part of any University-related activities, or in the workplace, except as authorized under University Regulations or otherwise by the University.

C. **Employee Treatment Programs.** Failing to meet the requirements of a drug or alcohol treatment program that the University requires an employee to complete as a condition of employment.

D. **Workplace Inspection.** Interfering with a workplace inspection under this policy.

E. **Impaired Job Performance or Attendance.** Alcohol misuse or controlled substance use, even though not during working hours or in the workplace, which impairs job performance or attendance.

F. **Testing Procedures.** Failing any drug or alcohol test or engaging in any other conduct prohibited under the University's drug or alcohol testing procedures.

G. **Prescription Drug Use.**
   1. Being under the influence of legally prescribed drugs in the workplace that prevent an individual from performing the essential functions of his or her job or where that individual poses a direct threat while using those drugs.
   2. Inquiries regarding prescription drug use by employees are governed by the Americans With Disabilities Act of 1990, and therefore should be made only as authorized by the Department of Personnel Services.

H. **Other Misconduct.** Any other conduct that the University determines to be inconsistent with providing a drug-free and alcohol-free campus and workplace.

V. **Consequences of Engaging in Prohibited Conduct**

A. **Factors Relevant to Sanction or Corrective Action.** The University will evaluate violations of this policy on a case-by-case basis. In determining the appropriate sanction or corrective action, the University may consider an individual's work or academic record, the seriousness of the violation, the safety-sensitivity of the individual's position, whether the individual's behavior violated the University's Violence in the Workplace Policy, whether a sanction or corrective action is permissible under law including, without limitation, The Americans With Disabilities Act of 1990, and any other relevant factors.

B. **Employee.** Any employee who engages in prohibited conduct may be:
   - Immediately removed from duty.
   - Referred to the Employee Assistance Program.
   - Required to complete successfully an alcohol or drug abuse treatment program as a condition of employment.
   - Reported to authorities for criminal prosecution or other appropriate action.
   - Disciplined, up to and including termination of employment.
   - Subject to any other appropriate action by the University.

C. **Invitee.** Any invitee who engages in prohibited conduct may be barred from further work for the University or from participating in other University-related activities as may be permitted by law. Further, they may be reported to authorities for criminal prosecution or other appropriate action.

D. **Student.** Any student who engages in prohibited conduct may be:
   - Referred to appropriate University personnel for assistance.
   - Required to complete successfully a drug or alcohol abuse treatment program as a condition of University attendance.
   - Reported to authorities for criminal prosecution or other appropriate action.
• Subject to disciplinary penalties under University Regulations.
• Subject to any other appropriate action by the University.

VI. Workplace Inspections
A. The University reserves the right to inspect the workplace for alcohol, controlled substances, or paraphernalia relating to alcohol or controlled substances and to question any employee when it reasonably suspects that this policy or any procedure under this policy has been violated.

B. The University will prominently post the following notice in conspicuous places in the workplace:

Purdue University reserves the right to inspect the workplace for alcohol, controlled substances, or paraphernalia relating to alcohol or controlled substances and to question any employee when the University reasonably suspects that its Alcohol- and Drug-Free Campus and Workplace Policy or any procedure under that policy has been violated.

C. The decision to conduct a workplace inspection should be made jointly by the supervisor who believes the inspection would be appropriate under this policy and a representative of his or her campus personnel department. In all cases, the director of personnel services for the campus or his or her designee must authorize a workplace inspection.

D. This section of the policy does not limit in any way the Purdue University Police Department's right to conduct law enforcement activities including, but not limited to, questioning or searching any person or inspecting any University premises.

VII. Controlled Substance and Alcohol Testing
A. Commercial Motor Vehicle Drivers. Persons employed as commercial motor vehicle operators who are governed by Department of Transportation regulations are subject to drug and alcohol testing under procedures developed by the Department of Personnel Services.

B. Defense Contracts. Department of Defense regulations require the University to establish programs to test employees and final applicants for illegal drug use if they will work in sensitive positions on Defense Department contracts. The University will determine appropriate tests based on the nature of the work being performed, the employee’s duties, the efficient use of University resources, and the risks to public health and safety and national security that could result if the employee fails to perform the duties of the position adequately.

C. Intercollegiate Athletics. Student athletes who participate in intercollegiate sports will be subject to drug and alcohol testing under National Collegiate Athletic Association regulations in testing programs developed by the University's Department of Intercollegiate Athletics.

D. Employee Reasonable Suspicion Drug and Alcohol Testing. All employees of the University may be subject to reasonable suspicion drug and alcohol testing under procedures developed by the Department of Personnel Services and approved by the president of the University or his or her designee. These procedures must, at a minimum, provide that the decision to conduct reasonable suspicion testing will be made jointly by a supervisor who believes reasonable suspicion exists and a representative of his or her human resource service team. Further, in all cases, reasonable suspicion testing must be authorized by an appropriate University employee or other individual designated by the University who has been trained to recognize physical or behavioral symptoms commonly attributed to the use of drugs or alcohol.

E. Public Safety Employees. Employees performing public safety duties may be subject to drug and alcohol testing procedures as authorized by the president of the University or his or her designee. This testing may include, but is not limited to, pre-employment testing, post-accident testing, return-to-duty testing, and follow-up testing.
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VIII. Employee Self-Referral and Employee Assistance Program

A. **Self-Referral.** Employees with alcohol or drug problems are strongly encouraged to voluntarily contact their family physicians or the University's Employee Assistance Program for assistance. Employees may seek help without their supervisor's knowledge. Although voluntarily seeking assistance will not bar the University from treating the employee like other employees under this policy, the University will consider voluntary requests for help in determining any discipline to be imposed. The University will not assume any financial or other responsibility for drug or alcohol treatment except as may be provided by University benefits.

B. **Employee Assistance Program.** The University's Employee Assistance Program offers free, confidential services to employees with alcohol or drug problems, including:

1. Information about the dangers of alcohol and drug use and the University's Alcohol- and Drug-Free Campus and Workplace Policy;
2. Assessment and evaluation;
3. Referral to and information regarding public and private treatment programs;
4. Services to families of employees with drug or alcohol problems; and
5. Assistance with questions concerning insurance coverage.

VI. Federal Contract or Grant Employees

Under the Drug-Free Workplace Act of 1988 and the Federal Acquisition Regulations System, in addition to the other requirements of this policy, an employee engaged in the performance of (1) a federal agency contract for procurement of property or services valued at $25,000 or more, or (2) a federal agency grant will notify his or her supervisor or department head if he or she is convicted under a criminal drug statute for conduct in the workplace no later than five calendar days after the conviction. The University will notify the federal contracting or granting agency within 10 calendar days after receiving notice of the conviction from the employee or otherwise receiving actual notice of the conviction.

VII. Grievance Procedures

Any student or employee with a complaint relating to the application of this policy may seek redress through applicable University grievance policies and procedures. However, employee complaints challenging drug or alcohol test results must be resolved in accordance with the applicable testing procedure.

VIII. Confidentiality

The University will take reasonable measures to ensure individual privacy under this policy including, but not limited to, keeping all drug and alcohol test results confidential to the maximum extent possible.

IX. Administrative Responsibility

Campus personnel departments will share responsibility for administering this policy and its associated procedures as they relate to employees and invitees. The Office of the Dean of Students will administer policy and procedures related to students. Intercollegiate Athletics will be responsible for policy and associated procedures described in Section VII, paragraph C.

Steven C. Beering
President
Appendix I

Relevant Indiana Law Pertaining to Offenses Associated with Relationship Violence, Stalking and Sexual Assault

Ind. Code § 35-42-2-1: Battery
(a) As used in this section, “public safety official” means:
   (1) a law enforcement officer, including an alcoholic beverage enforcement officer;
   (2) an employee of a penal facility or a juvenile detention facility (as defined in IC 31-9-2-71);
   (3) an employee of the department of correction;
   (4) a probation officer;
   (5) a parole officer;
   (6) a community corrections worker;
   (7) a home detention officer;
   (8) a department of child services employee;
   (9) a firefighter;
   (10) an emergency medical services provider;
   (11) a judicial officer;
   (12) a bailiff of any court; or
   (13) a special deputy (as described in IC 36-8-10-10.6).
(b) As used in this section, “relative” means an individual related by blood, half-blood, adoption, marriage, or remarriage, including:
   (1) a spouse;
   (2) a parent or stepparent;
   (3) a child or stepchild;
   (4) a grandchild or stepgrandchild;
   (5) a grandparent or stepgrandparent;
   (6) a brother, sister, stepbrother, or stepsister;
   (7) a niece or nephew;
   (8) an aunt or uncle;
   (9) a daughter-in-law or son-in-law;
   (10) a mother-in-law or father-in-law; or
   (11) a first cousin.
(c) Except as provided in subsections (d) through (k), a person who knowingly or intentionally:
   (1) touches another person in a rude, insolent, or angry manner; or
   (2) in a rude, insolent, or angry manner places any bodily fluid or waste on another person;
   commits battery, a Class B misdemeanor.
(d) The offense described in subsection (c)(1) or (c)(2) is a Class A misdemeanor if it:
   (1) results in moderate bodily injury to any other person;
   (2) is committed against a member of a foster family home (as defined in IC 35-31.5-2-139.3) by a person who is not a resident of the foster family home if the person who committed the offense is a relative of a person who lived in the foster family home at the time of the offense.
(e) The offense described in subsection (c)(1) or (c)(2) is a Level 6 felony if one (1) or more of the following apply:
   (1) The offense results in moderate bodily injury to any other person.
   (2) The offense is committed against a public safety official while the official is engaged in the official’s official duty.
   (3) The offense is committed against a person less than fourteen (14) years of age and is committed by a person at least eighteen (18) years of age.
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(4) The offense is committed against a person of any age who has a mental or physical disability and is committed by a person having the care of the person with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.

(5) The offense is committed against an endangered adult (as defined in IC 12-10-3-2).

(6) The offense:
- (A) is committed against a member of a foster family home (as defined in IC 35-31.5-2-139.3) by a person who is not a resident of the foster family home if the person who committed the offense is a relative of a person who lived in the foster family home at the time of the offense; and
- (B) results in bodily injury to the member of the foster family.

(f) The offense described in subsection (c)(2) is a Level 6 felony if the person knew or recklessly failed to know that the bodily fluid or waste placed on another person was infected with hepatitis, tuberculosis, or human immunodeficiency virus.

(g) The offense described in subsection (c)(1) or (c)(2) is a Level 5 felony if one (1) or more of the following apply:
- (1) The offense results in serious bodily injury to another person.
- (2) The offense is committed with a deadly weapon.
- (3) The offense results in bodily injury to a pregnant woman if the person knew of the pregnancy.
- (4) The person has a previous conviction for a battery offense:
  - (A) included in this chapter against the same victim; or
  - (B) against the same victim in any other jurisdiction, including a military court, in which the elements of the crime for which the conviction was entered are substantially similar to the elements of a battery offense included in this chapter.

(h) The offense described in subsection (c)(2) is a Level 5 felony if:
- (1) the person knew or recklessly failed to know that the bodily fluid or waste placed on another person was infected with hepatitis, tuberculosis, or human immunodeficiency virus; and
- (2) the person placed the bodily fluid or waste on a public safety official.

(i) The offense described in subsection (c)(1) or (c)(2) is a Level 4 felony if it results in serious bodily injury to an endangered adult (as defined in IC 12-10-3-2).

(j) The offense described in subsection (c)(1) or (c)(2) is a Level 3 felony if it results in serious bodily injury to a person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(k) The offense described in subsection (c)(1) or (c)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:
- (1) A person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
- (2) An endangered adult (as defined in IC 12-10-3-2).

Ind. Code § 35-42-4-1: Rape
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(a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when:
(1) the other person is compelled by force or imminent threat of force;
(2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring; or
(3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given;
commits rape, a Level 3 felony.

(b) An offense described in subsection (a) is a Level 1 felony if:
(1) it is committed by using or threatening the use of deadly force;
(2) it is committed while armed with a deadly weapon;
(3) it results in serious bodily injury to a person other than a defendant; or
(4) the commission of the offense is facilitated by furnishing the victim, without the victim’s knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim’s knowledge.

Ind. Code § 35-31.5-2-221.5: “Other sexual conduct”
“Other sexual conduct” means an act involving:
(1) a sex organ of one (1) person and the mouth or anus of another person; or
(2) the penetration of the sex organ or anus of a person by an object.

Ind. Code § 35-42-4-8: Sexual battery
(a) A person who, with intent to arouse or satisfy the person’s own sexual desires or the sexual desires of another person:
(1) touches another person when that person is:
   (A) compelled to submit to the touching by force or the imminent threat of force; or
   (B) so mentally disabled or deficient that consent to the touching cannot be given; or
   (2) touches another person’s genitals, pubic area, buttocks, or female breast when that person is unaware that the touching is occurring;
commits sexual battery, a Level 6 felony.

(b) An offense described in subsection (a) is a Level 4 felony if:
(1) it is committed by using or threatening the use of deadly force;
(2) it is committed while armed with a deadly weapon; or
(3) the commission of the offense is facilitated by furnishing the victim, without the victim’s knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim’s knowledge.

Ind. Code § 35-45-2-1: Intimidation
(a) A person who communicates a threat to another person, with the intent:
(1) that the other person engage in conduct against the other person’s will;
(2) that the other person be placed in fear of retaliation for a prior lawful act; or
(3) of:
   (A) causing:
      (i) a dwelling, building, or another other structure; or
      (ii) a vehicle;
      to be evacuated; or
   (B) interfering with the occupancy of:
      (i) a dwelling, building, or other structure; or
      (ii) a vehicle;
commits intimidation, a Class A misdemeanor.
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(b) However, the offense is a:

(1) Level 6 felony if:
   (A) the threat is to commit a forcible felony;
   (B) the person to whom the threat is communicated:
      (i) is a law enforcement officer;
      (ii) is a witness (or the spouse or child of a witness) in any pending criminal proceeding against the person making the threat;
      (iii) is an employee of a school or school corporation;
      (iv) is a community policing volunteer;
      (v) is an employee of a court;
      (vi) is an employee of a probation department;
      (vii) is an employee of a community corrections program;
      (viii) is an employee of a hospital, church, or religious organization; or
      (ix) is a person that owns a building or structure that is open to the public or is an employee of the person;
   and, except as provided in item (ii), the threat is communicated to the person because of the occupation, profession, employment status, or ownership status of the person as described in items (i) through (ix) or based on an act taken by the person within the scope of the occupation, profession, employment status, or ownership status of the person;
   (C) the person has a prior unrelated conviction for an offense under this section concerning the same victim; or
   (D) the threat is communicated using property, including electronic equipment or systems, of a school corporation or other governmental entity; and

(2) Level 5 felony if:
   (A) while committing it, the person draws or uses a deadly weapon; or
   (B) the person to whom the threat is communicated:
      (i) is a judge or bailiff of any court; or
      (ii) is a prosecuting attorney or a deputy prosecuting attorney.

(c) “Communicates” includes posting a message electronically, including on a social networking web site (as defined in IC 35-31.5-2-307).

(d) “Threat” means an expression, by words or action, of an intention to:
   (1) unlawfully injure the person threatened or another person, or damage property;
   (2) unlawfully subject a person to physical confinement or restraint;
   (3) commit a crime;
   (4) unlawfully withhold official action, or cause such withholding;
   (5) unlawfully withhold testimony or information with respect to another person’s legal claim or defense, except for a reasonable claim for witness fees or expenses;
   (6) expose the person threatened to hatred, contempt, disgrace, or ridicule;
   (7) falsely harm the credit or business reputation of the person threatened; or
   (8) cause the evacuation of a dwelling, a building, another structure, or a vehicle.

Ind. Code § 35-45-2-2: Harassment; “obscene message” defined
(a) A person who, with intent to harass, annoy, or alarm another person but with no intent of legitimate communication:
   (1) makes a telephone call, whether or not a conversation ensues;
   (2) communicates with a person by telegraph, mail, or other form of written communication;
   (3) transmits an obscene message, or indecent or profane words, on a Citizens Radio Service channel; or
   (4) uses a computer network (as defined in IC 35-43-2-3(a)) or other form of electronic communication to:
      (A) communicate with a person; or
      (B) transmit an obscene message or indecent or profane words to a person;
commits harassment, a Class B misdemeanor.

(b) A message is obscene if:
   (1) the average person, applying contemporary community standards, finds that the dominant theme of the
       message, taken as a whole, appeals to the prurient interest in sex;
   (2) the message refers to sexual conduct in a patently offensive way; and
   (3) the message, taken as a whole, lacks serious artistic, literary, political, or scientific value.

**Ind. Code § 35-45-10-2: “Harassment” defined**
As used in this chapter, “harassment” means conduct directed toward a victim that includes but is not limited to repeated or continuing impermissible contact that would cause a reasonable person to suffer emotional distress and that actually causes the victim to suffer emotional distress. Harassment does not include statutorily or constitutionally protected activity, such as lawful picketing pursuant to labor disputes or lawful employer-related activities pursuant to labor disputes.

**Ind. Code § 35-45-10-5: Criminal stalking**
(a) A person who stalks another person commits stalking, a Level 6 felony.

(b) The offense is a Level 5 felony if at least one (1) of the following applies:
   (1) A person:
       (A) stalks a victim; and
       (B) makes an explicit or an implicit threat with the intent to place the victim in reasonable fear of:
           (i) sexual battery (as defined in IC 35-42-4-8);
           (ii) serious bodily injury; or
           (iii) death.
   (2) A protective order to prevent domestic or family violence, a no contact order, or other judicial order under any of the following statutes has been issued by the court to protect the same victim or victims from the person and the person has been given actual notice of the order:
       (A) IC 31-15 and IC 34-26-5 or IC 31-1-11.5 before its repeal (dissolution of marriage and legal separation).
       (B) IC 31-34, IC 31-37, or IC 31-6-4 before its repeal (delinquent children and children in need of services).
       (C) IC 31-32 or IC 31-6-7 before its repeal (procedure in juvenile court).
       (D) IC 34-26-5 or IC 34-26-2 and IC 34-4-5.1 before their repeal (protective order to prevent abuse).
       (E) IC 34-26-6 (workplace violence restraining orders).
   (3) The person’s stalking of another person violates an order issued as a condition of pretrial release, including release on bail or personal recognizance, or pretrial diversion if the person has been given actual notice of the order.
   (4) The person’s stalking of another person violates a no contact order issued as a condition of probation if the person has been given actual notice of the order.
   (5) The person’s stalking of another person violates a protective order issued under IC 31-14-16-1 and IC 34-26-5 in a paternity action if the person has been given actual notice of the order.
   (6) The person’s stalking of another person violates an order issued in another state that is substantially similar to an order described in subdivisions (2) through (5) if the person has been given actual notice of the order.
   (7) The person’s stalking of another person violates an order that is substantially similar to an order described in subdivisions (2) through (5) and is issued by an Indian:
       (A) tribe;
       (B) band;
       (C) pueblo;
       (D) nation; or
       (E) organized group or community, including an Alaska Native village or regional or village corporation as defined in or established under the Alaska Native Claims Settlement Act (43 U.S.C. 1601 et seq.); that is recognized as eligible for the special programs and services provided by the United States to Indians because of their special status as Indians if the person has been given actual notice of the order.
(8) A criminal complaint of stalking that concerns an act by the person against the same victim or victims is pending in a court and the person has been given actual notice of the complaint.

(c) The offense is a Level 4 felony if:
(1) the act or acts were committed while the person was armed with a deadly weapon; or
(2) the person has an unrelated conviction for an offense under this section against the same victim or victims.

Ind. Code § 35-45-10-1: “Stalk” defined
Sec. 1. As used in this chapter, “stalk” means a knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.
QUICK REFERENCE RESOURCE GUIDE

Safety and Security Crisis Services

Purdue Fort Wayne Student Assistance Program ................................260-744-4326

Center for Women and Returning Adults............................. 260-481-6029

Sexual Assault Treatment Center........................................ 260-423-2222

Rape Crisis Hotline (24 Hours).............................. 260-426-7273
Toll Free........................................ 888-311-7273

YWCA Domestic Violence........................................ 260-447-7233
Toll Free........................................ 800-441-4073

Victim’s Assistance.................................................. 260-427-1205

Fort Wayne Women’s Bureau......................................... 260-424-7977

National Sexual Assault/Online Message Service........................1-800-656-HOPE (4373)

National Domestic Violence Hotline ........................................1-800-799-SAFE (7223)

National Suicide Prevention Hotline .................................................. 1-800-73-TALK (8255)

National Center on Drug Abuse Hotline................................. 1-800-662-HELP

Health
Purdue Fort Wayne Campus Clinic ........................................ 260-481-5748

Dupont Hospital.................................................. 260-416-3000

Lutheran Hospital.................................................. 260-435-7001

Parkview Hospital.................................................. 260-373-4000

St. Joseph Hospital.................................................. 260-425-3000

Purdue Fort Wayne Police Department (On Campus)
Emergency: 911
Non-emergency: 260-481-6827
Support Services Building
pfw.edu/police

Fort Wayne Fire Department
Emergency: 911
Non-emergency: 260-427-1222
fortwaynefiredepartment.org

Purdue Fort Wayne Escort .................................................. 260-481-6827
Escorts to and from campus buildings available 24/7

Office of the Dean of Students................................. 260-481-6601
Walc Union 111
pfw.edu/dean

Title IX Coordinator.................................................... 260-481-6107
Assistance with sexual assault, dating and domestic violence,
and stalking complaints
Doermer School of Business 312
pfw.edu/equity

Fort Wayne Police Department (Off Campus)
Emergency: 911
Non-emergency: 260-427-1222
fwpd.org

Allen County Sheriff’s Department (Off Campus)
Emergency: 911
Non-emergency: 260-449-3000
allencountysheriff.org

Indiana State Police (Off Campus)
Emergency: 911
Non-emergency: 260-432-8661
ln.gov/isp
AVAILABILITY OF ANNUAL SECURITY AND FIRE SAFETY REPORT

The Purdue University Fort Wayne Police Department’s Your Campus, Your Safety: Annual Security and Fire Safety Report includes statistics for the previous three years concerning crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by Purdue University Fort Wayne, and on public property within, or immediately adjacent to and accessible from, campus. The report also includes policies concerning campus security, dating violence, domestic violence, sexual assault, and stalking as well as other related matters. Copies of this report can be obtained by contacting the Purdue University Fort Wayne Police Department at 260-481-6827, at Support Services Building, 2101 East Coliseum Boulevard, Fort Wayne, IN, or online at https://www.pfw.edu/police-report

CAMPUS CRIME STATISTICS

Introduction

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") is a federal law that requires the distribution of an annual security report to all current faculty, staff, and students and notice of its availability to prospective students, faculty and staff. Current students and employees receive an email prior to October 1st each year containing a statement of the report's availability, the exact electronic address at which the report is posted, a brief description of the report's contents, and a statement that the institution will provide a paper copy of the report upon request.

This annual security report is submitted to the Department of Education by October 1st and includes statistics for the previous three years concerning specific reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by the University, and on public property within or immediately adjacent to, and accessible from, campus. This report also includes information regarding personal safety and general crime prevention; safety and educational programs offered at Purdue University Fort Wayne; dating violence, domestic violence, sexual assault, and stalking risk reduction, prevention, and disciplinary processes; how the University communicates to students, faculty, staff and the larger community about emergency or imminently dangerous situations; emergency preparedness; alcohol and drug policies; and fire safety.

Prospective students receive notice of the availability of this report through links on the Purdue University Fort Wayne’s Office of Admissions and the Division of Financial Aid departmental websites.

Prospective employees receive a similar notice on the Human Resources website when they inquire about employment.

The definitions for crimes in the below statistics come from the FBI Uniform Crime Reporting Handbook, Summary Reporting System (SRS) User Manual, or the National Incident Based Reporting System (NIBRS).

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<th>Campus Crime Statistics, 2017-2019</th>
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Definitions

**The following definitions are from the “Summary Reporting System (SRS) User Manual” from the FBI’s Uniform Crime Reporting (UCR) Program**

**Criminal homicide** - a.) Murder and non-negligent manslaughter: the willful (non-negligent) killing of one human being by another. Deaths caused by negligence, attempts to kill, assaults to kill, suicides, and accidental deaths are excluded. The program classifies justifiable homicides separately and limits the definition to: (1) the killing of a felon by a law enforcement officer in the line of duty; or (2) the killing of a felon, during the commission of a felony, by a private citizen. b.) Manslaughter by negligence: the killing of another person through gross negligence. Deaths of persons due to their own negligence, accidental deaths not resulting from gross negligence, and traffic fatalities are not included in the category manslaughter by negligence. (UCR)

**Rape** - The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. (UCR)

**Robbery** - The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear. (UCR)

**Aggravated assault** - An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Simple assaults are excluded. (UCR)

**Burglary** (breaking or entering) - The unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included. (UCR)

**Motor vehicle theft** - The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on land surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category. (UCR)

**Arson** - Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc. (UCR)

**Weapons** - Carrying, Possessing, Etc. - The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. (UCR)

**Drug Abuse Violations** - The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. (UCR)

**Liquor Law Violations** - The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness. (UCR)
CRIME DEFINITIONS FROM THE HATE CRIME DATA COLLECTION GUIDELINES AND TRAINING MANUAL FROM THE FBI'S UCR PROGRAM

**Larceny-Theft (Except Motor Vehicle Theft)** - The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

**Simple Assault** - An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

**Intimidation** - To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

**Destruction/Damage/Vandalism of Property** - To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

CRIME DEFINITIONS FROM THE NATIONAL INCIDENT-BASED REPORTING SYSTEM (NIBRS) USER MANUAL FROM THE FBI'S UCR PROGRAM

**Fondling** - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity (NIBRS)

**Incest** – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law (NIBRS)

**Statutory Rape** - Sexual intercourse with a person who is under the statutory age of consent (NIBRS)

DEFINITIONS FROM THE VIOLENCE AGAINST WOMEN REAUTHORIZATION ACT

The Violence Against Women Act of 1994 defines the term “*dating violence*” to mean violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; where the existence of such a relationship is determined based on a consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. The State of Indiana does not specifically define Dating Violence in Indiana criminal code.

The Violence Against Women Act of 1994 defines the term “*domestic violence*” to mean a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies under VAWA, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

The Violence Against Women Act of 1994 defines the term “*stalking*” to mean “engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others; or suffer substantial emotional distress.”
Definitions from Clery Act

Unfounded - “An institution may withhold, or subsequently remove, reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore “unfounded.” Only sworn or commissioned law enforcement personnel may “unfound” a crime report for purposes of reporting under this section. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not “unfound” a crime report.

An institution must report to the Department and disclose in its annual security report statistics the total number of crime reports listed in paragraph (c)(1) of this section that were “unfounded” and subsequently withheld from its crime statistics pursuant to paragraph (c)(2)(iii) of this section during each of the three most recent calendar years.”

“Advisor means any individual who provides the accuser or accused support, guidance, or advice.”

“Proceeding means all activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact finding investigations, formal or informal meetings, and hearings. Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.”

“Result means any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution. Notwithstanding section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly referred to as the Family Educational Rights and Privacy Act (FERPA), the result must also include the rationale for the result and the sanctions.”

Geography

Campus: (1) Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

On-Campus Student Housing: Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Non-campus building or property: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public property: All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

Prospective Employee - Prospective employee means an individual who has contacted an eligible institution for the purpose of requesting information concerning employment with that institution.
Prospective Student - Prospective student means an individual who has contacted an eligible institution requesting information concerning admission to that institution.

Campus Safety

Introduction

The Purdue University Fort Wayne community offers numerous advantages to students and residents. The community is a great place to live, work, and study. However, it is not immune to the kinds of problems that beset the rest of the nation. Unfortunately, one of these problems—crime—is a reality at Purdue University Fort Wayne and in Fort Wayne.

The University attempts to provide a safe and secure environment for students, staff, and visitors. However, it is possible to maintain safety and security only when every student, faculty and staff member takes an active part in the effort. No matter how effective the University's programs are, the primary responsibility for safety and security lies with each of us. No police department or set of procedures can be effective unless individuals exercise reasonable care and prudence. Safety and security is everyone's personal responsibility.

The purpose of this publication is to:

- Provide the Purdue University Fort Wayne community with an overview of Police Department services.
- Inform current and prospective students, staff, and visitors about the University's more than 200 policies and programs designed to help keep them safe.
- Share information regarding emergency preparedness and planning.
- Share information regarding fire safety, fire statistics, and fire-related information.

Purdue University Fort Wayne Police Department

The University maintains its own professional police agency. State law grants Purdue University Fort Wayne police officers the same powers of arrest and law enforcement as city and county officers. The Police Department is staffed by competent law enforcement professionals who use advanced equipment, techniques, and current technology to perform their duties. I.C. 21-17-5-5 permits police officers to “…exercise the powers granted under this chapter upon any real property owned or occupied by the educational institution employing the police officer, including the streets passing through and adjacent to the educational institution. An institution may extend a police officer's territorial jurisdiction…”

The department works closely with the Indiana State Police, the FBI, and the City of Fort Wayne Police and Allen County and has been approved by the state legislature and Purdue's Board of Trustees to maintain jurisdiction across the entire state of Indiana. The University Police Department has a memorandum of understanding with the Fort Wayne Police Department for immediate mutual aid assistance. The Purdue University Fort Wayne Police Department encourages the other agencies to inform it of all reported criminal activity at any site affiliated with the University or with University-recognized organizations on and off campus. In an emergency, police can be summoned via any of the nearly 66 emergency telephones located throughout campus as well as by dialing 911. All reports of criminal activity will be handled and investigated in an appropriate and professional manner.

Crime Prevention Programs

The Police Department provides numerous services which serve in crime prevention and detection, as well as to foster safety and security on campus:

Bike Patrol. The Police Department's bike patrol officers can perform nearly all of their duties on bicycles, with the exception of transporting prisoners. The bike patrol is a cost-effective community outreach program that allows officers to interact with people while patrolling the campus.
Public Information. The police department works closely with Marketing and Communications to publicize crimes and criminal investigations.

Bicycle Registration. Students are encouraged to register their bicycles as an aid to recovery in case of theft. Bicycles can be registered at no charge through the police department.

Property Engraving. Students can bring property, such as calculators, to the Police Department to be engraved with ID numbers as an aid to recovery in case of theft.

Reporting of Criminal Offenses
The Purdue University Fort Wayne Police Department encourages anyone who is the victim or witness to any crime to promptly report the crime by calling 911, by calling the non-emergency number at (260) 481-6827, or by going to the police department at Support Services Building, 2101 East Coliseum Boulevard, Fort Wayne, IN.

Off-campus reports of crime may be reported by calling 911 or by calling the non-emergency numbers for the following departments:
- Fort Wayne Police Department: (260) 427-1222
- Allen County Sheriff’s Department: (260) 449-3000
- Indiana State Police: (260) 432-8661

Campus Offices Designated to Receive Crime Reports
While all individuals who have witnessed or been the victim of a crime are encouraged to report crimes to the Purdue University Fort Wayne Police Department first and foremost, the university has designated other specific campus offices that may receive crime reports in addition to the Police Department:

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Daily Crime Log
The police department maintains a daily crime log that records, by the date the crime was reported, any crime that occurred on campus, on a non-campus building or property, or within our patrol jurisdiction.

The logs include the nature, date, general location, and disposition of each crime. Reported crimes, updates in disposition, and additional information will normally be added to the daily crime log within two business days of receipt.

The daily crime log for the most recent 60-day period will be open to public inspection during normal business hours. The police department will make any portion of the log older than 60 days available for inspection within two business days of request.

Anonymous Reporting
Purdue University Fort Wayne remains committed to providing an environment where individuals may report, in a simple anonymous way, suspected fraud or illegal behaviors. Suspected crimes may be reported to the police department anonymously by calling (260) 481-6827. The police department will evaluate the information received and take appropriate action. The police department also provides an anonymous crime reporting hotline: WeTip Hotline: 1-800-78-CRIME.
Additionally, there is a system-wide anonymous reporting program that is maintained by an external company, managing the intake of information with trained interview specialists who are available 24 hours a day, 7 days a week. After the intake is complete, the report will be provided to designated University personnel for appropriate action. Reports will be handled promptly and discreetly; however, sufficient and detailed information is necessary to conduct a thorough investigation. To utilize the Purdue University Enterprise-Wide Hotline, please call 1-866-818-2620 or make a report via the website (www.purdue.edu/hotline).

Purdue University Fort Wayne has policies that allow for voluntary, confidential reporting of crimes for inclusion in the annual disclosure of crime statistics. Crimes reported to the anonymous hotlines and Campus Security Authorities are included in the annual crime statistics and aid in providing timely warning notices to the community, when appropriate and possible.

**Building Security**

Most academic buildings must remain unlocked until late at night because of evening classes, student and faculty research projects, and special events. The Purdue University Fort Wayne campus is a residential campus and locking the building ensures the protection of students, employees, and property. Facilities Management and police personnel are responsible for security considerations used in the maintenance of campus facilities. On-site administrative staff will routinely conduct security assessments, review lighting conditions and other safety issues. Security-related maintenance issues, such as broken windows, faulty doors and locks, missing screens, and discharged fire extinguishers, are given first priority by the maintenance personnel.

Access to residence halls is restricted to residents, their approved guests, and other approved members of the University community. Residents gain entry by swiping their access fobs on electronic readers or the use of a standard key. Residents are cautioned against permitting strangers to enter the buildings and are urged to require individuals seeking entry to use their access fobs. The police department patrols the residence halls on a regular basis.

Housing staff, including Resident Advisors, also enforce security measures in the halls and work with residents to achieve a community respectful of individual and group rights and responsibilities.

**Missing Student Notification Procedures**

In the event that a student is discovered to be missing, notify the Purdue University Fort Wayne Police Department immediately. If a Resident Assistant (RA) or other University personnel is notified of a missing student, that individual must report the missing student immediately to the police department.

Each student living in on-campus housing has the option to identify a contact person or persons whom the university will notify within 24 hours if the student is determined to be missing by the Police Department.

Each student will designate his or her emergency contacts with university housing at the beginning of the school year. The student may also change and amend their emergency contacts, throughout the year, at the front desk of their residence hall.

This contact information will be registered confidentially, will be accessible only to authorized University officials, and will not be disclosed, except to law enforcement personnel in furtherance of the missing person investigation.

If a student is under 18 years of age and not emancipated, a custodial parent or guardian must be notified within 24 hours of the determination that the student is missing, in addition to any additional contact person designated by the student.
Unless a local law enforcement agency was the entity that made the determination that the student was missing, the University will notify the local law enforcement agencies surrounding our main campus within 24 hours of the determination that the student is missing.

Crisis Intervention Team
There are several police officers specially trained to safely de-escalate contacts with emotionally distressed and mentally ill persons and work with the mental health system in Allen County to get help for people in need. The Crisis Intervention Team (CIT) is a county-wide effort that involves the hospitals, counselors, courts, and law enforcement officers from various local agencies. All officers are provided training to help them recognize when a person’s actions may be the result of a mental health issue, and they are encouraged to involve CIT members to help bring the situation to a successful resolution for the person in distress and the community.

SEX OFFENDER REGISTRATION
The Campus Sex Crimes Prevention Act (CSCPA) is a federal law that provides for the tracking of convicted sex offenders enrolled at or employed by institutions of higher education. The CSCPA’s intent is to extend the protection of the sex offender registries and Megan’s Law to college campuses. It also amends the Clery Act to require institutions of higher education to issue a statement advising the campus community where to obtain law enforcement agency information provided by a state concerning registered sex offenders. The Indiana Sex and Violence Offender Registry may be checked online at www.icrimewatchnet/indiana.php. Megan’s Law can be found online at www.klaaskids.org/st-ind.htm. The National Sex Offender Public Website (NSOPW) may be found online at www.nsopw.gov.

COMMUNICATION ABOUT CAMPUS CRIMES AND SAFETY
Purdue University Fort Wayne provides information about campus security procedures and practices to students and employees in a variety of ways and encourages them to be responsible for the security of themselves and others. This section discusses some of the ways in which campus offices communicate information about crime on campus.

Purdue University Fort Wayne Emergency Warning Notification System:

Purdue University Fort Wayne is a large and complex institution, and people move about our campus freely. A key part to campus preparedness is the university emergency warning notification system. Despite advances in communication, there is no way to reach everyone instantly with a single message. However, the multi-layered communication approaches we have in place will help spread the word on emergency incidents. We use two very simple concepts to initiate our warning notification:

- **Fire Alarms**: immediately evacuate the building and proceed to your Emergency Assembly Area
- **All-Hazards Outdoor Emergency Warning Sirens**: immediately seek shelter (“shelter in place”) in a safe location within the closest building. This course of action may need to be taken during a weather event (such as a tornado warning), a serious civil disturbance such as gunshots fired, or a major hazardous materials release of toxic chemicals in the outside air.

For a Tornado Warning immediately go to a safe location in your building, normally the lowest level away from doors and windows (should be specified in the Building Emergency Plan.) For a Life Threatening Incident the response depends on situational awareness then “Run, Hide or Fight.” For a Major Hazardous Material Release stay inside. For all situations seek additional information by all means possible. Remain in place until police, fire, or other emergency response personnel tell you it is safe to leave or until such information is announced through the Emergency notification system.

Additional warning notifications and follow-up information will use other layers of the emergency notification system. They are,

- **Text Messaging**: University faculty, staff and students may sign up via the goPFW website to receive an emergency notification text message.
• **Social Media:** Emergency information may also be found on Purdue University Fort Wayne's Facebook page at [www.facebook.com/PFW.mastodons](http://www.facebook.com/PFW.mastodons) or twitter account at [www.twitter.com/PFW](http://www.twitter.com/PFW).

• **Email:** An e-mail will be sent to all people with a PFW.edu address.

• **Home page:** [www.pfw.edu](http://www.pfw.edu) is the focal point of the most complete information in all campus-related emergencies.

• **Local Media:** The University works with the news media, radio, TV, newspapers, and Internet, to help spread the word.

### Emergency Response and Evacuation

The police department embraces the National Incident Management System (NIMS) and use Incident Command principles while responding to major incidents.

Purdue University Fort Wayne will, without delay, and taking into account the safety of the community, determine the content of notification by the University’s emergency warning notification system, and will initiate the system if a significant emergency or imminently dangerous situation involving a threat to the health and safety of students, employees or visitors occurs on or near campus, unless in the professional judgment of public safety leadership the notification will compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Most significant emergencies or dangerous situations will be reported to the Consolidated Communication Partnership Communications Center, which will dispatch officers to investigate and confirm the emergency. The significant emergency or imminently dangerous situation will normally be confirmed prior to alerting the campus community. If confirmed, the police department staff starts the notification process by notifying public safety officials.

Activation of all or part of the overall warning notification system, including the determination of the appropriate segment or segments of the campus community to receive the notification, will be decided by the incident commander and public safety leadership. Each incident will be evaluated based on incident specifics and life safety factors; a decision to make an emergency notification will then be made. Public safety leadership will normally direct the emergency notification system activation. However, the responding incident commander may direct activation if immediate life safety issues exist.

The initial notification will normally use a pre-formatted message that provides very basic information designed to immediately notify faculty, staff, and students. More detailed information will be included in subsequent notifications and posted on the University homepage.

The emergency notification system will normally be tested at the beginning of each academic semester. Tests may be announced or unannounced. In conjunction with the testing, public safety officials will publicize IFPW’s emergency response procedures, and will document for each test, a description of the exercise, the date, time, and whether it was announced or unannounced. When the system is tested, the University Police Department recommends that the community should review their emergency response and evacuation procedures as contained in the *Emergency Procedures Handbook*.

### Emergency Warning Notification System Test

During the 2019 calendar year, there were nine (9) instances in which Purdue University Fort Wayne used the Emergency Notification System for real-time notifications (i.e. weather alerts, hazardous situation). Additionally, there were thirteen (13) Emergency Notification System tests conducted spread throughout the calendar year, as well as two (2) tests related to the statewide severe weather drill.

### Timely Warning Procedures

The Police Department will issue timely warnings to notify the campus community of Clery reportable crimes reported to Campus Security Authorities or local police agencies and that are considered to represent a serious or
continuing threat to our community. Upon receipt of a report of a crime on or near campus, the University Chief of Police (or designated representative) will determine, on a case-by-case basis, whether to issue a timely warning. Factors considered include, but are not limited to:

- **The nature of the crime**, including but not limited to whether it was a Clery crime and whether it involved harm to person or property and whether it was committed within the Clery reportable geography;
- **The continuing danger to the campus community**, including but not limited to whether the suspect has been apprehended and whether there is a substantial risk to the safety of other members of the campus community; and
- **The possible risk of compromising law enforcement efforts**. This risk will not prevent the police department from issuing a timely warning but may impact the content of any issued timely warning.

The purpose of timely warnings is to allow campus community members to protect themselves. Thus, timely warnings will include information that helps promote safety and aids in the prevention of similar crimes, including information about the crime that triggered the warning and steps individuals can take to protect themselves. The name of any crime victim is not included in a timely warning or emergency notification.

Due to the confidentiality of such relationships, Purdue University Fort Wayne does not routinely issue a timely warning with respect to crime reported to a pastoral or professional counselor.

Once a decision has been made to issue a timely warning, Public Safety Leadership or their designees will create and disseminate timely warnings. Timely warnings are issued to the campus through a variety of methods, which is determined on a case-by-case basis by public safety leadership or their designees. Methods of delivery may include:

- **Text Messaging**: University faculty, staff and students may sign up via the goPFW website to receive an emergency notification text message.
- **Social Media**: Emergency information may also be found on the Purdue University Fort Wayne Facebook page at [www.facebook.com/PFW.mastodons](http://www.facebook.com/PFW.mastodons) or twitter account at [www.twitter.com/PFW](http://www.twitter.com/PFW).
- **Email**: An e-mail will be sent to all people with a PFW.edu address.
- **Home page**: [www.PFW.edu](http://www.PFW.edu) is the focal point of the most complete information in all campus-related emergencies.
- **Local Media**: The University works with the news media, radio, TV, newspapers, and Internet, to help spread the word.

**Policy for Reporting the Annual Disclosure of Crime Statistics**

The Police Department prepares this report to comply with the federal law (the Clery Act). The full text of the Clery Act can be located on the Web at [http://clerycenter.org/jeanne-clery-act](http://clerycenter.org/jeanne-clery-act). The Purdue University Fort Wayne Annual Security and Fire Safety Report can be accessed on the Web by visiting the University Police Department’s home page at PFW.edu/police or visiting the direct link at [www.pfw.edu/offices/police/documents/PS-Annual-Reports/2017-ipfw-annual-security-fire-safety-report.pdf](http://www.pfw.edu/offices/police/documents/PS-Annual-Reports/2017-ipfw-annual-security-fire-safety-report.pdf). This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus and alternate sites, Student Housing on the Waterfield Campus, Office of the Dean of Students, the Office of Student Life, the Center for Women and Returning Adults, Human Resources, and Athletics, Recreation, and Intramural Sports. Each entity provides updated statistical information.

Campus crime, arrest, and referral statistics include those reported to the Police Department, designated campus security authorities (including but not limited to directors, deans, department heads, residence halls disciplinary personnel, athletic coaches), and local law enforcement agencies.

The Police Department solicits and monitors reports from police agencies of criminal activity in which students engaged at non-campus property, including, but not limited to, off-campus locations of officially recognized student organizations, including student organizations with off-campus housing facilities, travel locations where the University has control for the dates and times specified in the lease, rental agreement or other written agreement.
CRIME PREVENTION PROGRAMS AND SECURITY AWARENESS

The University attempts to provide a safe and secure environment for students, staff, and visitors. However, it is possible to maintain safety and security only when every student, faculty and staff member takes an active part in the effort. No matter how effective the University's programs may be, the primary responsibility for safety and security lies with each of us. No police department or set of procedures can be effective unless individuals exercise reasonable care and prudence. Safety and security is everyone's personal responsibility.

The University offers a variety of safety programs and services to both students and employees throughout the year and/or upon request. The specifics of these programs and services changes depending on need but the focus remain on crime prevention and safety. Currently, the following are offered:

International Student Orientation Program. These programs are offered at the beginning of each school year during International Student Orientation. Topics covered are proper utilization of the 911 system and signing up for the campus alerts at go.pfw.edu.

Personal Safety. This program is offered as requested and presented by the University Police. Topics that are covered include personal safety tips and theft prevention measures to safeguard personal items.

Student Housing Training. This program is offered at the beginning of each semester to the RA staff and describes the police department’s role in assisting them with investigations and how they can supplement our efforts. Also included are personal safety tips and theft prevention measures to safeguard personal items.

Publications. The police department and the Office of the Dean of Students distribute various publications that address problems such as date rape, alcohol abuse, and theft.

Lighting. The campus is routinely surveyed to ensure that exterior areas are adequately lighted at night. Sidewalks are specifically reviewed to determine whether additional lighting is needed. Trees and shrubs that impair lighting along walks are trimmed as needed.

Escort. The University Police department provides escort services for faculty, staff, and students when requested by dialing 260-481-6827.

Code Blue Phones. Purdue University Fort Wayne has 51 “code blue” emergency telephones located around the campus. These phones provide direct communication to the 24-hour staffed dispatch center, should a person need assistance.

Office of the Dean of Students (ODOS). Staff members in this office provide a variety of services to students, including victim assistance, counseling about personal concerns, and information about University resources.

DATING AND DOMESTIC VIOLENCE, SEXUAL ASSAULT, AND STALKING

Purdue University Fort Wayne proactively addresses, dating violence, domestic violence, sexual assault, and stalking. These crimes will not be tolerated on campus and are a violation of state law as well as the University’s Anti-Harassment Policy.
Consent in reference to Sexual Activity

Indiana Law
The state of Indiana does not define Consent as it pertains to sexual activity but Purdue University has defined it by policy.

Consent/Consensual. (University Ethics /Anti-Harassment Policy [III.C.1] Appendix C.)
Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is Incapacitated or otherwise prevented from giving Consent as a result of impairment due to a mental or physical condition or age. No Consent exists when there is a threat of force or physical or psychological violence. Although Consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of Consent. The voluntary nature of Consent will be subject to heightened scrutiny in circumstances in which a person engages in a sexual relationship with a person over whom he or she has any power or authority within the University.

Primary Prevention Programs
A three-module online primary prevention and risk reduction program entitled “Respect Boundaries: Sexual Assault Awareness” is required of all incoming students. New employees are required to complete an online module within 30 days of New Employee Orientation. The components of these programs include:
1. Definitions of dating violence, domestic violence, sexual assault, and stalking.
2. Dynamics of sexual assault and intimate partner violence, with particular emphasis on college-aged populations.
3. Data concerning sexual assault victimization, including the role of alcohol in sexual assaults and intimate partner violence.
4. Services and resources available to victims/survivors.
5. Strategies for primary prevention.
6. Bystander intervention strategies. Bystander Intervention program: Common goals of bystander programs are to develop ways to increase awareness of sexual assault, hazing, and alcohol abuse such as learning to make observations and recognizing warning behaviors that may require intervention; teach the appropriate skills to intervene safely and effectively, in both direct and indirect ways.

Awareness Campaign
Since 2012, Purdue University Fort Wayne has implemented its “Respect Boundaries” campaign relating to sexual violence awareness and prevention. Magnets, phone pockets, cards, and posters were distributed within University Residences, at new student orientation, and Athletics. Materials were also distributed as part of Title IX training for students. Online education for new students and ongoing education for continuing students also incorporates the “Respect Boundaries” logo and campaign.

Ongoing Prevention and Educational Dating Violence, Domestic Violence, Sexual Assault, and Stalking Programs
Purdue University Fort Wayne offers risk reduction, prevention and awareness programs and campaigns designed to prevent and eliminate dating violence, domestic violence, sexual assault, and stalking. A representative list of programs follows:

Escalation Workshop
Our flagship relationship violence workshop. This 90-minute peer education session begins with a screening of a powerful feature film followed by a meaningful discussion about relationship violence, the warning signs of an abusive relationship, and how this relates to our lives and our campus. This program may also be delivered to specific student organizations, groups and teams upon request.

Supporting a Survivor
What do you do when a friend comes to you and reveals that they have been assaulted or are in an abusive relationship? This 60-minute session will give you tools to best support a survivor of trauma. We will discuss how to
"start by believing" the survivor and how you can play a critical role in helping a survivor move forward on their path to healing.

**Counseling and Psychological Services** provides sexual assault programming upon request, and tailor the program to the audience requesting the program.

**Student Assistance Program** provides sexual assault programming upon request, and tailors the program to the audience requesting the program.

- Offers free and confidential short-term group, individual, and couples counseling to all currently enrolled students
- Facilitates referrals to community agencies for long-term service needs
- Works with a variety of concerns, including, but not limited to, depression, anxiety, relationship issues, substance abuse, and eating disorders
- Available for consultation and outreach services

**Peer Heath Educators** offer students health and wellness education, awareness, and support that promotes academic success, student retention, positive health attitudes, and health-enhancing behaviors. Topics include overall wellness; Alcohol, Tobacco, and Other Drug education; bystander interventions; sexual assault, understanding consent, dating violence, and dating safety; and Peer Pressure.

**Dean’s Diplomats** focus on areas that include student rights, responsibilities and conduct (which has personnel misconduct such as alcohol, drugs and harassment), academic integrity, conflict resolution, sexual violence and bystander intervention in monthly meetings.

**Campus Escort Service** provides crime prevention lectures and seminars for new staff and students, as well as 24 hour safe walks for students and staff.

Phone 260-481-6827

**Athlete Orientation Program** is a program in which all athletes attend annually. This educational program and orientation reviews the Code of Students Rights and Responsibilities, with specific discussion on alcohol and drug use, as well as sexual assault and harassment.

**New Student Orientation** New students and families attend a program during New Student Orientation that provides an overview of Student Rights and Responsibilities. There are specific discussions on Drugs, Alcohol, the Tobacco Free policy, Harassment and Sexual Violence, as well as bystander interventions. The students are also reintroduced to these topics during the week of welcome. New Students are provided the Student Handbook which delineates the policies regarding all of these topics.

**International Student Training** Incoming international students attend an orientation program whereby information on Harassment and Sexual Violence, Alcohol, and Drug use, as well as being informed about campus resources by the Office of Institutional Equity, the Student Assistance Program, and the Office of the Dean of Students.

**Student Housing Residence Assistance Training** All RA’s receive comprehensive training on the university policies and procedures as they relate to Harassment and Sexual Violence and other violations of the Code of Student Rights and Responsibilities.

**Procedures victims/survivors should follow if they are the victim of a dating violence, domestic violence, sexual assault, or stalking crime**
People who have been victimized react in many different ways, there is no right or wrong reaction. Listed here are some important things to consider. Even if you were victimized days, weeks, months or years ago, it is never too late, or less important, for you to seek help and start your healing process.

**Reporting Dating Violence, Domestic Violence, Sexual Assault, or Stalking**

Reporting dating violence, domestic violence, sexual assault, or stalking is optional but highly encouraged. Victim/survivors have a number of different reporting options.

**Law Enforcement**

Victims of dating violence, domestic violence, sexual assault, or stalking may report the crime to the Police Department by calling 911, by calling the non-emergency number at (260)481-6827, or by going to the department at the Support Services Building, 2101 East Coliseum Boulevard, Fort Wayne, IN.

University officials can assist you in notifying law enforcement authorities if you would like such assistance.

Off-campus crimes may be reported to the local law enforcement agency with jurisdiction over the location where the assault occurred. Individuals may call 911 or the non-emergency numbers to their local law enforcement agency.

**Non-Confidential Reporting Options**

While reporting a crime to Law enforcement is always an option, reporting dating violence, domestic violence, sexual assault, stalking, or other crimes to non-law enforcement personnel at the University is an option as well. This will allow the University to take steps to protect the safety and well-being of all University community members, accurately document the statistic, and conduct an internal University investigation that is separate and distinct from the criminal investigation. Matters reported to the below offices will be kept as private as possible, in consideration of the victim’s wishes as well as the need to ensure the safety of all University community members. University officials will also assist you in notifying the proper law enforcement agency if so desired.

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**Confidential Reporting Options / Pastoral and Professional Counselors**

Dating Violence, Domestic Violence, Sexual Assault or Stalking and other crimes may be reported to the below offices and will remain entirely confidential. Purdue University Fort Wayne staff from these offices are not required to report identifying information about the assault or the victim to law enforcement or other University officials, unless the victim is a minor. They may provide statistical information about the offense but will not divulge identity of the victim or others involved without permission from the victim/survivor.

Purdue University Fort Wayne does not have policies or procedures that encourage pastoral counselors and professional counselors, if and when they deem appropriate, to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

Purdue University Fort Wayne does not have policies or procedures to encourage pastoral and professional counselors who are exempt from Clery reporting requirements to report aggregate statistical information.
What to do if you have been victimized
Get to a safe place as soon as you can. If the situation poses an immediate danger to you or anyone else, alert the police as soon as possible by calling 911. Once you are safe, contact someone you trust to be with you for support. This could be a friend, family member, a resident assistant or even a specially trained victim’s advocate.

Preservation of Evidence following an incident of dating violence, domestic violence, sexual assault, or stalking
Police or other University entities including but not limited to the Vice President for Ethics and Compliance, Office of the Dean of Students and Human Resources will provide all known student or employee victims with written notification about services available both within the institution and in the community. Available services included counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and student financial aid.

Additionally, the victim/survivor will be briefed on the importance of preserving evidence that may assist with an investigation or may be helpful in obtaining a protective order. If an incident of dating violence, domestic violence, sexual assault, or stalking occurs, it is important to preserve evidence to aid in the possibility of a successful prosecution or obtaining a protective order. Try to preserve all physical evidence even if you don’t know if you want to report the assault or press charges. Evidence may be maintained so that it will be available if you decide to move forward with criminal charges at a later point in time.

In cases of sexual assault do not eat, drink, bathe, shower, wash your hands, use the toilet or brush your teeth. Do not change your clothes if possible, but if you need to change, put all of the clothes you were wearing in a bag and bring them with you to your medical exam. Take a minute to write down everything you remember about the assault, including a description of the assailant.

Evidence of violence, such as bruising or other visible injuries, should be documented including through photographs.

Stalking evidence including any communication, such as written notes, voice mail, social media postings, or other electronic communications should be saved without altering in any manner.

Medical Care. You should seek medical and emotional care as soon as possible, even if you don’t have any apparent injuries. The Campus Clinic or the local Sexual Assault Treatment Center may provide assistance.

Emotional Support. Seek emotional support to help sort out your feelings about the assault.

Support Services
There are a number of support services and rights to which students and employees of the University are entitled in matters of dating violence, domestic violence, sexual assault, and stalking. The University provides these rights and services whether the conduct occurred on- or off-campus and whether or not a police report is filed.

Local Crisis Services Available 24/7
There are community centers that are specially trained to deal with survivor/victims of dating violence, domestic violence, sexual assault, and stalking. These agencies are listed at the beginning this document (Quick Reference Resource Guide).
Protective Orders and No-Contact Directives
Protective orders, which would direct an assailant not to contact you under a court order, are available through the County Courts. University officials, upon request, will provide you with assistance in navigating this process. Additionally, the University can issue no-contact directives that direct a respondent not to contact you. Contact the Title IX Coordinator, Doermer School of Business #312, 260-481-6107, or the Office of the Dean of Students, Walb Student Union, 260-481-6601 for these services.

Advocacy and Other Support Services.
Purdue University Fort Wayne provides students and staff with professional staff who can assist dating violence, domestic violence, sexual assault, and stalking victims with academic and advocacy/support services and the provision of interim remedial measures. These services are available whether the assault occurred on- or off-campus. Professional staff within the Office of the Dean of Students are available to assist students with requesting the following:

• Coordination of services.
• Academic adjustments, including processing absence notifications or changing class sections.
• Housing reassignments and assistance with emergency housing needs.
• Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
• Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the Prosecutor’s Office.
• Assistance in obtaining no-contact directives within the University.
• Assistance in obtaining a protective order through the Allen County Court system.

Medical Facilities (confidential)
There are a number of medical facilities both on and off-campus that provide confidential medical care to victims. Contact information for some of the medical resources available to victims is listed on the Quick Reference Resource Guide at the beginning of this report.

Confidentiality
Purdue University Fort Wayne recognizes the importance of ensuring the confidentiality of victims of dating violence, domestic violence, sexual assault, and stalking and others to the greatest extent practicable.

For purposes of the Clery Act disclosures, Campus Security Authorities do not disclose the name of the victim or others as it pertains to FERPA in making their required reports without the express permission of victim. Further, the university will keep confidential any accommodations, remedial, or protective measures provided to victims to the greatest extent possible that does not otherwise prevent the University from providing such measures. Neither collected statistics nor required Clery logs will include information that may lead to the victim being identified.

Campus Disciplinary Procedure (Non-Criminal Process)
Dating violence, domestic violence, sexual assault, and stalking are violations of the University’s Anti-Harassment Policy, Interim or the Title IX Harassment Policy, Interim and will be addressed accordingly. These policies seeks to encourage faculty, staff, and students to report and address incidents of Harassment.

Interim Measures (Non Title-IX Harassment Matters)
The University offers a wide range of resources for students and employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation and resolution of a report of discrimination or harassment. Upon receipt of a complaint, the University may take interim measures to address concerns regarding safety and well-being and facilitate the Complainant’s continued access to University employment or education programs and activities. These measures may be both remedial (designed to address a Complainant’s safety and well-being and continued access to educational opportunities) or protective (involving action against a Respondent). Remedial and protective measures, which may be temporary or permanent, may
include no-contact directives, changes in class or work schedules, academic modifications and support, changes in University-owned living arrangements, interim suspension, University-imposed leave, suspension from employment, pre-disciplinary leave (with or without pay), or any other reasonably available measures that the University deems appropriate. Interim measures are available under both Informal and Formal Resolution Processes. Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under these Procedures. The ability to impose certain protective measures against a Respondent may require that the report be resolved through the Formal Resolution Process. The University will maintain the privacy of any remedial and protective measures provided to the extent practicable and will promptly address any violation of the protective measures.

**Supportive Measures (Title IX Harassment Matters)**

Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the University’s education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University's educational environment, or deter sexual harassment. Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the Parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide Supportive Measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

**Processes**

Complaints may be resolved by either the University’s informal or formal process pursuant to the Procedures for Resolving Complaints of Discrimination and Harassment (“Procedures”) or the Procedures for Resolving Complaints of Title IX Harassment (“Title IX Procedures”). Either process will be a prompt, fair, and impartial process from the initial investigation to the final result.

**Procedures for Resolving Complaints of Discrimination and Harassment**

The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement. The Informal Resolution Process will be concluded by one of the following: (1) a decision to stop further action on the Informal Complaint, (2) a resolution of the Informal Complaint by agreement of the parties or (3) initiation of the Formal Resolution Process.

The Campus Equity Office will attempt to conclude the Informal Resolution Process within 30 days. Within 10 days following conclusion of the Informal Resolution Process, the Campus Equity Office must complete and submit a Status Report Form. A copy of the Status Report Form is to be submitted to the Vice President for Ethics and Compliance or Chancellor.

A Formal Complaint may be filed as the first course of action or following an Informal Complaint if there is no mutually acceptable resolution during the Informal Resolution Process. The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant.

To file a Formal Complaint, a Complainant must complete the Complaint Information Form online, in person or via electronic mail. The complaint must be dated by the Complainant and describe the alleged incident(s) with the relevant date(s), name(s) of the Respondent(s) and name(s) of witness(es). The Campus Equity Office can provide assistance in completing the Complaint Information Form.
Disciplinary Process Steps

Formal Complaints or University-Initiated Investigations in which a student or recognized student organization is named as a Respondent will be adjudicated by the Dean of Students for each campus in accordance with Sections I and J of these Procedures.

Formal Complaints or University-Initiated Investigations against employees, including faculty and staff, will be adjudicated by the appropriate Chancellor (or designee) or the Director pursuant to Sections I and J of these Procedures.

Disciplinary Process Steps

Generally within five days of receipt of a Formal Complaint, the Chancellor, Dean of Students or Director will assign a University Investigator to investigate the Formal Complaint. Persons eligible to serve as University Investigators shall be designated by the Vice President for Ethics and Compliance. The University Investigator must have sufficient training and/or experience to conduct a thorough and impartial investigation. In the event the Chancellor, Dean of Students or Director made a determination pursuant to section I.4 of these Procedures to dismiss the Formal Complaint, no University Investigator will be assigned and the notification as outlined below will not be sent.

The Chancellor, Dean of Students or Director will provide prompt notification, including a copy of the Formal Complaint or notice of allegations, to the Complainant, the Respondent(s), to the department head or supervisor and to the appropriate Vice President, Dean or head of other major unit. The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery. In the event the Respondent is a student or recognized student organization, the Dean of Students is the appropriate Dean. The notification to the Respondent(s) will include a copy of the Formal Complaint, or, in University-Initiated Investigations, a statement of allegations, and a copy of or link to the relevant University Policy and these Procedures.

The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification of the Formal Complaint. Any extension of time must be approved by the Chancellor, Dean of Students or Director. In the event that an investigation is undertaken in accordance with Section I.5 of these Procedures, a copy of the Respondent(s)’s response will be provided to the Complainant.

In a University-Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigation to the greatest extent practicable.

A Complainant or impacted party who may have been subject to discrimination or harassment that forms the basis of a University-Initiated Investigation shall (1) be provided with written notice that the University has commenced a University-Initiated Investigation; (2) receive a copy of any written response submitted by the Respondent(s); (3) be afforded an opportunity to review the investigation report; (4) upon request, be afforded an opportunity to meet with the Chancellor, Dean of Students or Director and the panel in connection with the University-Initiated Investigation; (5) be provided with written notice of the determination of whether a violation of one or both of the Policies occurred and any sanction or remedial measures imposed in connection with the violation; and (6) be afforded the right to appeal such determination, sanctions or remedial measures in accordance with Section L.

Within five days following receipt of the Formal Complaint, the Chancellor, Dean of Students or Director shall make a determination as to (a) whether or not the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) whether or not the allegations set forth in the Formal Complaint, if substantiated, would constitute a violation of one or both of the Policies; and (c) whether or not there is reasonable cause to believe that the Respondent(s) has violated one or both of the Policies. If (a) the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) such allegations, if substantiated, would not constitute a violation of one or both of the Policies; or
(c) there is not reasonable cause to believe that the Respondent(s) has violated one or both of the Policies, the Chancellor, Dean of Students or Director shall dismiss the Formal Complaint, and that decision shall be final. The Chancellor, Dean of Students or Director shall provide the Complainant and Respondent(s) with written notice of such dismissal.

The Chancellor, Dean of Students or Director may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the Formal Resolution Process:

- A Complainant notifies the Chancellor, Dean of Students or Director in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or
- The Respondent is no longer enrolled in or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

The Chancellor, Dean of Students or Director shall provide the Complainant and Respondent(s) with written notice of such dismissal, and that decision shall be final.

In the event that the Formal Complaint is not dismissed, a copy of the Respondent(s)’ response, if any, will be provided to the Complainant. The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information, including evidence of pattern or prior misconduct by the Respondent, credibility of the parties and witnesses, and in very limited circumstances, any prior sexual history of the Complainant with the Respondent. Both parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The investigation shall be completed within 45 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Chancellor, Dean of Students or Director.

Within 10 days following the conclusion of the investigation, the University Investigator will submit an investigation report to the Complainant (or impacted party in the case of a University-Initiated Investigation); the Respondent(s); and the Chancellor, Dean of Students or Director. The report will include findings based upon a preponderance of the evidence that (a) the allegations cannot be substantiated or some or all of the allegations are substantiated, (b) a statement as to whether the Formal Complaint was knowingly false or malicious, and (c) if material to the determination as to whether or not a violation of one or both of the Policies has occurred, an assessment of the credibility of the Complainant and the Respondent(s). No violation of University policy will be presumed unless a preponderance of the evidence standard supports the finding of a violation. This preponderance of the evidence standard requires that the facts and information supporting each finding are more convincing than the facts and information offered in opposition to such finding. The report will include the basis upon which the University Investigator reached their conclusions. The report also will include the University Investigator's determination of whether a violation of one or both of the Policies has occurred. The University Investigator also will make available to the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent(s) an opportunity to review the evidence furnished in the matter.

No earlier than 10 days and no more than 15 days from receipt of the University Investigator’s report, the Chancellor, Dean of Students or Director will convene a meeting with and seek advice from a three-member panel selected by the Chancellor, Dean of Students or Director from the Advisory Committee on Equity consisting of at least one participant who is a member of the faculty and one participant who is not a member of the faculty. At least two members of the panel shall be representatives of the campus from which the Formal Complaint or University-Initiated Investigation originated. Prior to the meeting, members of the panel shall be furnished with a copy of the University Investigator’s report and copies of any complaint or response of the parties. At the meeting, the panel
will be afforded the opportunity to ask questions of the University Investigator. Upon request, the Complainant and the Respondent will be afforded an opportunity to meet with the Chancellor, Dean of Students or Director and the panel to make a brief statement and to answer any questions that they may have.

Within 10 days following the meeting with the panel from the Advisory Committee on Equity, the Chancellor, Dean of Students or Director shall make a written determination whether a violation of one or both of the Policies has occurred and whether the Formal Complaint was knowingly false or malicious.

In the event the charge of discrimination and/or harassment is not substantiated following the written determination of the Chancellor, Dean of Students or Director, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

At the West Lafayette campus, sanctions will be determined by the appropriate Vice President or Dean and the Director. In the event of a disagreement between the Director and the designated Vice President or Dean, the Director will refer the disagreement to the Provost for resolution. In the case of a student or recognized student organization, sanctions will be determined and imposed by the Dean of Students.

At the Fort Wayne and Northwest campuses, sanctions will be determined and imposed by the Chancellor (or designee), except that sanctions for students and recognized student organizations will be determined and imposed by the Dean of Students.

The Chancellor, Dean of Students or Director will send the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. The determination will include the rationale, a description of the parties’ appeal rights and any changes in the outcome before it becomes final. The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction.

Sanctions will be decided on a case-by-case basis and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and may include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension or expulsion.

Except as provided herein, sanctions imposed pursuant to these Procedures may not be appealed or made the subject of a grievance under any other University policy.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Chancellor or Director shall be accepted into evidence at the faculty member’s termination hearing without the necessity of the Complainant (or impacted party in the case of a University-Initiated Investigation) testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the parties.
The Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent each have the right to appeal the decision of the Chancellor, Dean of Students or Director and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. A copy of any appeal will be furnished to the Complainant (or impacted party in the case of a University-Initiated Investigation) or the Respondent(s), as the case may be. Each party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the appeal.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all parties involved. Normally this decision will be made within 20 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University’s final action.

Possible Student Sanctions. Sanctions for violations of the Anti-Harassment Policy are listed in Regulations Governing Student Conduct and may include without limitation the following:

- Verbal or written warnings
- Expulsion
- Suspension
- Exclusion from certain locations on campus
- Exclusion from certain campus activities
- Probated Suspension
- Probation
- No Contact Directives
- Educational Sanctions
- Community Service

Possible Staff Sanctions. Sanctions for violations of the Anti-Harassment Policy include but are not limited to the following:

- Letter of Reprimand
- Suspension or leave of absence without pay
- Reassignment of responsibilities
- Removal of graduate faculty certification
- Denial of merit pay increase
- Demotion
- Termination

Advisor

Both a Complainant and a Respondent are entitled to an advisor or support person of their choice, and the advisor or support person may accompany the party to any meeting or proceeding under these Procedures. A Complainant may have an advisor or support person present when reporting discrimination and/or harassment or at any point in these Procedures. A Respondent also may have an advisor or support person present if and when the Respondent becomes a party to an Informal Resolution Process or a Formal Resolution Process. An advisor or support person may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant...
or the Respondent, act as legal counsel for a party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process.

The University has the discretion to impose reasonable conditions upon the participation of an advisor or support person. The advisor or support person may not be a party or witness involved in the investigation.

Written Notification
Throughout the process, both the accused and the accuser will be notified in writing the result of the disciplinary proceeding, the procedures for appeal, and any changes to result and when the results are final.

Retaliation Prohibited
As outlined in the University’s Anti-Harassment Policy, retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Procedures will be subject to appropriate and prompt disciplinary or remedial action.

Procedures for Resolving Complaints of Title IX Harassment, Interim

A Formal Complaint may be filed by a Complainant by completing the Complaint Information Form online, in person or via electronic mail. A document alleging a violation of the Title IX Harassment Policy against a Respondent and seeking an investigation may be submitted to the Title IX Coordinator in person, by mail, by electronic mail, and the document will be considered a Formal Complaint. Any Complainant who does not initiate this Formal Resolution Process by filing a Complaint Information Form will be asked to do so.

The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant, in which case the Title IX Coordinator will sign a document alleging a violation of the Title IX Harassment Policy against a Respondent and initiate an investigation.

The Formal Complaint should contain the following:

- The identities of the Parties involved, if known;
- The date of the alleged incident, if known;
- The location of the alleged incident, if known; and
- A description of the conduct that is alleged to violate the Title IX Harassment Policy.

Informal Resolution Process
After the filing of a Formal Complaint and at any time before there is a determination of responsibility, either Party may submit a written request to the Title IX Coordinator or the Title IX Coordinator may offer an Informal Resolution Process. Participation in the Informal Resolution Process is voluntary. In order to participate in the Informal Resolution Process, the Parties must provide their voluntary written consent to the Informal Resolution Process, including the confidential nature of the Informal Resolution Process. A Complainant or Respondent has the right to withdraw from the Informal Resolution Process at any time and resume the process with respect to the Formal Complaint.

The Informal Resolution Process does not require an investigation or Hearing. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about Title IX Harassment; verbal or written reprimands; or other interventions or actions aimed at ending the Title IX Harassment, preventing its recurrence, and addressing its effects.
The Informal Resolution Process is not available in matters in which a student is a Complainant and a faculty or staff member is a Respondent.

**Disciplinary Process Steps**

Upon receipt of a Formal Complaint, the Title IX Coordinator must provide the following written notice to the Complainant and Respondent. The notice shall include:

- An electronic copy of the Title IX Harassment Policy and these Title IX Procedures and/or a link to the Title IX Harassment Policy and these Title IX Procedures;
- A copy of the Formal Complaint;
- The identities of the Parties involved, if known;
- The date of the alleged incident, if known;
- The location of the alleged incident, if known;
- The conduct that is alleged to violate the Title IX Harassment Policy;
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will not be made until an investigation is completed and a Hearing is held subject to any determination on appeal as provided under these Title IX Procedures;
- The Parties may have an Advisor of their choice, who may be, but is not required to be, an attorney;
- The Parties will be provided, for their inspection and review, with an electronic copy or hard copy of any evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory whether obtained from a Party or other source;
- The Title IX Harassment Policy prohibits bringing knowingly false or malicious charges and prohibits knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation. The University’s Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals provide that “dishonesty in connection with any University activity” constitutes conduct for which students may be subject to informal action or disciplinary sanctions; and
- A statement explaining that the Title IX Coordinator will review the Formal Complaint to determine if it is subject to mandatory dismissal or discretionary dismissal as described in Sections I.3 and I.4.

In cases where the Respondent is a faculty or staff member, the Title IX Coordinator will also provide prompt notification, including the items listed above, to the department head or supervisor and to the appropriate Vice President, Dean or head of another major unit.

The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery.

The Title IX Coordinator shall dismiss a Formal Complaint if, at any time during the investigation or Hearing, it is determined that the factual allegations of the Formal Complaint, if taken as true:

- Fail to constitute Title IX Harassment, or
- Occur outside the University’s jurisdiction as stated in the Title IX Harassment Policy.

The Title IX Coordinator shall review a Formal Complaint filed by a Complainant to determine if the Formal Complaint is subject to mandatory dismissal as provided in this section and notify the Parties of the dismissal in writing within 14 days of the receipt of the Formal Complaint.

If the Title IX Coordinator determines that a Formal Complaint is subject to mandatory dismissal at any other point during the investigation or Hearing, the Title IX Coordinator shall notify the Parties of the dismissal in writing as soon as reasonably practicable. A mandatory dismissal does not preclude action under the University’s policies on Anti-Harassment (III.C.1) or on Equal Opportunity, Equal Access and Affirmative Action (III.C.2) or the Regulations Governing Student Conduct.
A mandatory dismissal may be appealed in accordance with Section M of these Title IX Procedures.

The Title IX Coordinator may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the investigation or Hearing:

- A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or
- The Respondent is no longer enrolled in or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

The Title IX Coordinator shall provide the Complainant and Respondent(s) with written notice of the dismissal. Such a dismissal does not preclude action under the University’s policies on Anti-Harassment (III.C.1) or on Equal Opportunity, Equal Access and Affirmative Action (III.C.2) or the Regulations Governing Student Conduct.

A discretionary dismissal may be appealed in accordance with Section M of these Title IX Procedures.

In the event that, following an initial assessment, the Title IX Coordinator decides that the Formal Complaint is not subject to mandatory dismissal, the Title IX Coordinator will assign a University Investigator and notify the Parties:

- The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification. Any extension of time must be approved by the Title IX Coordinator. A copy of the Respondent(s) written response will be provided to the Complainant.
- A statement that the Title IX Coordinator (or Eligible Designee) will contact the Complainant and Respondent separately to arrange individual meetings to discuss the allegation and any Informal Resolution Process for immediately resolving the dispute in a way Parties might agree upon, precluding the need for further action. The Title IX Coordinator (or Eligible Designee) shall also explain the Formal Resolution Process and answer any questions the Parties may have.
- A statement that the initial interview of the Respondent will not be scheduled until the time for the Respondent to provide a response to the Formal Complaint has expired;
- The name of the University Investigator(s) assigned to the matter;
- A statement regarding the opportunity to have an Advisor for all meetings during the investigation. Contact information for all campus student defenders groups;
- Guidance regarding Supportive Measures, if applicable; and
- A statement of the rights and resources to which Parties are entitled.

The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information. Both Parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The University Investigator shall preserve all evidence. All interviews must be recorded.

While investigating a Formal Complaint, the University must:

- Ensure that both the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the Parties;
- Provide equal opportunity for Parties to present witnesses and other inculpatory and exculpatory evidence;
- Not restrict the ability of either Party to discuss the allegations under investigation or to gather and present relevant evidence; and
• Provide to the Party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings with a Party, with sufficient time for the Party to prepare to participate.

The investigation shall be completed within 60 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Title IX Coordinator.

At least 20 days before a Hearing, the Title IX Coordinator shall ensure that Parties and their Hearing Advisor are provided with an electronic copy or hard copy of any and all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including both inculpatory and exculpatory evidence, regardless of whether any Party or the University intends to present such evidence in the Hearing. This shall include the identities of Parties and any witnesses.

Parties shall have at least 10 days to submit to the University Investigator a written response, which the University Investigator will consider prior to completing the Investigation Report. At least 10 days prior to the Hearing, the University Investigator will prepare and complete an Investigation Report that fairly summarizes the relevant evidence and submit it to the Parties and their Hearing Advisors, if any, the Title IX Coordinator, and the Hearing Officer in an electronic format or a hard copy for their review. Parties may submit a written response to the Hearing Officer at or before the Hearing.

Parties have the right to a Hearing Advisor of their choosing. The Hearing Advisor may actively participate in the Hearing.

If a Party does not have a Hearing Advisor present at the Hearing, the University will provide, without fee or charge to that Party, a Hearing Advisor of the University’s choice to conduct cross-examination on behalf of that Party. The University-provided Hearing Advisors will not be attorneys.

At least 10 days after the Investigation Report is provided, the Hearing Officer shall convene a live Hearing. The Hearing Officer will provide to the Parties and any witnesses whose participation is invited or expected written notice of the date, time and manner of the Hearing. All Parties, witnesses and other participants will appear at the live Hearing virtually, with technology enabling the Hearing Officer and participants to simultaneously see and hear the Party and witnesses answering questions. The University will create an audio or audiovisual recording or a transcript of the Hearing and make it available to Parties for inspection and review upon request.

At the hearing, each Party’s Hearing Advisor will conduct cross-examination of the other Party and any adverse witnesses. Such cross-examination must be conducted directly, orally, and in real time by the Party’s Hearing Advisor and never by a Party personally.

Before a Party or witness answers a cross-examination question, the Hearing Officer must determine whether the question is relevant and, if the Hearing Officer refuses to allow a particular question, the Hearing Officer must explain their decision to the Parties and document the reasons for refusal on the record.

Questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant’s prior sexual behavior 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.

If a Party or witness does not submit to cross-examination at the Hearing, the Hearing Officer must not rely on any statement of that Party or witness in reaching a determination regarding responsibility. The Hearing Officer cannot
draw an inference about the determination regarding responsibility based solely on a Party’s or witness’s absence from the live Hearing or refusal to answer cross-examination or other questions.

Within 14 days following the Hearing, the Hearing Officer shall make a written determination whether a violation of the Title IX Harassment Policy has occurred and shall simultaneously send the Complainant and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. That written determination shall include:

- An identification of the section(s) of the Title IX Harassment Policy alleged to have been violated;
- A description of the procedural steps taken from the receipt of the complaint through the determination, including any notifications to Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and Hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the Title IX Harassment Policy to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;
- Any sanctions the University imposes on the Respondent;
- Any remedies provided to the Complainant designed to restore or preserve access to the University’s education program or activity;
- A determination of whether the Formal Complaint was knowingly false or malicious; and
- The University’s procedures and permissible bases for Parties to appeal.

The determination regarding responsibility becomes final either on the date that the Vice President for Ethics and Compliance provides the Parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction. In the case of a student as the Respondent, the appropriate Dean is the Dean of Students.

Sanctions will be decided on a case-by-case basis, must be reasonable and proportionate to the seriousness of the violation, and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension, degree deferral or expulsion as well as restrictions on employment and/or access to University property and related organizations.

Except as provided herein, sanctions imposed pursuant to these Title IX Procedures may not be appealed or made the subject of a grievance under any other University policy.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Hearing Officer shall be accepted into evidence at the faculty member’s termination hearing without the necessity of the Complainant testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be
tailored to the needs of the Parties. The Title IX Coordinator is responsible for the effective implementation of any remedies.

In the event the charge of Title IX Harassment is not substantiated following the written determination of the Hearing Officer, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

The Complainant and the Respondent each have the right to appeal any mandatory or discretionary dismissal as well as the decision of the Hearing Officer and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. The Vice President for Ethics and Compliance will notify the other Party in writing when an appeal is filed and furnish a copy of the appeal. Each Party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the appeal.

The grounds for appeals are limited to the following:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- The Title IX Coordinator, University Investigator(s), Hearing Officer, or the Vice President for Ethics and Compliance had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all Parties involved. Normally this decision will be made within 30 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University's final action.

Conflicts of Interest and Bias Concerns
Administrators of these Title IX Procedures may not have a conflict of interest or bias for or against a Party generally or for or against a specific Complainant or Respondent.

In the event that a Party has concerns that a University Investigator or decision maker under these Title IX Procedures cannot conduct an unbiased review or render a determination free from bias, the Party may report their concerns to the Title IX Coordinator who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns should be reported promptly. In reaching such decision, the Title IX Coordinator will consider whether a reasonable person would believe bias exists.

Advisor
Both a Complainant and a Respondent are entitled to an Advisor of their choice, and the Advisor may accompany the Party to any meeting or proceeding under these Title IX Procedures. A Complainant may have an Advisor present when reporting Title IX Harassment or at any point. An Advisor may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a Party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process, except as a Party’s Hearing Advisor. In the event that an
attorney is retained to serve as a Hearing Advisor, the attorney may participate in, speak for, or stand in the place of the Complainant or the Respondent and may act as legal counsel for a Party during the Hearing.

The University has the discretion to impose reasonable conditions upon the participation of an Advisor or support person and Hearing Advisor.

Any fees and/or expenses charged by an Advisor or Hearing Advisor for services under these Title IX Procedures are the responsibility of the Party who retained the Advisor or Hearing Advisor.

Possible Student Sanctions. Sanctions for violations of the Anti-Harassment Policy are listed in Regulations Governing Student Conduct and may include without limitation the following:

- Verbal or written warnings
- Expulsion
- Suspension
- Exclusion from certain locations on campus
- Exclusion from certain campus activities
- Probated Suspension
- Probation
- No Contact Directives
- Educational Sanctions
- Community Service

Possible Staff Sanctions. Sanctions for violations of the Anti-Harassment Policy include but are not limited to the following:

- Letter of Reprimand
- Suspension or leave of absence without pay
- Reassignment of responsibilities
- Removal of graduate faculty certification
- Denial of merit pay increase
- Demotion
- Termination

Written Notifications
Throughout the process, both the accused and the accuser will be notified in writing the result of the disciplinary proceeding, the procedures for appeal, and any changes to result and when the results are final.

Retaliation Prohibited
Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, refusing to participate in any manner in an investigation, proceeding or Hearing under these Title IX Procedures or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Title IX Procedures will be subject to appropriate and prompt disciplinary or remedial action.

Written Notifications
Purdue University provides written notification to all students and employees of existing services available for victims, both within the institution and within the Greater Lafayette community.

Several University entities including Purdue University Police Department, the Vice President for Ethics and Compliance, Office of the Dean of Students, Human Resources, and the Center for Advocacy, Response and
Education (CARE) provide written notification to all student and employee dating violence, domestic violence, sexual assault, and stalking victims. The written notification describes existing counseling services, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community.

Such accommodations will be provided upon request, provided that they are reasonably available, regardless of whether the victim chooses to report the crime to campus local law enforcement. Written information about the rights, options, and services available to victims of dating violence, domestic violence, sexual assault, or stalking (described above), is provided to all students and employees who report such an instance. To request changes in, or assistance with how to request changes to academic, living, transportation, and working situations or protective measures, contact one of the services listed below.

The University is committed to providing support services to University community members who experience Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence incidents. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue provides its students with professional staff who can assist students who have been subjected to Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with academic and advocacy/support services, including the following:

- Coordination of services.
- Academic adjustments, including processing absence notifications.
- Housing reassignments and assistance with emergency housing needs.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor’s office.
- Assistance in obtaining no-contact directives within the University.
- Assistance in obtaining a protective order through the local court system.

A list of counseling, advocacy and other support services for each campus is listed in Appendix A to the Procedures.

**ALCOHOL AND OTHER DRUG INFORMATION**

**Alcoholic Beverages**

Use, possession, or distribution of alcoholic beverages is strictly regulated.

State law prohibits consumption or possession of alcoholic beverages by persons younger than 21 years old. The law also prohibits persons 21 or older from providing alcoholic beverages to minors. A person misrepresenting his or her age to obtain alcoholic beverages is in violation of the law.

With a few exceptions, such as pre-approved events in the John and Ruth Rhinehart Music Center, Walb Student Union, Williams Theatre, the Alumni Center, or the SCAN Garden, possession of alcoholic beverages on the campus is prohibited. Violators of alcohol policies are subject to the provisions of applicable state and federal laws as well as University disciplinary actions.

Purdue University Fort Wayne’s alcohol policy is published and distributed annually to students and employees. Purdue’s Alcohol and Drug-Free Campus and Workplace Policy (Executive Memorandum No. C-44) is available at Appendix F.
Assistance for both students and employees is available through University counseling programs. Personal counseling and referral are provided for students and their spouses through Parkview Student Assistance Program (SAP) and for staff through the Employee Assistance Program (EAP).

**Drug and Crime Tip Telephone Line**
The Police Department has installed an anonymous drug and crime tip telephone line. Those who want to report any illegal drug or crime activity should call the WeTip Hotline: 1-800-78-CRIME.

**Illegal Drugs**
Indiana state law and University regulations prohibit the use, possession, or distribution of controlled substances without a valid prescription. Violators of drug policies are subject to the provisions of applicable state and federal laws as well as University disciplinary actions.

Purdue’s drug policy is published and distributed annually to students and employees. Purdue's Alcohol and Drug-Free Campus and Workplace Policy (Executive Memorandum No. C-44) is available at Appendix F.

Assistance for both students and employees is available through University counseling programs. Drug abuse counseling is provided by the Employee Assistance Program (EAP). Personal counseling and referral are provided for students and their spouses through Parkview Student Assistance Program (SAP).

**Educational Programming**
The University currently offers the following Alcohol and Drug educational programming:

**Alcohol Edu:** A program that is assigned to alcohol violation offenders.

**Athlete Orientation Program** – All athletes at Purdue University Fort Wayne attend a yearly educational program and orientation that reviews the Code of Students Rights and Responsibilities, with specific discussion on alcohol and drug use, as well as sexual assault and harassment.

**Student organization officers and advisors** attend a mandatory orientation each where alcohol issues and policies are addressed.

**Athletic Training:** Athletics annually presents videos on banned substances and where they might appear. A list of banned substances and Athletics policies are also discussed.

**Alcohol Awareness Program:** This educational program is presented to resident assistants at the beginning of the fall semester by University Police. The program includes a presentation regarding the dangers of alcohol consumption.

**Drug Recognition and Identification:** This program is presented to resident assistants at the beginning of the fall semester by University Police. It provides education on a wide variety of drug related topics. Information on how to identify an individual under the intoxicating effects of drugs as well as how to identify specific drugs themselves is provided.

**Mastodons HERDS: Helping to Educate and Respond to Drinking Situations:** This is a program which allows active bystanders to report emergency situations that arise from unsafe alcohol or drug misuse. To induce this behavior, as a practice Purdue University Fort Wayne will waive charging a student with a violation of the Student Rights, Responsibilities, and Conduct if the reporting student calls for emergency assistance (911), stays with the student who is having a potential emergency situation, and complies with emergency officials by being forthright in providing information. This practice will parallel and support the Indiana Lifeline law (indianalifeline.org).
**Student Assistance Program:** This program offers alcohol education programming and counseling upon request. This program offers alcohol education programming and counseling done in conjunction with the Center for Healthy Living and the Office of the Dean of Students upon request. Screenings and assessments are offered for students and highlighted during Suicide Prevention Week, Mental Health Awareness Week, the Health Fair, and Drug and Alcohol Awareness Week.

**International Student Education:** The Office of the Dean of Students speaks with international students about the alcohol and drug policies at the start of both fall and spring semesters. The Office of the Dean of Students, The Office of Institutional Equity, and the Student Assistance Program speaks with international students about the alcohol and drug policies at the start of both fall and spring semesters.

**TIPS:** When requested, this training program is offered to all groups that host events where alcohol will be served.

**Resident Assistant Training:** Resident assistants are trained on policies and warning signs in August. The resident assistants conduct training programs for their residents.

**EMERGENCY PREPAREDNESS**

The Campus Crisis Management Committee is responsible for the emergency preparedness and planning activities on the University campus. The Campus Crisis Management Committee partners with the University police, local fire departments, and other offices, agencies, and departments (as applicable) in developing the Crisis Response Plan. Our goal is to provide a means to utilize all available resources to **PREPARE** for potential emergencies or disasters whenever possible and deal efficiently with the effects of inevitable events, **RESPOND** to save lives and protect property, and promote a means to **RECOVER** mission-critical business and academic operations.

Purdue University Fort Wayne has adopted the National Incident Management System (NIMS), which is a comprehensive, national approach to incident management that is applicable to all jurisdictional levels and across functional disciplines. A key part of NIMS is the Incident Command System (ICS). ICS is a field emergency management system designed for all hazards and levels of emergency response. It provides the framework for University first responders to react to any incident or major event. University police personnel meet all ICS training requirements.

**Emergency Procedures Handbook**

The handbook provides basic “how to” information to help the campus community respond to emergencies. While it is impossible to produce a document that is all-inclusive, this publication addresses the most common emergencies and those that are most likely to occur in the future. The Handbook is available at [www.pfw.edu/dotAsset/240512.pdf](http://www.pfw.edu/dotAsset/240512.pdf).

**Tornadoes**

A tornado watch is issued when conditions are favorable for tornado formation. A tornado warning is issued when a tornado has been detected and may be approaching. In this locality, a continuous siren signal lasting approximately three minutes signifies a tornado warning. Tornado warnings are broadcast by the All-Hazards Outdoor Emergency Warning sirens, NOAA weather radios, and by local commercial radio and television stations. When you hear a tornado warning, you should take shelter immediately in the nearest facility (preferably in a reinforced concrete building — like most buildings on campus) and proceed to the lowest level of the building away from windows and doors. If possible, avoid auditoriums, gymnasiums, and other areas with wide-span roofs. Be prepared to kneel and cover your head. If you are in a building with no basement, get under heavy furniture near the center of the facility. Do not remain in a trailer or mobile home. If you are outdoors, lie flat in the nearest depression, ditch, or ravine. Remain in the sheltered area until the all-clear signal is given via radio or television or the expiration of the original tornado warning.
Emergency Building Evacuation for Persons with Disabilities or Persons Requiring Additional Assistance

In the event of an emergency that may require the evacuation of a campus building, the following procedures are recommended:

- If you are able to be evacuated, please do so at that time. Remember to use the stairs if able. Never use the elevator during a fire alarm.
- If not, “shelter in place” in an area with no immediate hazards and telephone 911. Advise the police dispatcher of your location. The use of 911 routinely identifies your location if you are calling from a Purdue University Fort Wayne land-line phone. Even if you are unable to speak, the dispatcher will automatically surmise that you may be in trouble and will respond accordingly.
- If you are unable to call 911, advise others around you of your location and have them inform emergency personnel.
- If you are in no immediate danger, remain where you are and wait for emergency personnel to arrive.
- If you are in immediate danger, move to an area where you can “shelter in place” (recommended areas such as a room with an outside window or a room with a sprinkler system, if available).
- You are also encouraged to carry a sounding device (like a small whistle), flashlight, and cell phone to alert emergency personnel of your location.
- Having a plan for evacuation assistance and practicing it may save your life. It is best to pre-plan for such an eventuality. Arrangements can be made to reasonably assure that assistance is provided to anyone who requires it.

FIRE SAFETY REPORT

The Higher Education Opportunity Act (Public Law 110-315) became law in August 2008. It requires all United States academic institutions that maintain on-campus housing facilities to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related on-campus statistics. Beginning October 1, 2010 it became a Clery Act obligation as well.

The following public disclosure report details all information required by this law as it relates to the Purdue University Fort Wayne Campus.

General Statement

At Purdue University Fort Wayne, all residence halls are protected with integrated fire sprinkler systems and redundant fire alarm monitoring systems which are monitored 24 hours/day, seven days/week.

Fire Safety Improvements and Upgrades

The Campus Safety Office reviews the fire systems in all residence halls and will make upgrades, repairs or revisions when problems are identified. There are currently no further fire safety improvement projects.

Residence Hall Fire Drills

Fire drills are held once a semester, fall and spring, for each residence hall. Fire drills are mandatory supervised evacuations of a building for a fire. The fire drill is scheduled with the Student Housing Director, the police department, and the individual residence hall staff. Supervised fire drills are scheduled at a time that is conducive to demonstrate the effectiveness of the drill. A total of 42 fire drills were held during 2018.

Evacuation route maps are posted in each resident room showing the closest egress route and the assembly area outside. Students who fail to leave the building during a fire drill are counseled and the incident is turned over to the Director of Residence Life for adjudication.

False reporting of an emergency is unlawful. We prohibit unauthorized use of or tampering with emergency or safety equipment. Interference with and/or non-adherence to emergency evacuation procedures is unlawful. Blocking open any fire door, locked door, or passing through any door where security alarms are set is prohibited.
Tampering with emergency equipment and/or safety equipment can result in university disciplinary sanctions and/or arrest. Always keep hallways and stairwell smoke doors closed. Do not reenter the building until you hear an all-clear signal.

When a fire alarm sounds, you must:
- Close room windows.
- Leave room lights on.
- Close room doors.
- Walk calmly to the nearest exit and continue outside and away from the building.

Do not use the elevators during a fire or a fire drill. YOU MUST EVACUATE THE BUILDING WHenever THE FIRE ALARM IS SOUNDED. General rules for campus and student housing evacuations are:
- Wear shoes and a coat.
- Walk calmly when exiting the building.
- Check out with the designated fire marshal at the assigned fire exit. If you are in another part of the building at the time of the alarm, use the nearest fire exit. When you are outside the building, report immediately to your fire marshal, so that the staff is aware that you have left the building.
- Remember others will be using the same exit, so remain calm and orderly and move away from the doorway.
- Remain at your assigned place outside the building until you are given the signal to return.
- If you see a fire or smoke, pull the nearest alarm and notify someone on staff, then evacuate. Students reporting a fire should call 911 after exiting the building.

Fire Life Safety Education
The university residence policy on evacuation from residence halls is discussed with all residents when they move into the residence hall and are located in the Student Housing Handbook. Resident assistants view a fire training video and are educated on the use of fire extinguishers and locations of fire exit doors. Resident assistants conduct a training session with all residents on fire safety education at the beginning of the fall semester and spring semesters.

Student Housing Policies
The university residence policy on fire safety is to prohibit usage of certain portable electrical appliances, open flames, and smoking in individual rooms. Candles or open flame are prohibited in residence halls. There are limits on the number electrical appliances allowed in a specific room. The prohibited appliances include, but are not limited to space heaters, halogen lamps, and other heating devices.

Purdue University Fort Wayne prohibits smoking in any of the residence halls. Smoking is permitted only in designated outdoor smoking areas.

Fire/Life Safety Inspections
During the academic semester university residence staff personnel conduct fire/life inspections. Students are notified of all upcoming inspections and are urged to participate.

During the inspection if a violation is found, the student(s) will receive a letter indicating what the violation was, and will be expected to meet immediate compliance. If the violations have not been corrected after an unannounced re-inspection, the occupant(s) will be subject to disciplinary action.

Some common violations are as follows:
- Extension cords and multi-tap electric units without a breaker
- Items stored closer than 18 inches from a sprinkler head
- Blocking of electrical panels
- Blocking of egress (exit) pathways
• Evidence of burning of candles, incense, or tobacco products
• Evidence of cooking; or cooking appliances, even if unused
• Evidence of a heavy load of combustibles in a room, on the walls, or ceiling
• Covering a door with paper or other combustible material
• Use of electrical wiring, devices, appliances which are modified or damaged
• Use of portable heater
• Tampering with smoke detector, including removing the battery
• Use of halogen lamp/lighting
• Unsafe lofting or raising of beds, including beds with no guardrails
• Strings of lights, twinkle lights, holiday lights
• Any other situation deemed unsafe by the staff inspector

Reporting a Fire
Students reporting a fire should call 911. If the fire event is no longer a danger they should contact the Student Housing Director, or Assistant Director to report the incident to the police department for purposes of investigation and inclusion of a fire in the Annual Fire Safety Report.

Fire Statistics Definitions
Fire - Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire drill – A supervised practice of a mandatory evacuation of a building for a fire.

Fire-related injury- Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term person may include students, faculty, staff, visitors, firefighters, or any other individuals.

Fire-related death – Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire, or deaths that occur within 1 year of injuries sustained as a result of the fire.

Fire safety system - Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire including: Sprinkler or other fire extinguishing systems, Fire detection devices, standalone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights, smoke-control and reduction mechanisms, and Fire doors and walls that reduce the spread of a fire.

Value of Property Damage - The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity, including: contents damaged by fire, related damages caused by smoke, water, and overhaul, however it does not include indirect loss, such as business interruption.

Fire Log
A Fire Log kept at the University Police Department is open to the public during normal business hours. The Log reflects any fire that occurred in an on-campus student housing facility and includes information such as the nature, date, time and general location of each fire for the most recent 60-day period. The Fire Log entry, or an addition to an entry, shall be made within two business days of the receipt of information. Any portion of the log older than 60 days will available within two business days of a request for public inspection.
# Statistics and Information Regarding Fires in Purdue University Fort Wayne Residential Halls

## 2017

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<th>RESIDENTIAL FACILITIES</th>
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<th>NUMBER OF INJURIES THAT REQUIRED TREATMENT AT A MEDICAL FACILITY</th>
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* Value of property damage caused by fire is in thousands of dollars.
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*Values are in dollars.*
Appendix A

Campus Security and Crime Statistics (IV.A.2)

Volume IV: Facilities and Safety
Chapter A: Safety
Responsible Executive: Treasurer and Chief Financial Officer
Responsible Office: Environmental Health and Public Safety
Date Issued: January 31, 2000
Date Last Revised: August 23, 2017

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Individuals and Entities Affected by This Policy
Exclusions
Responsibilities
Definitions (defined terms are capitalized throughout the document)
Related Documents, Forms and Tools
Website Address for This Policy
History and Updates
Appendix

Contacts

Policy Clarification

<table>
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<tr>
<th>Title/Office</th>
<th>Telephone</th>
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<tr>
<td>Senior Director, Environmental Health and Public Safety</td>
<td>765-494-7504</td>
<td><a href="mailto:ehps@purdue.edu">ehps@purdue.edu</a></td>
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Request a Copy of a Campus Annual Security Report

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<tr>
<td>Hammond Campus Police Department</td>
<td>219-989-2220</td>
<td>Northwest campus police website</td>
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<tr>
<td>Fort Wayne Campus Police Department</td>
<td>260-481-6827</td>
<td><a href="https://www.pfw.edu/police/">https://www.pfw.edu/police/</a></td>
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<tr>
<td>West Lafayette Campus Police Department</td>
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<tr>
<td>Westville Campus Police Department</td>
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Statement of Policy

Purdue University strives to provide a safe and secure Campus environment to students, faculty, staff and visitors. To promote the safety and security of our University community, the University has developed and supports numerous programs and activities relating to crime awareness, crime education and crime prevention. Additionally, the University's policies and procedures prohibit violence in the workplace (policy IV.A.3, Violent Behavior), drugs and alcohol in the workplace and on Campus (Executive Memorandum No. C-44, Alcohol- and Drug-Free Campus and Workplace Policy), and possessing or storing firearms or other weapons in University facilities (policy IV.B.1, Regulations Governing the Use and Assignment of University Facilities). The University also maintains a professionally trained police force at each of its Campuses. In addition to its academic programs offered at Purdue’s Campuses, the University offers organized programs of study at several other locations. Each of these Separate Campuses has a memorandum of understanding with the local police department.

Based upon the University's commitment to providing students, faculty, staff and visitors with a safe and secure Campus environment and its obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the Higher Education Opportunity Act, the senior director of environmental health and public safety at the West Lafayette Campus, the vice chancellors responsible for Campus security at the Regional Campuses and the directors of the University's Separate Campuses are charged with the responsibilities of developing, disseminating, administering and updating procedures to comply with the Clery Act and the Higher Education Opportunity Act. These procedures are set forth in the University’s Operating Procedures for Gathering and Reporting Crime Statistics.

Campus Security and Crime Statistics Policy

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Appendix A

Reason for this Policy
To make Campuses safer by ensuring that students, prospective students, employees, prospective employees and visitors are informed about Campus safety and security. To comply with federal laws regarding Campus safety, including the Clery Act and the Higher Education Opportunity Act.

Individuals and Entities Affected by this Policy
- All University community members
- Prospective Students
- Prospective Employees

Exclusions
There are no exclusions to this policy.

Responsibilities

Office of the Vice President for Ethics and Compliance (VPEC)
- Provide guidance for the development, dissemination, administration and update of procedures to comply with the Clery Act and the Higher Education Opportunity Act.
- Identify and train Campus Security Authorities annually.
- Maintain a database of current Campus Security Authorities.

Senior Director, Environmental Health and Public Safety (West Lafayette), Vice Chancellors Responsible for Campus Security (Regional Campuses) and Directors of Separate Campuses
- Develop, disseminate, administer and update procedures to comply with the Clery Act and the Higher Education Opportunity Act in consultation with the Office of the VPEC.
- Distribute the Annual Security and Fire Safety Report as outlined in section I of the Operating Procedures.
- Make an annual security report to the U.S. Secretary of Education as outlined in section III of the Operating Procedures.
- In consultation with University Police, make emergency notifications and timely warnings as necessary.
- In consultation with University Police and, on the West Lafayette Campus, the Purdue Fire Department, conduct regular Tests to assess and evaluate emergency plans and capabilities.

University Police
- Record and gather crime statistics that must be reported in the Annual Security and Fire Safety Report.
- Prepare, publish and disseminate the Annual Security and Fire Safety Report as outlined in section I of the Operating Procedures.
- In consultation with the senior director, environmental health and public safety (West Lafayette), vice chancellors responsible for Campus security (Regional Campuses), and directors of Separate Campuses, make emergency notifications and timely warnings as necessary.
- Prepare and maintain a daily crime log and make the crime log available to the public.

Purdue Fire Department (West Lafayette) and University Police Chiefs (Regional Campuses) and Directors of Separate Campuses
- Gather fire safety statistics that must be reported in the Annual Security and Fire Safety Report.
- Prepare and maintain a daily fire log and make the fire log available to the public.

Definitions
All defined terms are capitalized throughout the document. Additional defined terms may be found in the central Policy Glossary. Some terms may only be used in the associated Operating Procedures for Gathering and Reporting Crime Statistics.

Campus
Any building or property owned or controlled by the University within the same reasonably contiguous geographic area of the University and used by the University in direct support of, or in a manner related to, the University’s educational purposes, including residence halls; and property within the same reasonably contiguous geographic area of the University that is owned by the University but controlled by another person, is used by students and supports institutional purposes (such as a food or other retail vendor).

Campus Security and Crime Statistics Policy A2
Appendix A

Campus Security Authority
A Campus law enforcement unit; any individual or individuals who have responsibility for campus security but who do not constitute a University Police department or a Campus security department; any individual or organization specified in the University’s statement of Campus security policy as the individual or organization to whom students and employees should report criminal offenses; and an official of the University, who has significant responsibility for student and Campus activities, but does not have significant counseling responsibilities.

Drug-related Violations
Violations of Indiana and local laws relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadones); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Fire-related Death
Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause, while involved in fire control, attempting rescue or escaping from the dangers of a fire; or any instance in which a person dies within one year of injuries sustained as a result of a fire. The term “person” may include students, employees, visitors, firefighters or any other individuals.

Fire-related Injury
Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue or escaping from the dangers of the fire. The term “person” may include students, employees, visitors, firefighters or any other individuals.

Liquor Law Violations
The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing or possession of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not considered Liquor Law Violations under this policy.)

Non-Campus Building or Property
Any building or property owned or controlled by the University that is used in direct support of, or in relation to, the University's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the University; and any building or property owned or controlled by a student organization recognized by the University.

Prospective Employee
An individual who has contacted the University for the purpose of requesting information concerning employment with that institution.

Prospective Student
An individual who has contacted the University requesting information concerning admission to that institution.

Public Property
All public property that is within the same reasonably contiguous geographic area of the University, such as a sidewalk, a street, other thoroughfare or parking facility, or is adjacent to a facility owned or controlled by the University if the facility is used by the University in direct support of, or in a manner related to, the University's educational purposes.

Separate Campus
A facility that is owned or controlled by the University, but is not reasonably contiguous with the main campus, has an organized program of students and has at least one administrator.

Test
Regularly scheduled drills, exercises and appropriate follow-through activities designed for assessment and evaluation of emergency plans and capabilities.
Appendix A

Weapons Possession
The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Related Documents, Forms and Tools

Policies
- Alcohol- and Drug-Free Campus and Workplace Policy (Executive Memorandum C-44): www.purdue.edu/policies/facilities-safety/c-44.html

Purdue University West Lafayette Fire Department: www.purdue.edu/fire/

Website Address for this Policy
www.purdue.edu/policies/facilities-safety/iva2.html

History and Updates
August 23, 2017: Contacts section updated; added the word “security” in references to the “annual security report.”

January 29, 2015: Policy revised to comply with changes in federal legislation. Updates to the policy include 1) a definition for Separate Campus, 2) responsibilities for directors of Separate Campuses, 3) stated responsibilities for conducting Tests and issuing emergency notifications and timely warnings, 4) responsibilities for the Office of the VPEC and 5) the conversion of the policy to the current template, which separates the procedures from the policy.

November 18, 2011: Policy number changed to IV.A.2 (formerly I.2.2) and website address updated. Links to other policies also updated throughout.


Appendix
There are no appendices to this policy.
Appendix B

Operating Procedures for Gathering and Reporting Crime Statistics

These procedures supplement the policy on Campus Security and Crime Statistics (IV.A.2). Please refer to the policy for contact information and applicable definitions.

Effective date: January 29, 2015

I. Annual Security and Fire Safety Report
   A. Current Students and Employees: The senior director of environmental health and public safety (West Lafayette), the vice chancellors responsible for security (Regional Campuses) and the directors of the University’s Separate Campuses, or their designees, will distribute, by October 1 of each year, an Annual Security and Fire Safety Report to all current students and employees of their respective Campuses. The report will be distributed to each individual by U.S. mail, Campus mail, electronic mail or through publications provided directly to each individual.

B. Prospective Students and Employees: Notice of the Annual Security and Fire Safety Report’s availability, including a description of the report’s contents, and the opportunity to request a copy of the report will be provided to Prospective Students and Employees. The report will be provided upon request to all Prospective Students and Prospective Employees.

C. Contents of the Annual Security and Fire Safety Report: The Annual Security and Fire Safety Report will contain at least the following information regarding each Campus’s security and fire policies and statistics:

1. Campus Policies Regarding Criminal Actions and Emergencies: A statement of current Campus policies regarding procedures and facilities for students and others to report criminal actions or other emergencies occurring on Campus and policies concerning the Campus’s response to such reports, including:
   a. Policies for making timely warning reports to members of the Campus community regarding the occurrence of crimes described in paragraph I.C.13 below;
   b. Policies for preparing the annual disclosure of crime statistics;
   c. A list of the titles of each person or organization to whom students and employees should report the criminal offenses described in paragraph I.C.13 below for the purpose of making timely warning reports and the annual statistical disclosure; and
   d. A disclosure of whether the University has any policies or procedures that allow victims or witnesses to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics, and, if so, a description of those policies and procedures.

2. Campus Security and Access Policies: A statement of current policies concerning security and access to Campus facilities, including Campus residences, and security considerations used in the maintenance of Campus facilities.

3. Campus Policies Concerning Law Enforcement: A statement of current policies concerning Campus law enforcement, including:
   a. The enforcement authority of University Police, including their working relationship with Indiana and local police agencies and their authority to make lawful arrests;
   b. Policies that encourage accurate and prompt reporting of all crimes to the University Police and appropriate police agencies; and
   c. Procedures, if any, that encourage professional and/or pastoral counselors, if and when they deem it appropriate, to inform the individuals they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

4. Security Programs Offered to Students and Employees: A description of the type and frequency of 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.

5. Crime Prevention Programs: A description of programs designed to inform students and employees about the prevention of crimes.

6. Monitoring Criminal Activity at Off-Campus Student Organizations: A statement of policy concerning the monitoring and recording through local police agencies of criminal activity at off-Campus student organizations that are recognized by the University and that are engaged in by students attending the University, including those student organizations with Non-Campus Buildings or Property.

7. Alcohol and Drug Policies: A statement of policy regarding:
   a. The possession, use and sale of alcoholic beverages and enforcement of Indiana underage drinking laws
Appendix B

b. The possession, use and sale of illegal drugs and enforcement of Federal and Indiana drug laws;
c. A description of any drug or alcohol abuse education programs as required under 20 U.S.C.145g; and
d. A description of the University’s Alcohol- and Drug-Free Campus and Workplace Policy.

8. Dating Violence, Domestic Violence, Sexual Assault and Stalking Programs and Procedures: A statement of policy regarding Campus dating violence, domestic violence, sexual assault and stalking programs designed to prevent such acts, including:

a. A description of primary prevention and awareness programs for all incoming students and new employees, which must include:

i. A statement that the University prohibits the crimes of dating violence, domestic violence, sexual assault and stalking;

ii. The definition of “dating violence,” “domestic violence,” “sexual assault” and “stalking” in the state of Indiana;

iii. A statement that Indiana law does not define “consent” in reference to sexual activity;

iv. A description of safe and positive options for bystander intervention;

v. Information on risk reduction;

vi. Procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred (and information outlined in section I.C.8.b below);

vii. Information about how the University will protect the confidentiality of victims and other necessary parties;

viii. A statement that the University will provide an individual who reports that s/he has been the victim of dating violence, domestic violence, sexual assault or stalking, regardless of location, a written explanation of the individual’s rights and options; and

ix. A description of the procedures for University disciplinary action in cases of alleged dating violence, domestic violence, sexual assault and stalking.

b. Procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred, including written information about:

i. The importance of preserving evidence that may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order

ii. How and to whom the alleged offense should be reported;

iii. Options about the involvement of law enforcement and Campus authorities, including notification of the victim’s option to:

I. Notify proper law enforcement authorities, including University Police and local police;

II. Be assisted by Campus authorities in notifying law enforcement authorities if the victim so chooses; and

III. Decline to notify such authorities.

iv. The rights of victims for orders of protection issued by a criminal or civil court and the University’s responsibilities for orders of no-contact directives issued by the University.

c. Information about how the University will protect the confidentiality of victims and other necessary parties, including how the University will:

i. Complete publicly available recordkeeping, for purposes of Clery Act reporting and disclosure, without the inclusion of identifying information about the victim; and

ii. Maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the University to provide such accommodations or protective measures.

d. A statement that the University will provide written notification to students and employees about existing on and off-Campus counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available for victims of dating violence, domestic violence, sexual assault or stalking.

e. A statement that the University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations. The University must make such accommodations requested by the victim if they are reasonably available, regardless of whether the victim chooses to report the crime to University Police or local law enforcement.
f. Procedures for Campus disciplinary action in cases of alleged dating violence, domestic violence, sexual assault and stalking, which must include:
   i. A description of each type of disciplinary proceeding used by the University; the steps, anticipated timelines and decision-making process for each type of disciplinary proceeding; and how the University determines which type of proceeding to use based on the circumstances of an allegation of dating violence, domestic violence, sexual assault or stalking;
   ii. A description of the standard of evidence that is used in disciplinary proceedings involving allegations of dating violence, domestic violence, sexual assault or stalking;
   iii. A list of all possible sanctions the University may impose following the results of a disciplinary proceeding for allegations of dating violence, domestic violence, sexual assault or stalking;
   iv. A description of the range of protective measures that the University may offer following an allegation of dating violence, domestic violence, sexual assault or stalking;
   v. A statement that disciplinary proceedings will:
      I. Include a prompt, fair and impartial process from the initial investigation to the final result
      II. Be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability;
      III. Provide the complainant and respondent with the same opportunities to have others present during any disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice;
      IV. Not limit the choice of advisor or presence for either the complainant or respondent in any meeting or disciplinary proceeding; however, the University may establish restrictions regarding the extent to which the advisor may participate in proceedings provided that such restrictions apply equally to both parties; and
      V. Require simultaneous notification, in writing, to both the complainant and the respondent of:
         I. The result of any disciplinary proceeding arising from an allegation of dating violence, domestic violence, sexual assault or stalking;
         II. The University’s procedures for the complainant and respondent to appeal the result of the disciplinary proceeding, if appeals are provided;
         III. Any change to the result; and
         IV. When such results become final.

9. Sex and Violent Offender Registry: A statement advising the Campus community of the availability and location of the Indiana Sheriff’s Sex and Violent Offender Registry.

10. Emergency Response and Evacuation Procedures: A statement of policy regarding emergency response and evacuation procedures. This statement must include:
a. The procedures the University will use to immediately notify the Campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on Campus;
b. A description of the process the University will use to:
   i. Confirm that there is a significant emergency or dangerous situation on Campus
   ii. Determine the appropriate segment or segments of the Campus community to receive a notification;
   iii. Determine the content of the notification; and
   iv. Initiate the notification system.
c. A statement that the University will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency;
d. A list of the titles of each person(s) or organization(s) responsible for carrying out the actions described in paragraph 10.b above;
e. The University’s procedures for disseminating emergency information to the larger community; and
f. The University’s procedures to Test the emergency response and evacuation procedures on at least an annual basis, including:
   i. Tests that may be announced or unannounced;
   ii. Publicizing its emergency response and evacuation procedures in conjunction with at least one Test per calendar year; and
   iii. Documenting, for each Test, a description of the exercise, the date, time and whether it was announced or unannounced.

11. Timely Warning Procedures: A statement of the University’s timely warning procedures, including:
   a. The circumstances for which a warning will be issued;
   b. The individual or office responsible for issuing the warning; and
   c. The manner in which the warning will be disseminated.

See section II below.

12. Missing Student Notification Policies and Procedures: A statement of policy regarding missing student notification procedures for students who reside in Campus student housing facilities. This statement must:
   a. Indicate a list of titles of each person or organization to which students, employees, or other individuals should report that a student has been missing for 24 hours;
   b. Require that any missing student report must be referred immediately to the University Police;
   c. Provide that each student living in a Campus student housing facility may identify a contact person(s) whom the University will notify if the student is determined missing by the University Police;
   d. Advise students that their contact information will be registered confidentially, that this information will be accessible only to authorized University officials, and that it may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation;
   e. Advise students that if they are under 18 years of age and not emancipated, the University must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to any additional contact person designated by the student; and
   f. Advise students that unless a local law enforcement agency was the entity that made the determination that a student is missing, the University will notify the local law enforcement agency within 24 hours of the determination that the student is missing.

13. Crime Statistics: Each Annual Security and Fire Safety Report will include crime statistics for the most recent calendar year and the two immediately preceding calendar years.

The University must report statistics for which data are available concerning the occurrence on Campus, in or on Non-Campus Buildings or Property, and on Public Property of the following criminal offenses reported to University Police, Campus Security Authorities, or relevant local police agencies:
   a. Criminal homicide: murder, non-negligent and negligent manslaughter;
   b. Sex offenses;
   c. Robbery;
   d. Aggravated assault;
   e. Burglary;
   f. Motor vehicle theft;
   g. Arson;
   h. Dating Violence;
   i. Domestic Violence;
   j. Stalking;
   k. Arrests or persons referred for Campus disciplinary action for Liquor Law Violations, Drug-related Violations and Weapons Possession;
   l. The crimes (a) through (g) above, in which the evidence suggests the victim was intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, disability, gender identity or national origin of the victim that was reported to University Police or local police agencies;
   m. The crimes of larceny-theft, simple assault, intimidation and destruction/damage/vandalism of property in which the evidence suggests the victim was intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, disability, gender identity or national origin of the victim; and
n. Crimes involving bodily injury to any person in which the evidence suggests the victim was intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, disability, gender identity or national origin of the victim.

The crimes described in paragraphs (l), (m) and (n) above will be reported by category of prejudice.

14. The statistics in this section will be reported according to the location of the crime as follows:
   a. On Campus,
   b. In or on a Non-Campus Building or Property,
   c. On Public Property, and
   d. In dormitories or other residential facilities for students on Campus.

15. The statistics in this section will be reported for the calendar year in which the crime was reported to a Campus Security Authority, except for reports of Stalking.
   a. Reports of Stalking will be reported for the calendar year in which they were first reported to a Campus Security Authority.
   b. If a Stalking course of conduct continues in a subsequent year, it must also be recorded in the subsequent year.
   c. Finally, if Stalking behavior occurs after an official intervention or warning from law enforcement or from the University, a Stalking report must be counted as a new and distinct incident in the statistics.

16. Fire Safety Policies and Procedures: Each Annual Security and Fire Safety Report must include the following fire safety policy information:
   a. A description of each Campus student housing facility fire safety system
   b. The number of fire drills held during the previous calendar year;
   c. The University’s policies or rules on portable electrical appliances, smoking, and open flames in a student housing facility;
   d. The University’s procedures for student housing evacuation in the case of a fire;
   e. The policies regarding fire safety education and training programs provided to the students and employees, including a description of the procedures that students and employees should follow in the case of a fire;
   f. A list of the titles of each person or organization to which students and employees should report that a fire occurred.
   g. Plans for future improvements in fire safety, if known as of the date of the Annual Security and Fire Safety Report.

17. Fire Statistics: Each Annual Security and Fire Safety Report will include fire safety statistics for each Campus student housing facility for the most recent calendar year and the two immediately preceding calendar years. The University must report statistics concerning:
   a. The number of fires and the cause of each fire;
   b. The number of individuals who received Fire-related Injuries that resulted in treatment at a medical facility, including at the Purdue University Student Health Center;
   c. The number of Fire-related Deaths; and
   d. The value of property damage caused by a fire.

II. Timely Warning to the Campus Community

A. To ensure the safety of the Campus community, the senior director, environmental health and public safety (West Lafayette), the vice chancellors responsible for Campus security (Regional Campuses) and the directors of Separate Campuses, or their designees, will issue timely warnings to the Campus community regarding crimes that are:
   1. Listed in section I.C.13. above;
   2. Reported to University Police, a Campus Security Authority, or relevant local police agencies; and
   3. Considered by the senior director, environmental health and public safety, the vice chancellor or the director, or their designees, to be a threat to students and employees.

B. The decision whether to issue a timely warning to the Campus community must be based upon the facts surrounding the crime including, but not limited to, the nature of the crime, the continuing danger to the Campus community and the possible risk of compromising law enforcement efforts. Timely warnings are issued through a variety of methods determined on a case-by-case basis, which include
   1. Text messages,
   2. Twitter,
Appendix B

3. Desktop pop-up alerts,
4. Alert beacons,
5. Email,
6. Purdue Campus status page,
7. Boiler TV Emergency Alert System, and/or
8. Local media.

C. If there is an immediate threat to the health or safety of students or employees occurring on Campus (as described in section I.C.10 above), the University will follow its emergency notification procedures. If emergency notification procedures are executed, a timely warning is not required based on the same circumstances; however, adequate follow-up information will be provided to the Campus community as needed.

III. Crime Log

A. University Police will make, keep and maintain a daily log, written in a form that can be easily understood, recording all crimes reported to University Police. The log must include the following information:
   1. The nature, date, time and general location of each crime and
   2. The disposition of the complaint, if known.

B. University Police will record crimes in the daily log within two business days of the report of the crime to the University Police, and will record any new information about a log entry within two business days after the information becomes available to University Police. Generally, log entries will be open to public inspection within two business days of the initial report being made to University Police. However, the senior director, environmental health and public safety (West Lafayette), the vice chancellors responsible for Campus security (Regional Campuses) and the directors of Separate Campuses, or their designees, may withhold information from the log under any of the following circumstances:
   1. Where the law prohibits the University from releasing the information,
   2. Where releasing the information would jeopardize the confidentiality of the victim, or
   3. Where there is clear and convincing evidence that releasing the information would:
      a. Jeopardize an ongoing criminal investigation,
      b. Jeopardize the safety of an individual,
      c. Cause a suspect to flee or evade detection, or
      d. Result in the destruction of evidence.
   4. The individual with the responsibility for determining whether information will be withheld from the log will document in writing the basis for withholding information from the log and he or she will maintain a copy of the documentation in a secure file. The withheld information must be disclosed once the adverse effects described above are no longer likely to occur.

C. Log entries for the most recent 60-day period must be available for public inspection during normal business hours. Logs older than 60 days must be made available within two business days of a request for public inspection.

I. Gathering Crime Statistics — University Police

A. Campus Security Authorities: University Police will be responsible for gathering the crime statistics that must be reported in the Annual Security and Fire Safety Report (See section I.C.13 above). University Police will develop a written procedure for gathering the statistics. University Police will also implement safeguards to prevent double counting.

B. Local Police Agencies: University Police will be responsible for making good faith efforts to gather crime statistics from local police agencies, which must be reported in the Annual Security Report (See section I.C.13). Any such efforts will be documented in writing.

II. Fire Log

A. The Purdue Fire Department (West Lafayette) and the University Police chiefs (Regional Campuses) will make, keep and maintain a daily log, written in a form that can be easily understood, recording all fires that occurred in a Campus student housing facility. The log must include the nature, date, time and general location of each fire.

B. Fires will be recorded in the daily log within two business days of the report of the fire to the Purdue Fire Department (West Lafayette) or University Police department (Regional Campuses), and any new information about a log entry will be recorded within two business days after the information becomes available to the Purdue Fire Department (West Lafayette) or the University Police Department (Regional Campuses).
C. Log entries for the most recent 60-day period must be available for public inspection during normal business hours. Logs older than 60 days must be made available within two business days of a request for public inspection.

III. Annual Report to the Secretary of Education
The senior director, environmental health and public safety (West Lafayette), the vice chancellor responsible for security (Regional Campuses) and the directors of Separate Campuses, or their designees, will submit annually the crime statistics listed in paragraph I.C.13 and the fire statistics listed in paragraph I.C.17 for their respective Campuses to the United States Secretary of Education.

IV. Questions
Questions regarding these procedures may be directed to the senior director of environmental health and public safety (West Lafayette and Separate Campuses) or the vice chancellor responsible for security (Regional Campuses).

V. History and Updates
January 29, 2015: These Operating Procedures were revised and separated from the related policy on Campus Security and Crime Statistics (IV.A.2). Revisions include the expansion of section I.C.8 to include information about dating violence, domestic violence, stalking and related programs and procedures, as well as information on timely warning procedures.
Procedures for Resolving Complaints of Discrimination and Harassment

Revised August 14, 2020

A. INTRODUCTION

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages individuals to strive to reach their potential. Harassment in the workplace or the educational environment is unacceptable and will not be tolerated. Any employee, student, campus visitor or person participating in a University activity, whether on or off campus, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of harassment and/or discrimination, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps before the determination of the final outcome of an investigation. There are both informal and formal processes for resolving complaints of discrimination and harassment. A Complainant may elect to invoke either the Informal or Formal Resolution Process. If the Complainant finds that initial informal efforts are unsatisfactory, the Complainant may then seek formal resolution. A Complainant is not required to proceed with informal resolution before seeking formal resolution. The University has an obligation to respond to information of which it becomes aware, whether received directly or indirectly. That is, the University's obligation may be triggered by a direct disclosure by those who have experienced potential discrimination or harassment or by gaining indirect knowledge of such information. For this reason, the University may initiate an investigation of circumstances that involve potential discrimination and/or harassment even where no complaint, formal or informal, has been filed. In those circumstances, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures. In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

B. SCOPE

These Procedures outline the resolution processes that will be used to investigate and/or resolve a report of harassment and/or discrimination committed against a student, employee, consultant, independent contractor, or a person participating in or attempting to participate in a program or activity of Purdue University under the University's Policies on Anti-Harassment (III.C.1) and Equal Opportunity, Equal Access and Affirmative Action (III.C.2) (the “Policies”). These Procedures apply to sexual misconduct matters, including Relationship Violence, Sexual Exploitation, Sexual Harassment, Sexual Violence and Stalking, in addition to all other forms of prohibited discrimination and harassment. Title IX Harassment matters are addressed under the policy on Title IX Harassment (III.C.4) and the Procedures for Resolving Complaints of Title IX Harassment.

These Procedures apply to all complaints of discrimination and/or harassment, whether the parties are students, recognized student organizations, employees, volunteers, campus visitors or persons participating in or attempting to participate in a University activity. Employees who are students involved in activities subject to these Procedures may be treated as students, employees or both at the sole option of the University.

These Procedures govern conduct that occurs on and/or off campus or that impacts the educational or work experience of a member of the Purdue community. In particular, off-campus conduct is subject to these Procedures if 1) the conduct occurred in the context of an education program or activity of the University, or 2) the conduct has or had continuing adverse effects on campus or in an off-campus education program or activity.

C. RESOURCES FOR RESOLVING COMPLAINTS OF DISCRIMINATION AND HARASSMENT

University community members may bring inquiries and complaints about discrimination and/or harassment to the Campus Equity Office, Office of the Dean of Students or the Vice President for Ethics and Compliance. The management of all complaints of discrimination and/or harassment, regardless of where they are initially received, and the implementation of these Procedures is the responsibility of the Vice President for Ethics and Compliance. Any question of interpretation regarding these Procedures shall be referred to the Vice President for Ethics and Compliance for final determination. In addition, University community members may bring inquiries and complaints about Sexual Violence, Relationship Violence, Sexual Exploitation or Stalking to the Title IX Coordinator. Information regarding the Title IX Coordinator for each campus is available in the Anti-Harassment policy.
D. DEFINITIONS

Advisory Committee on Equity
The committee composed of faculty and staff appointed by the Vice President for Ethics and Compliance upon the nomination of the Provost, a Chancellor, the University Senate, the Management and Professional Staff Advisory Committee, the Campus Support Staff Advisory Committee, a Vice President or Vice Chancellor, and a Dean to advise the Chancellors, Director and Dean of Students pursuant to Section I of these Procedures.

Complainant(s)
A person or persons (1) employed by, consulting with or contracting with the University or (2) participating in or attempting to participate in a Purdue University program or activity who is making a complaint under the Informal Resolution Process or the Formal Resolution Process.

Campus Equity Office
The following University offices: (1) on the West Lafayette campus, the Office of Institutional Equity or the Office of the Dean of Students; (2) on the Fort Wayne campus, Human Resources and Institutional Equity or the Office of the Dean of Students; and (3) on the Purdue Northwest Hammond and Westville campuses, the Office of Equity, Diversity and Inclusion or the Office of the Dean of Students.

Days
Calendar days.

Director
The Director of the Office of Institutional Equity of the West Lafayette campus.

Eligible Designee
An individual to whom the Chancellor, Director or Dean of Students delegates their authority under these Procedures. All Eligible Designees must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance.

Formal Complaint
A complaint filed pursuant to Section I of these Procedures.

Formal Resolution Process
The process for resolving complaints of discrimination and/or harassment set forth in Section I of these Procedures. The Formal Resolution Process involves the filing of a Formal Complaint, an investigation, a determination as to whether one or both of the University Policies has been violated and, as appropriate, the imposition of sanctions and remedial measures.

Informal Complaint
A complaint made pursuant to Section H of these Procedures.

Informal Resolution Process
The process for resolving complaints of discrimination and/or harassment set forth in Section H of these Procedures. The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement.

Policies
The University's policies on Anti-Harassment (III.C.1) and on Equal Opportunity, Equal Access and Affirmative Action (III.C.2).

Procedures
The procedures set forth in this document.

Regulations Governing Student Conduct
The rules and procedures that govern student conduct and disciplinary action as set forth by each campus.

Respondent(s)
The person or persons whose conduct is the subject of concern under these Procedures.
Appendix C

University
Any campus, unit, program, association or entity of Purdue University, including but not limited to Purdue University Fort Wayne, Purdue University Northwest, Purdue University West Lafayette, Purdue Cooperative Extension Service and Purdue Polytechnic Institute Statewide.

University-Initiated Investigation
An investigation initiated by the University in the absence of a Formal Complaint submitted by a Complainant. In a University-Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigations to the greatest extent practicable.

University Investigator
A person appointed by the Director, Chancellor or Dean of Students to investigate a Formal Complaint pursuant to Section I of these Procedures. Any individual designated to conduct an investigation must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance. A University Investigator may be a University employee or an external professional.

E. GENERAL PROVISIONS

Delegation
The Chancellor, Dean of Students and Director may delegate their authority under the Procedures to an Eligible Designee.

Requests for Anonymity or No Action
To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Complaint.

If the Complainant requests that their name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the Vice President for Ethics and Compliance shall evaluate such request and notify the individual of the University’s response to their request.

The University will honor the Complainant’s request to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual and the University’s duty to maintain a safe and non-discriminatory environment for all.

If the University honors the request for anonymity, the University’s ability to meaningfully investigate the incident and pursue disciplinary action against a Respondent may be limited. The University will take other appropriate steps to eliminate any such discrimination or harassment, prevent its recurrence and remedy its effects on the Complainant and the University community. Those steps may include offering appropriate remedial measures to the Complainant and/or providing targeted training and prevention programs.

If the University is unable to honor the request for anonymity or the request to take no formal action in response to a report, the University may be obligated to move forward with a University-Initiated Investigation and potential disciplinary action if there is an individual or public safety concern and sufficient independent information exists to establish that one or both of the Policies has been violated.

The Vice President for Ethics and Compliance will assess requests for the University to take no formal action by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.

Interim Measures
The University offers a wide range of resources for students and employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation and resolution of a report of discrimination or harassment. Upon receipt of a complaint, the University may take interim measures to address concerns regarding safety and well-being and to facilitate the Complainant’s continued access to University employment or education programs and activities. These measures

Procedures for Resolving Complaints of Discrimination and Harassment
may be both remedial (designed to address a Complainant’s safety and well-being and continued access to educational opportunities) or protective (involving action against a Respondent). Remedial and protective measures, which may be temporary or permanent, may include no-contact directives, changes in class or work schedules, academic modifications and support, changes in University-owned living arrangements, interim suspension, University-imposed leave, suspension from employment, pre-disciplinary leave (with or without pay), or any other reasonably available measures that the University deems appropriate. Interim measures are available under both Informal and Formal Resolution Processes. Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under these Procedures. The ability to impose certain protective measures against a Respondent may require that the report be resolved through the Formal Resolution Process. The University will maintain the privacy of any remedial and protective measures provided to the extent practicable and will promptly address any violation of the protective measures.

**Advisor or Support Person**
Both a Complainant and a Respondent are entitled to an advisor or support person of their choice, and the advisor or support person may accompany the party to any meeting or proceeding under these Procedures. A Complainant may have an advisor or support person present when reporting discrimination and/or harassment or at any point in these Procedures. A Respondent also may have an advisor or support person present if and when the Respondent becomes a party to an Informal Resolution Process or a Formal Resolution Process. An advisor or support person may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process.

The University has the discretion to impose reasonable conditions upon the participation of an advisor or support person. The advisor or support person may not be a party or witness involved in the investigation.

**Time Frames**
The University encourages prompt reporting. Persons who have experienced or witnessed discrimination or harassment are encouraged to report the incident as soon as possible.

Informal Complaints must be filed with a Campus Equity Office within 120 days of the incident of discrimination or harassment or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident.

Formal Complaints must be filed with a Campus Equity Office within the earlier of 10 days following the conclusion of the Informal Resolution Process or 120 days of the incident of discrimination or harassment. Where the discrimination or harassment is of an ongoing nature, a Formal Complaint must be filed within the earlier of 10 days following the conclusion of the Informal Resolution Process or 120 days from the most recent incident.

To file an Informal or Formal Complaint, a Complainant must complete a Complaint Information Form online, in person or via electronic mail.

The 120-day deadline to file a complaint does not apply to University-Initiated Investigations, and the University will accept reports of discrimination or harassment at any time.

When extenuating circumstances warrant, a Chancellor, Dean of Students or the Director, as the case may be, has the authority and discretion to extend any of the time limits contained in these Procedures for good cause except those relating to the filing of complaints or the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Procedures. In the event that good cause exists for the investigation and resolution to exceed this time frame, the University will notify all parties of the reason(s) for the delay and the expected adjustment in time frames. Good cause may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the parties, or for other legitimate reasons. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, due process and fairness with promptness.
Notwithstanding the foregoing, a complaint relating to alleged discrimination or harassment occurring during a Complainant's employment by the University must be properly filed within 10 days following termination of the Complainant’s employment with the University.

**Expectations Regarding Participation by the Parties**

All employees and students have an obligation to cooperate in the conduct of these Procedures. Failure to do so may result in disciplinary action. In the event that a Complainant chooses not to participate in an interview or declines to provide information requested by the University Investigator, the Chancellor, Dean of Students or Director may dismiss the complaint if there is no independent information upon which to proceed. The Chancellor, Dean of Students or Director shall provide written notice of such dismissal to the Complainant(s) and the Respondent(s). In the event that a Respondent chooses not to participate in an interview or declines to provide information requested by the University Investigator, the University Investigator may conclude that such information or interview, if provided or conducted, would be adverse to the Respondent. Where the complaint or the circumstances involve potential criminal conduct, however, a party may choose to remain silent during the process, and such silence will not be held as an admission or considered to be adverse to the party.

In the event that an impacted party chooses not to participate in an interview or declines to provide information requested by the University Investigator in connection with a University-Initiated Investigation, the Chancellor, Dean of Students or Director may dismiss the University-Initiated Investigation.

All University community members are expected to provide truthful information in any report or proceeding under these Procedures. Any person who knowingly makes a false statement in connection with the initiation or resolution of a complaint or University-Initiated Investigation under these Procedures may be subject to appropriate discipline. Making a good faith report of discrimination or harassment that is not later substantiated is not considered a false statement.

**Special Circumstances in the Event of Conflict of Interests or Bias**

In the event that a complaint concerns the conduct of the Director or the Dean of Students (or the Director or Dean of Students has a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual to be responsible for implementing the responsibilities of the Director or Dean of Students pursuant to these Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance or a Chancellor (or the Vice President for Ethics and Compliance or a Chancellor has a conflict of interest), the President shall designate an individual to be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance or such Chancellor pursuant to these Procedures. In the event that a complaint concerns the President (or the President has a conflict of interest), the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Procedures. In the event that the President or other member of senior administration is a Respondent under these Procedures, the University may, in its sole discretion, modify these Procedures to provide for an investigation by an independent University Investigator to be selected by the Board of Trustees and for final decision making by the Board of Trustees or a subcommittee of the Board of Trustees.

In the event that a Complainant (or impacted party in the case of a University-Initiated Investigation) or a Respondent has concerns that a University Investigator or decision maker under these Procedures cannot conduct an unbiased review or render a determination free from bias, such individual may report such concerns to the Vice President for Human Resources, who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns must be reported promptly or will be considered waived. In reaching such decision, the Vice President for Human Resources will consider whether a reasonable person would believe bias exists.

**Coordination with Law Enforcement**

A Complainant may seek recourse under these Procedures and/or pursue criminal action. Neither law enforcement’s determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, is determinative of whether a violation of University Policy has occurred. Proceedings under these Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will nevertheless communicate with the Complainant regarding support, options for resolution and the implementation of interim remedial measures to address concerns regarding safety and well-being. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.
Requests by Individuals with Disabilities

Purdue is committed to providing equal access under these Procedures to individuals with disabilities. Individuals who require academic adjustments, auxiliary aids and services and/or reasonable accommodations to participate in any part of the resolution process should contact the Title IX Coordinator.

F. REPORTING OPTIONS AND RESOURCES FOR SEXUAL MISCONDUCT MATTERS

The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence, whether as a Complainant, a Respondent or a third party, will have equal access to support consistent with their needs and available University resources.

A first step for any Complainant or third-party witness may be choosing how to proceed following an incident of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and/or Relationship Violence. The University recognizes that deciding whether to make a report and choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assist either party in the event that a report and/or resolution under the Policies or the Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

Confidential Resources

Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18. A list of on-campus confidential resources is listed in Appendix A to these Procedures.

It is important to understand that other University employees involved in the University’s sexual misconduct response do not have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be required to share a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with the Title IX Coordinator.

Non-Confidential Campus Reporting Resources and Mandatory Reporters

The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence. All University community members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX and Sexual Misconduct Team.

In contrast to the designated campus or community professionals described above under “Confidential Resources,” who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are required to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator or a member of the campus Title IX and Sexual Misconduct Team (“mandatory reporters”). Mandatory reporters receive annual required training to ensure that they understand their obligations and the resources available to University community members who report such incidents. University employees who are mandatory reporters include administrators, supervisors, and other staff who have authority to initiate corrective measures on behalf of the University. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the parties, if known. A list of campus reporting options, by campus, to whom individuals are encouraged to report any incidents, is available in Appendix A.

Privacy

The privacy of the parties will be respected and safeguarded at all times. All University employees who are involved in the University’s Title IX and sexual misconduct response receive specific training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those University employees who “need to know” in order to assist in the active review, investigation or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.
Appendix C

Release of Information
If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University also may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U.S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and University policy. No information will be released from proceedings under the Policies or the Procedures except as required or permitted by law and University policy. The University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

Reporting to Law Enforcement
In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University encourages Complainants to pursue criminal action for incidents of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence that also may be crimes under state criminal statutes (see legal definitions on the Title IX website at www.purdue.edu/titleix/index.php). The University will assist a Complainant, at the Complainant's request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process. A list of law enforcement resources for each campus is available in Appendix A.

Anonymous Reporting
Any individual may make an anonymous report concerning an act of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence. A report can be made without disclosing one's own name, identifying the Respondent or requesting any action. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the University's ability to respond or take further action.

Anonymous reports can be made through the Purdue Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. Access the Purdue Hotline at www.purdue.edu/hotline or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

G. COUNSELING, ADVOCACY AND SUPPORT SERVICES

The University is committed to providing a number of support services to University community members who experience Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence incidents. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue provides its students with professional staff who can assist students who have been subjected to Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with academic and advocacy/support services. The Title IX Coordinator and professional staff within the Office of the Dean of Students is available to assist students with the imposition of interim remedial and protective measures set forth in Section E, including the following:

- Coordination of services.
- Academic adjustments, including processing absence notifications.
- Housing reassignments and assistance with emergency housing needs.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
Appendix C

- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor’s office.
- Assistance in obtaining no-contact directives within the University.
- Assistance in obtaining a protective order through the local court system.

A list of counseling, advocacy and other support services for each campus is listed in Appendix A.

H. INFORMAL RESOLUTION PROCESS

1. Filing an Informal Complaint
   To file an Informal Complaint, a Complainant must submit the Complaint Information Form online, in person or via electronic mail. The Complaint Information Form must be submitted to the Campus Equity Office within 120 days of the incident of discrimination or harassment or, where the discrimination or harassment is of an ongoing nature, within 120 days from the most recent incident. The Campus Equity Office can provide assistance in completing the Complaint Information Form. Participation in the Informal Resolution Process is voluntary, and a Complainant may ask to conclude the process at any time. The Campus Equity Office will take steps to ensure the privacy of the Complainant and Respondent during the Informal Resolution Process to the extent maintenance of privacy does not interfere with the University's obligation to address allegations of discrimination and/or harassment.

2. Processing of Informal Complaints
   In consultation with the Chancellor, Director or Dean of Students, as the case may be, the Campus Equity Office may take appropriate steps to resolve the Informal Complaint. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about equal opportunity or harassment; verbal or written reprimands; or other interventions or actions aimed at ending the discrimination or harassment, preventing its recurrence, and addressing its effects.

   Prior to completing the Informal Resolution Process, and/or upon the Complainant’s request, a Chancellor, the Dean of Students or the Director may determine that no purpose is served by pursuing the Informal Resolution Process and may refer the Complaint to the Formal Resolution Process.

3. Conclusion of the Informal Resolution Process
   The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement. The Informal Resolution Process will be concluded by one of the following: (1) a decision to stop further action on the Informal Complaint, (2) a resolution of the Informal Complaint by agreement of the parties or (3) initiation of the Formal Resolution Process.

   The Campus Equity Office will attempt to conclude the Informal Resolution Process within 30 days. Within 10 days following conclusion of the Informal Resolution Process, the Campus Equity Office must complete and submit a Status Report Form. A copy of the Status Report Form is to be submitted to the Vice President for Ethics and Compliance or Chancellor.

I. FORMAL RESOLUTION PROCESS

1. Filing a Formal Complaint
   A Formal Complaint may be filed as the first course of action or following an Informal Complaint if there is no mutually acceptable resolution during the Informal Resolution Process. The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant.

   To file a Formal Complaint, a Complainant must complete the Complaint Information Form online, in person or via electronic mail. The complaint must be dated by the Complainant and describe the alleged incident(s) with the relevant date(s), name(s) of the Respondent(s) and name(s) of witness(es). The Campus Equity Office can provide assistance in completing the Complaint Information Form.

   Formal Complaints or University-Initiated Investigations in which a student or recognized student organization is named as a Respondent will be adjudicated by the Dean of Students for each campus in accordance with Sections I and J of these Procedures.
Appendix C

Formal Complaints or University-Initiated Investigations against employees, including faculty and staff, will be adjudicated by the appropriate Chancellor (or designee) or the Director pursuant to Sections I and J of these Procedures.

2. Notification of Formal Complaint and Response

Generally within five days of receipt of a Formal Complaint, the Chancellor, Dean of Students or Director will assign a University Investigator to investigate the Formal Complaint. Persons eligible to serve as University Investigators shall be designated by the Vice President for Ethics and Compliance. The University Investigator must have sufficient training and/or experience to conduct a thorough and impartial investigation. In the event the Chancellor, Dean of Students or Director made a determination pursuant to section I.4 of these Procedures to dismiss the Formal Complaint, no University Investigator will be assigned and the notification as outlined below will not be sent.

The Chancellor, Dean of Students or Director will provide prompt notification, including a copy of the Formal Complaint or notice of allegations, to the Complainant, the Respondent(s), to the department head or supervisor and to the appropriate Vice President, Dean or head of other major unit. The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery. In the event the Respondent is a student or recognized student organization, the Dean of Students is the appropriate Dean. The notification to the Respondent(s) will include a copy of the Formal Complaint, or, in University-Initiated Investigations, a statement of allegations, and a copy of or link to the relevant University Policy and these Procedures.

The Respondent(s) will be requested to respond in writing to the Formal Complaint within a reasonable time, not to exceed 10 days from the date of certified or express mailing, electronic mailing or hand delivery of the notification of the Formal Complaint. Any extension of time must be approved by the Chancellor, Dean of Students or Director. In the event that an investigation is undertaken in accordance with Section I.5 of these Procedures, a copy of the Respondent(s)'s response will be provided to the Complainant.

3. University-Initiated Investigation

In a University-Initiated Investigation, a Respondent will be provided with written notice of the allegations forming the basis of the University-Initiated Investigation, and Section I of these Procedures will govern such investigation to the greatest extent practicable.

A Complainant or impacted party who may have been subject to discrimination or harassment that forms the basis of a University-Initiated Investigation shall (1) be provided with written notice that the University has commenced a University-Initiated Investigation; (2) receive a copy of any written response submitted by the Respondent(s); (3) be afforded an opportunity to review the investigation report; (4) upon request, be afforded an opportunity to meet with the Chancellor, Dean of Students or Director and the panel in connection with the University-Initiated Investigation; (5) be provided with written notice of the determination of whether a violation of one or both of the Policies occurred and any sanction or remedial measures imposed in connection with the violation; and (6) be afforded the right to appeal such determination, sanctions or remedial measures in accordance with Section L.

4. Jurisdiction/Dismissal

Within five days following receipt of the Formal Complaint, the Chancellor, Dean of Students or Director shall make a determination as to (a) whether or not the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) whether or not the allegations set forth in the Formal Complaint, if substantiated, would constitute a violation of one or both of the Policies; and (c) whether or not there is reasonable cause to believe that the Respondent(s) has violated one or both of the Policies. If (a) the status of the Complainant or Respondent(s) places the matters complained of outside of the scope of one or both of the Policies; (b) such allegations, if substantiated, would not constitute a violation of one or both of the Policies; or (c) there is not reasonable cause to believe that the Respondent(s) has violated one or both of the Policies, the Chancellor, Dean of Students or Director shall dismiss the Formal Complaint, and that decision shall be final. The Chancellor, Dean of Students or Director shall provide the Complainant and Respondent(s) with written notice of such dismissal.

The Chancellor, Dean of Students or Director may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the Formal Resolution Process:

a. A Complainant notifies the Chancellor, Dean of Students or Director in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or
b. The Respondent is no longer enrolled in or employed by the University; or
Appendix C

Appendix C

5. Investigation of Formal Complaints
In the event that the Formal Complaint is not dismissed, a copy of the Respondent(s)' response, if any, will be provided to the Complainant. The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information, including evidence of pattern or prior misconduct by the Respondent, credibility of the parties and witnesses, and in very limited circumstances, any prior sexual history of the Complainant with the Respondent. Both parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The investigation shall be completed within 45 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Chancellor, Dean of Students or Director.

6. Investigation Report and Evidence
Within 10 days following the conclusion of the investigation, the University Investigator will submit an investigation report to the Complainant (or impacted party in the case of a University-Initiated Investigation); the Respondent(s); and the Chancellor, Dean of Students or Director. The report will include findings based upon a preponderance of the evidence that (a) the allegations cannot be substantiated or some or all of the allegations are substantiated, (b) a statement as to whether the Formal Complaint was knowingly false or malicious, and (c) if material to the determination as to whether or not a violation of one or both of the Policies has occurred, an assessment of the credibility of the Complainant and the Respondent(s). No violation of University policy will be presumed unless a preponderance of the evidence standard supports the finding of a violation. This preponderance of the evidence standard requires that the facts and information supporting each finding are more convincing than the facts and information offered in opposition to such finding. The report will include the basis upon which the University Investigator reached their conclusions. The report also will include the University Investigator's determination of whether a violation of one or both of the Policies has occurred. The University Investigator also will make available to the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent(s) an opportunity to review the evidence furnished in the matter.

7. Determination
No earlier than 10 days and no more than 15 days from receipt of the University Investigator's report, the Chancellor, Dean of Students or Director will convene a meeting with and seek advice from a three-member panel selected by the Chancellor, Dean of Students or Director from the Advisory Committee on Equity consisting of at least one participant who is a member of the faculty and one participant who is not a member of the faculty. At least two members of the panel shall be representatives of the campus from which the Formal Complaint or University-Initiated Investigation originated. Prior to the meeting, members of the panel shall be furnished with a copy of the University Investigator's report and copies of any complaint or response of the parties. At the meeting, the panel will be afforded the opportunity to ask questions of the University Investigator. Upon request, the Complainant and the Respondent will be afforded an opportunity to meet with the Chancellor, Dean of Students or Director and the panel to make a brief statement and to answer any questions that they may have.

Within 10 days following the meeting with the panel from the Advisory Committee on Equity, the Chancellor, Dean of Students or Director shall make a written determination whether a violation of one or both of the Policies has occurred and whether the Formal Complaint was knowingly false or malicious.

In the event the charge of discrimination and/or harassment is not substantiated following the written determination of the Chancellor, Dean of Students or Director, reasonable efforts may be taken to restore the Respondent(s) to their prior status.

J. SANCTIONS AND REMEDIES
At the West Lafayette campus, sanctions will be determined by the appropriate Vice President or Dean and the Director. In the event of a disagreement between the Director and the designated Vice President or Dean, the Director will refer the disagreement to the Provost for resolution. In the case of a student or recognized student organization, sanctions will be determined and imposed by the Dean of Students.
At the Fort Wayne and Northwest campuses, sanctions will be determined and imposed by the Chancellor (or designee), except that sanctions for students and recognized student organizations will be determined and imposed by the Dean of Students.

The Chancellor, Dean of Students or Director will send the Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. The determination will include the rationale, a description of the parties’ appeal rights and any changes in the outcome before it becomes final. The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction.

Sanctions will be decided on a case-by-case basis and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and may include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension or expulsion.

Except as provided herein, sanctions imposed pursuant to these Procedures may not be appealed or made the subject of a grievance under any other University policy.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Chancellor or Director shall be accepted into evidence at the faculty member’s termination hearing without the necessity of the Complainant (or impacted party in the case of a University-Initiated Investigation) testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the parties.

K. RETALIATION PROHIBITED

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Procedures will be subject to appropriate and prompt disciplinary or remedial action.

L. APPEAL

The Complainant (or impacted party in the case of a University-Initiated Investigation) and the Respondent each have the right to appeal the decision of the Chancellor, Dean of Students or Director and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. A copy of any appeal will be furnished to the Complainant (or impacted party in the case of a University-Initiated Investigation) or the Respondent(s), as the case may be. Each party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within seven days of the issuance of notification of the appeal.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all parties involved. Normally this decision will be made within 20 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice
Appendix C

President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University’s final action.

M. FILING WITH EXTERNAL AGENCIES

Any person may file a complaint with the Indiana Civil Rights Commission, the U.S. Equal Employment Opportunity Commission or the U.S. Department of Education’s Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office of Institutional Equity on the West Lafayette campus.

N. RELATED DOCUMENTS, FORMS AND TOOLS


O. VERSION HISTORY

Revisions to these procedures took effect on the following dates:
- August 14, 2020
- July 1, 2018
- August 1, 2017
- August 15, 2016
- July 1, 2015
- July 1, 2014
- February 27, 2012
- May 15, 2011
- October 19, 2007
- May 3, 2004

Appendix A: Quick Reference Guide

### Confidential Reporting Resources

<table>
<thead>
<tr>
<th>Health Services Center</th>
<th>Gyte Annex, Room 34</th>
<th>M-F, hours vary daily</th>
<th>219-989-2366 219-989-1235</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling Center</td>
<td>Gyte Building, Room 005</td>
<td>M-Th, 8 a.m.-5 p.m. Fri, 8 a.m.-4 p.m.</td>
<td>219-989-2366</td>
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### Non-Confidential Reporting Resources

<table>
<thead>
<tr>
<th>Title IX Coordinator</th>
<th>Lawshe Hall, Room 231</th>
<th>M-F, 8 a.m.-5 p.m.</th>
<th>219-989-3169 219-989-2337</th>
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<tbody>
<tr>
<td>Office of Equity &amp; Diversity</td>
<td>6930 Wicker Ave. Hammond, IN</td>
<td>24/7</td>
<td>219-989-2220</td>
</tr>
<tr>
<td>Police Department</td>
<td>SULB 313</td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
<td>219-989-4141</td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>2440 173rd Street Hammond, IN</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>219-989-4150</td>
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### Medical Services (Confidential)

<table>
<thead>
<tr>
<th>Health Services Center</th>
<th>Gyte Annex, Room 034</th>
<th>M-F, hours vary daily</th>
<th>219-989-1235</th>
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<tbody>
<tr>
<td>Methodist Hospital</td>
<td>600 Grant St. Gary, IN</td>
<td>24/7</td>
<td>219-886-4000</td>
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<tr>
<td>Advocate South Suburban Hospital</td>
<td>17800 S. Kedzie Ave. Hazel Crest, IL</td>
<td>24/7</td>
<td>708-799-8000</td>
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### Procedures for Resolving Complaints of Discrimination and Harassment

#### Appendix C

<table>
<thead>
<tr>
<th>Service Description</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
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<tr>
<td>Counseling Services (Confidential)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Counseling Center</td>
<td>Gyte Building, Room 005</td>
<td>M-Th, 8 a.m.-5 p.m. Fri, 8 a.m.-4 p.m.</td>
<td>219-989-2366</td>
</tr>
<tr>
<td>Advocacy and Support Services</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>SULB</td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
<td>219-989-4141</td>
</tr>
<tr>
<td>Community Resources</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>The Caring Place</td>
<td>Valparaiso, IN</td>
<td>24/7</td>
<td>219-464-2128</td>
</tr>
<tr>
<td>The Crisis Center, Inc.</td>
<td>Gary, IN</td>
<td>24/7</td>
<td>219-938-0900 / 800-519-0469</td>
</tr>
<tr>
<td>Law Enforcement Resources</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Police Department</td>
<td>6930 Wicker Ave. Hammond, IN</td>
<td>24/7</td>
<td>219-989-2220</td>
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<tr>
<td>Hammond Police Department</td>
<td>509 Douglas St. Hammond, IN</td>
<td>24/7</td>
<td>219-853-6487</td>
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### Fort Wayne Campus

#### Confidential Resources

<table>
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<tr>
<th>Service Description</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Center for Healthy Living</td>
<td>Walb Student Union, Room 234</td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
<td>260-481-5748</td>
</tr>
<tr>
<td>Purdue Fort Wayne Student Assistance Program</td>
<td>Walb Student Union, Room 113</td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
<td>260-481-6601</td>
</tr>
</tbody>
</table>

#### Non-Confidential Reporting Resources

<table>
<thead>
<tr>
<th>Service Description</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Coordinator</td>
<td>Doermer School of Business Room 312</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>260-481-6107</td>
</tr>
<tr>
<td>Police Department</td>
<td>Support Services Building</td>
<td>24/7</td>
<td>260-481-6827</td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>Walb Student Union, Room 111</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>260-481-6601</td>
</tr>
<tr>
<td>Student Housing</td>
<td>410 Crescent Avenue Fort Wayne, IN</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>260-481-4180</td>
</tr>
</tbody>
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#### Medical Services (Confidential)

<table>
<thead>
<tr>
<th>Service Description</th>
<th>Location</th>
<th>Hours</th>
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<tbody>
<tr>
<td>Center for Healthy Living</td>
<td>Walb Student Union, Room 234</td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
<td>260-481-5748</td>
</tr>
<tr>
<td>Parkview Hospital Randallia</td>
<td>2200 Randallia Dr. Fort Wayne, IN</td>
<td>24/7</td>
<td>260-484-6636</td>
</tr>
<tr>
<td>Parkview Regional Medical Center</td>
<td>11109 Parkview Plaza Dr, Entrance 1, Fort Wayne, IN</td>
<td>24/7</td>
<td>260-266-1000</td>
</tr>
<tr>
<td>Lutheran Hospital</td>
<td>7950 W. Jefferson Blvd</td>
<td>24/7</td>
<td>260-435-7001</td>
</tr>
</tbody>
</table>

#### Counseling Services (Confidential)

<table>
<thead>
<tr>
<th>Service Description</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling Center</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Appendices

### Appendix C

**Procedures for Resolving Complaints of Discrimination and Harassment**

<table>
<thead>
<tr>
<th><strong>Purdue University Fort Wayne Student Assistance Program</strong></th>
<th>Walb Student Union, Room 113</th>
<th>M-F, 8:30 a.m.-4:30 p.m.</th>
<th>260-481-6601</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Bowen Center</strong></td>
<td>2100 Goshen Road</td>
<td>M-F, 9:00 a.m.-5:00 p.m. 24/7 via phone</td>
<td>800-342-5653</td>
</tr>
</tbody>
</table>

**Advocacy and Support Services**

<table>
<thead>
<tr>
<th><strong>Office of the Dean of Students</strong></th>
<th>Walb Student Union, Room 111</th>
<th>M-F, 8 a.m.-5 p.m.</th>
<th>260-481-6601</th>
</tr>
</thead>
</table>

**Community Resources**

<table>
<thead>
<tr>
<th><strong>Sexual Assault Treatment Center</strong></th>
<th>1420 Kernway Fort Wayne, IN</th>
<th>24/7</th>
<th>260-423-2222</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>National Suicide Prevention Hotline</strong></td>
<td></td>
<td>24/7</td>
<td>1-800-273-8255</td>
</tr>
<tr>
<td><strong>Fort Wayne Women’s Bureau Rape Crisis Hotline</strong></td>
<td>2417 Fairfield Fort Wayne, IN</td>
<td>24/7</td>
<td>260-426-7273 888-311-7273</td>
</tr>
<tr>
<td><strong>YWCA Domestic Violence Crisis Line</strong></td>
<td>1610 Spy Run Fort Wayne, IN 24/7</td>
<td>260-447-7233 800-441-4073</td>
<td></td>
</tr>
</tbody>
</table>

**Law Enforcement Resources**

<table>
<thead>
<tr>
<th><strong>Police Department</strong></th>
<th>Support Services Building</th>
<th>24/7</th>
<th>260-481-6827</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fort Wayne Police Department</strong></td>
<td>1 E. Main Street Fort Wayne, IN</td>
<td>24/7</td>
<td>260-427-1222</td>
</tr>
</tbody>
</table>

**Westville Campus**

**Confidential Resources**

<table>
<thead>
<tr>
<th><strong>Counseling Center</strong></th>
<th>Technology Building, Room 101</th>
<th>M-F, 9 a.m.-3:00 p.m.</th>
<th>219-989-2366</th>
</tr>
</thead>
</table>

**Non-Confidential Reporting Resources**

<table>
<thead>
<tr>
<th><strong>Title IX Coordinator</strong></th>
<th>Schwarz Hall, Room 25D</th>
<th>M-F, 8 a.m.-4:30 p.m.</th>
<th>219-785-5545</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Police Department</strong></td>
<td>Physical Facility/Campus Police Building, Room 101</td>
<td>24/7</td>
<td>219-785-5220</td>
</tr>
<tr>
<td><strong>Office of the Dean of Students</strong></td>
<td>Library-Student-Faculty Building, Room 103</td>
<td>M-F, 8 a.m.-4:30 p.m.</td>
<td>219-785-5368</td>
</tr>
</tbody>
</table>

**Medical Services (Confidential)**

<table>
<thead>
<tr>
<th><strong>Chesterton Health &amp; Emergency Center</strong></th>
<th>770 Indian Boundary Rd. Chesterton, IN</th>
<th>24/7</th>
<th>219-921-2000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>IU Health LaPorte Hospital</strong></td>
<td>1007 Lincolnway LaPorte, IN</td>
<td>24/7</td>
<td>219-326-1234</td>
</tr>
<tr>
<td><strong>IU Health Starke Hospital</strong></td>
<td>102 E. Culver Road Knox, IN</td>
<td>24/7</td>
<td>574-772-6231</td>
</tr>
<tr>
<td><strong>Porter Hospital</strong></td>
<td>85 E. U.S. 6 Frontage Rd. Valparaiso, IN</td>
<td>24/7</td>
<td>219-263-4600</td>
</tr>
<tr>
<td><strong>Methodist Hospital</strong></td>
<td>8701 Broadway Merrillville, IN</td>
<td>24/7</td>
<td>219-738-5510</td>
</tr>
<tr>
<td><strong>St. Anthony’s</strong></td>
<td>301 W. Homer St. Michigan City, IN</td>
<td>24/7</td>
<td>219-879-8511</td>
</tr>
</tbody>
</table>

**Counseling Services (Confidential)**

<table>
<thead>
<tr>
<th><strong>Counseling Center</strong></th>
<th>Technology Building, Room 101</th>
<th>M-F, 9 a.m.-3:00 p.m.</th>
<th>219-989-2366</th>
</tr>
</thead>
</table>

**Advocacy and Support Services**

<table>
<thead>
<tr>
<th><strong>Office of the Dean of Students</strong></th>
<th>Library-Student-Faculty Building, Room 103</th>
<th>M-F, 8 a.m.-4:30 p.m.</th>
<th>219-785-5368</th>
</tr>
</thead>
</table>

**Community Resources**
### Appendix C

**Procedures for Resolving Complaints of Discrimination and Harassment**

<table>
<thead>
<tr>
<th>National Domestic Violence Hotline</th>
<th>N/A</th>
<th>24/7</th>
<th>800-799SAFE (7233)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crisis Hotline</td>
<td>LaPorte/Starke Counties</td>
<td>24/7</td>
<td>219-324-6263</td>
</tr>
<tr>
<td>Crisis Hotline</td>
<td>Lake County</td>
<td>24/7</td>
<td>219-938-0900</td>
</tr>
<tr>
<td>Victim’s Assistance Services</td>
<td>Porter County</td>
<td>M-F, 8:30 a.m.-4:30 p.m.</td>
<td>219-465-3408</td>
</tr>
<tr>
<td>Stepping Stones for Women</td>
<td>Michigan City, IN</td>
<td>24/7 (Crisis Hotline)</td>
<td>219-879-4615</td>
</tr>
<tr>
<td>The Caring Place</td>
<td>Valparaiso, IN</td>
<td>24/7 (Crisis Hotline)</td>
<td>219-464-2128</td>
</tr>
</tbody>
</table>

**Law Enforcement Resources**

<table>
<thead>
<tr>
<th>PNW Westville Campus Police Department</th>
<th>Physical Facility/ Campus Police Building, Room 101</th>
<th>24/7</th>
<th>219-785-5220</th>
</tr>
</thead>
<tbody>
<tr>
<td>LaPorte County Sheriff</td>
<td>LaPorte, IN</td>
<td>24/7</td>
<td>219-326-7700</td>
</tr>
<tr>
<td>Westville Police Department</td>
<td>Westville, IN</td>
<td>24/7</td>
<td>219-785-4177</td>
</tr>
</tbody>
</table>

**West Lafayette Campus**

<table>
<thead>
<tr>
<th><strong>Confidential Resources</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Purdue Crisis Line</strong></td>
</tr>
<tr>
<td><strong>Student Health Center (PUSH)</strong></td>
</tr>
<tr>
<td><strong>Counseling and Psychological Services (CAPS)</strong></td>
</tr>
<tr>
<td><strong>Center for Advocacy, Response, and Education (CARE)</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Non-Confidential Reporting Resources</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Title IX Coordinator</strong></td>
</tr>
<tr>
<td><strong>Police Department</strong></td>
</tr>
<tr>
<td><strong>Office of the Dean of Students</strong></td>
</tr>
<tr>
<td><strong>University Residences</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Medical Services (Confidential)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PUSH Women’s Clinic</strong></td>
</tr>
<tr>
<td><strong>PUSH Urgent Care</strong></td>
</tr>
<tr>
<td><strong>St. Elizabeth Hospital-East</strong></td>
</tr>
<tr>
<td><strong>IU Health Arnett Hospital</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Counseling Services (Confidential)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CAPS</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Advocacy and Support Services</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Office of the Dean of Students</strong></td>
</tr>
</tbody>
</table>
### Community Resources

<table>
<thead>
<tr>
<th>Resource</th>
<th>Address</th>
<th>24/7 Hours</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health America Crisis Center</td>
<td>1244 N. 15th Street</td>
<td>24/7</td>
<td>765-742-0244 877-419-1632</td>
</tr>
<tr>
<td>YWCA Domestic Violence Intervention</td>
<td>N/A</td>
<td>24/7</td>
<td>765-423-1118* accepts collect calls 888-345-1118</td>
</tr>
</tbody>
</table>

### Law Enforcement Resources

<table>
<thead>
<tr>
<th>Resource</th>
<th>Address</th>
<th>24/7 Hours</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Department</td>
<td>205 S. Martin Jischke Dr.</td>
<td>24/7</td>
<td>765-494-8221</td>
</tr>
<tr>
<td>West Lafayette Police Dept.</td>
<td>711 W. Navajo St. West Lafayette, IN</td>
<td>24/7</td>
<td>765-775-5200</td>
</tr>
<tr>
<td>Tippecanoe County Sheriff</td>
<td>2640 Duncan Road Lafayette, IN</td>
<td>24/7</td>
<td>765-423-9388</td>
</tr>
<tr>
<td>Lafayette Police Dept.</td>
<td>20 N 6th Street Lafayette, IN</td>
<td>24/7</td>
<td>765-807-1200</td>
</tr>
</tbody>
</table>
ANTI-HARASSMENT, INTERIM (III.C.1)

Volume III: Ethics
Chapter C: Equal Opportunity
Responsible Executive: Vice President for Ethics and Compliance
Responsible Office: Office of the Vice President for Ethics and Compliance
Date Issued: December 22, 2010
Date Last Revised: August 14, 2020

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Exclusions
Responsibilities
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Website Address for This Policy
History and Updates
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Contacts

<table>
<thead>
<tr>
<th>Title/Office</th>
<th>Telephone</th>
<th>Email/Webpage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vice President for Ethics and Compliance</td>
<td>765-494-5830</td>
<td><a href="mailto:vpec@purdue.edu">vpec@purdue.edu</a>, <a href="http://www.purdue.edu/ethics">www.purdue.edu/ethics</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Office address: Ernest C. Young Hall, 10th floor</td>
</tr>
<tr>
<td></td>
<td></td>
<td>155 S. Grant St.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>West Lafayette, IN 47907</td>
</tr>
</tbody>
</table>

Harassment Complaints

<table>
<thead>
<tr>
<th>Title/Office</th>
<th>Telephone</th>
<th>Email/Webpage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fort Wayne: Human Resources and Institutional Equity</td>
<td>260-481-6677</td>
<td><a href="http://www.pfw.edu/offices/human-resources/ethics-compliance/">www.pfw.edu/offices/human-resources/ethics-compliance/</a></td>
</tr>
<tr>
<td>PNW Hammond Campus: Office of Equity, Diversity and Inclusion</td>
<td>219-989-3169</td>
<td><a href="http://www.pnw.edu/equity-diversity-inclusion/">www.pnw.edu/equity-diversity-inclusion/</a></td>
</tr>
<tr>
<td>PNW Westville Campus: Office of Equity, Diversity and Inclusion</td>
<td>219-785-5545</td>
<td><a href="http://www.pnw.edu/equity-diversity-inclusion">www.pnw.edu/equity-diversity-inclusion</a></td>
</tr>
</tbody>
</table>
### Appendix D

**Indiana University Annual Security & Fire Safety Report**

#### Reports of Sexual Violence or Sexual Misconduct

<table>
<thead>
<tr>
<th>Title/Office</th>
<th>Telephone</th>
<th>Email/Webpage</th>
</tr>
</thead>
</table>
| **Fort Wayne:**  
Title IX Coordinator – Christine M. Marcuccilli | 260-481-6107 | Doermer School, Room 312  
2101 E. Coliseum Blvd.  
Fort Wayne, IN 46805  
marcuccc@pfw.edu |
| **PNW Hammond Campus:**  
Title IX Coordinator – Linda B. Knox | 219-989-3169 | Lawshe Hall, Room 231  
2200 169th St.  
Hammond, IN 46323  
lbknox@pnw.edu |
| **PNW Westville Campus:**  
Title IX Coordinator – Laura Odom | 219-785-5545 | Schwarz Hall, Room 25  
1401 S. U.S. Highway 421  
Westville, IN 46391  
odoml@pnw.edu |
| **West Lafayette:**  
Title IX Coordinator –Christina Wright | 765-494-7255 | Ernest C. Young Hall, 10th floor  
155 S. Grant St.  
West Lafayette, IN 47907  
titleix@purdue.edu |

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**For all emergencies, dial 911.**  
Non-emergency reports may be made using the contacts below.

**Fort Wayne:**  
- Police Department  
- Office of the Dean of Students  
- Student Housing  
- Health and Wellness Clinic

**PNW Hammond Campus:**  
- Police Department  
- Office of the Dean of Students  
- Housing  
- Community Care Network Health Clinic

**PNW Westville Campus:**  
- Police Department

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*Anti-Harassment, Interim*
STATEMENT OF POLICY

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrate its intellectual and ethical leadership by reaffirming its strong position against Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by intolerance and Harassment.

Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Harassment. This policy addresses Harassment in all forms, including Harassment toward individuals for reasons of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity and/or gender expression. The University will not tolerate Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

Reporting and Addressing Harassment
This policy seeks to encourage faculty, staff and students to report and address incidents of Harassment. The Procedures for Resolving Complaints of Discrimination and Harassment, as issued and updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Harassment.

Retaliation against faculty members, staff members or students for reporting or complaining of Harassment, for assisting or participating in the investigation of a complaint of Harassment, or for enforcing this policy is strictly prohibited.

The University reserves the right to investigate circumstances that may involve Harassment in situations where no complaint, formal or informal, has been filed. In appropriate circumstances, sanctions in accordance with this policy will be implemented where the University has initiated an investigation in the absence of a formal or informal complaint.

To determine whether a particular act or course of conduct constitutes Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the questioned behavior. Although repeated incidents generally create a stronger claim of Harassment, a serious incident, even if isolated, can be sufficient.

Academic Freedom and Freedom of Speech
Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The
University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.

Violations of Policy and Sanctions
Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

The University strongly encourages students to report instances of Sexual Violence or Sexual Exploitation. Therefore, students who provide information regarding Sexual Violence or Sexual Exploitation will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Violence or Sexual Exploitation.

False Allegations, Statements and Evidence
This policy may not be used to bring charges against any faculty, staff, students or Recognized Student Organizations, including fraternities, sororities and/or cooperatives, in bad faith. Disciplinary action will be taken against any person or group found to have brought a charge of Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge. In addition, individuals who, in bad faith, provide false statements or evidence, or who deliberately mislead a University official conducting an investigation under this policy may be subject to discipline under this policy or another University policy or process.

Retaliation Prohibited
The University prohibits Retaliation against any individual for the purpose of interfering with any right or privilege secured by this policy, or because the individual has made a report or complaint, testified, assisted, or participated in an investigation or proceeding under this policy.

Education and Prevention
The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking.

Coordination with Other University Policies
This policy augments, but does not supersede, other University policies covering discrimination. Although Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

REASON FOR THIS POLICY

This policy is designed to prevent and sanction incidents of Harassment within the Purdue University community. The University believes that Harassment, which is a form of discrimination, is repugnant and inimical to our most basic values.

As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.

This policy helps to promote this commitment through compliance with both state and federal laws and regulations, including but not limited to:

- Age Discrimination Act of 1975
- Age Discrimination in Employment Act of 1967
- Americans with Disabilities Act of 1990, as amended
- Executive Order 11246, as amended
- Equal Pay Act of 1963
- Genetic Information Nondiscrimination Act of 2008
Appendix D

- Immigration Reform and Control Act of 1986
- Indiana Civil Rights Act of 1971
- Pregnancy Discrimination Act
- Sections 503 and 504 of the Rehabilitation Act of 1973
- Title VI of the Civil Rights Act of 1964, as amended
- Title VII of the Civil Rights Act of 1964, as amended
- Uniformed Services Employment and Reemployment Rights Act of 1994
- VEVRAA, Section 4212
- Jeanne Clery Act, as amended by the Violence Against Women Reauthorization Act of 2013

INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

All Purdue University community members.

EXCLUSIONS

Title IX Harassment matters are addressed under the policy on Title IX Harassment (III.C.4) and the Procedures for Resolving Complaints of Title IX Harassment.

RESPONSIBILITIES

Vice President for Ethics and Compliance

- In consultation with University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Harassment for all campuses and operations within the Purdue University system.
- In consultation with University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Harassment, Sexual Violence, Sexual Exploitation, Relationship Violence and Stalking within the University system.

Chancellors

- Maintain an educational and employment environment free from Harassment.

Vice Presidents, Vice Chancellors, Vice Provosts and Deans

- Maintain an educational and employment environment free from Harassment.
- Communicate to all members of their unit the individuals and offices designated as a resource for people seeking assistance with Harassment.

Title IX Coordinators

- Oversee the investigation and resolution of all reports of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence on their respective campuses involving students, staff, faculty, consultants and contractors.
- Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.
- Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
- Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence.
- Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.
- Oversee training, prevention and education efforts and periodic reviews of climate and culture for their respective campuses.
Mandatory Reporters

- Report all incidents of discrimination, Harassment or retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.

Administrators, Supervisors, and Individuals and Offices Designated as a Resource for Assistance with Harassment

- Report all incidents of Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
- Take immediate steps in accordance with University policy and procedure to respond to any conduct involving Harassment or complaints of Harassment brought to their attention that involve University faculty, staff or students under their administrative jurisdiction.

Individuals Who Believe They Have Experienced or Witnessed Harassment

- Report the incident as described in the Procedures for Resolving Complaints of Discrimination and Harassment.

DEFINITIONS

All defined terms are capitalized throughout the document. Refer to the central Policy Glossary for additional defined terms.

Consent/Consensual
Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is Incapacitated or otherwise prevented from giving Consent as a result of impairment due to a mental or physical condition or age. No Consent exists when there is a threat of force or physical or psychological violence.

Although Consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of Consent.

The voluntary nature of Consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

Harassment
Conduct towards another person or identifiable group of persons that is so severe, pervasive or objectively offensive that it has the purpose or effect of:
1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

Use of the term Harassment includes all forms of harassment, including Stalking, Racial Harassment and Sexual Harassment.

Incapacitated/Incapacitation
A mental state in which an individual cannot make rational decisions because they lack the capacity to give knowing Consent (e.g., to understand the who, what, where, why and how of their sexual interaction). Such Incapacitation may be caused by alcohol or other drug use, sleep or unconsciousness. Intoxication is not equivalent to Incapacitation.
Appendix D

Mandatory Reporters
Individuals employed by the University who hold a title of or equivalent to President, Chancellor, vice president, vice chancellor, vice provost, dean, department head and director, as well as all employees in supervisory or management roles, and other staff who have authority and responsibility to initiate corrective measures on behalf of the University.

Racial Harassment
Conduct that demonstrates hostility towards another person (or identifiable group of persons) on the basis of race, color, national origin or ancestry and is so severe, pervasive or objectively offensive that it has the purpose or effect of:
1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University program or activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University program or activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University program or activity.

The University is strongly committed to providing a safe and Harassment-free environment for members of those groups that have historically been, and are still likely to be, at greatest risk of Harassment for reasons of prejudice.

Relationship Violence
Any physical, sexual and/or psychological harm against an individual by a current or former intimate or romantic partner. Intimate or romantic partners may be dating, cohabitating, married, separated or divorced, and may be of the same or opposite sex.

Retaliation
Any overt or covert act of reprisal, interference, restraint, penalty, discrimination, intimidation or Harassment against any person or group for reporting or complaining of discrimination and/or Harassment, assisting or participating in the investigation of a complaint of discrimination and/or Harassment, or enforcing University policies with respect to discrimination and/or Harassment.

Sexual Exploitation
An act that exploits someone sexually. Examples of Sexual Exploitation include, but are not limited to:

- Exposing one's own or another person’s intimate parts without Consent.
- Recording video or audio of, photographing, or disseminating or transmitting intimate or sexual utterances, sounds or images without Consent of all parties involved.
- Allowing others to view sexual acts (whether in person, through electronic means, or via a video camera or other recording device) without the Consent of all parties involved.
- Engaging in any form of voyeurism.

Sexual Harassment
A. Any act of Sexual Violence.
B. Any act of Sexual Exploitation.
C. Any unwelcome sexual advance, request for sexual favors or other written, verbal or physical conduct of a sexual nature when:
1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education or participation in a University program or activity;
2. Submission to, or rejection of, such conduct by an individual is used as the basis for, or a factor in, decisions affecting that individual's employment, education or participation in a University program or activity; or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, offensive or hostile environment for that individual's employment, education or participation in a University program or activity.

Sexual Violence
Any non-Consensual sexual act, including but not limited to rape, sexual assault, sexual battery and sexual coercion. Sexual Violence also includes Relationship Violence. Examples of Sexual Violence include, but are not limited to:
Appendix D

- Non-Consensual sexual contact: touching, with any body part or object, another person’s intimate parts (e.g., genitalia, groin, breast, buttocks), whether clothed or unclothed.
- Non-Consensual sexual intercourse: oral, anal and/or vaginal penetration, to any degree and with any body part or object.
- Compelling a person to touch their own or another person’s intimate parts without Consent.

Stalking
Any knowing or intentional course of conduct involving repeated or continued following, threatening or intimidating another person by telephone, mail, electronic communication, social media, in person, or by any other action, device or method when such conduct 1) would cause a reasonable person to suffer substantial emotional distress or fear of bodily injury or death and 2) actually causes such person substantial emotional distress or fear of bodily injury or death.

RELATED DOCUMENTS, FORMS AND TOOLS

Board of Trustees resolution dated December 18, 2010

Policies

- Title IX Harassment (III.C.4): purdue.edu/policies/ethics/iiic4.html
- University Nondiscrimination Policy Statement: www.purdue.edu/purdue/ea_eou_statement.html


Sexual Violence Awareness website: www.purdue.edu/sexual_assault/

Regulations Governing Student Conduct:

- Fort Wayne: pfw.edu/committees/senate/code/?_ga=2.94649308.1951212460.1567775697-2036197937.1567775697#Code
- Northwest: www.pnw.edu/dean-of-students/policies/code-of-conduct/
- West Lafayette: catalog.purdue.edu/content.php?catoid=13&navoid=16335

Websites for governing bodies with oversight for applicable laws and regulations:

- Indiana Civil Rights Commission: www.in.gov/icrc
- U.S. Department of Education Office for Civil Rights: www2.ed.gov/about/offices/list/ocr/index.html
- U.S. Department of Justice, Americans with Disabilities Act: www.ada.gov/
- U.S. Department of Labor Office of Federal Contractor Compliance Programs: www.dol.gov/agencies/ofccp

WEBSITE ADDRESS FOR THIS POLICY

www.purdue.edu/policies/ethics/iiic1.html

HISTORY AND UPDATES

August 14, 2020: Updated Contacts section. Added new sections to Statement of Policy on (1) False Allegations, Statements and Evidence and (2) Retaliation Prohibited that expand the previous language. Noted exclusion for issues addressed under the policy on Title IX Harassment. Updated definitions of Mandatory Reporters and Sexual Harassment. Updated links in Related Documents, Forms and Tools section.

September 12, 2019: Contacts and Related Documents, Forms and Tools sections updated.

Anti-Harassment, Interim
Appendix D

July 1, 2018: Contacts section updated.

August 1, 2017: Minor updates throughout policy. Definitions of Harassment, Racial Harassment, Sexual Exploitation and Sexual Harassment updated.

July 1, 2016: Minor updates throughout policy. Clarified the language regarding sanctions. Several updates to Contacts section.


May 6, 2014: Contacts section updated.

March 1, 2014: The following additions were made: 1) education, prevention, risk reduction and awareness program language, 2) a definition of stalking and 3) a modification of certain disciplinary actions for students. Several website URLs were updated throughout.

April 1, 2012: Language pertaining to Sexual Violence added in the Statement of Policy and Definitions. Procedures updated to refer all complaints under this policy to the Procedures for Resolving Complaints of Discrimination and Harassment.

November 18, 2011: Policy number changed to III.C.1 (formerly X.2.1) and website address updated. Links to other policies updated as well.

July 1, 2011: Definition of Sexual Harassment amended.

May 1, 2011: A definition for Regulations Governing Student Conduct was added. This policy supersedes Anti-Harassment, Interim (X.2.1) dated December 22, 2010.

December 22, 2010: This policy supersedes the Antiharassment Policy (Executive Memorandum No. C-33) dated September 16, 1994. It has been formatted in the current policy template and updated to comply with the Board of Trustees’ resolution dated December 18, 2010, which expands the University’s nondiscrimination commitment to include the bases of genetic information, gender identity and gender expression.

APPENDIX

There are no appendices to this policy.
Procedures for Resolving Complaints of Title IX Harassment

Implemented August 14, 2020

A. INTRODUCTION

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages individuals to strive to reach their potential. Title IX Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

Any employee, student, campus visitor or person participating in a University activity, who has experienced or witnessed discrimination and/or harassment is encouraged to report the incident(s) promptly. Prompt reporting of complaints is vital to the University's ability to resolve the matter.

Once the University has received a report of Title IX Harassment, the University will take any and all necessary and immediate steps to protect the Complainant. Such actions may include taking interim steps and/or providing Supportive Measures before or after the filing of a Formal Complaint or where no Formal Complaint has been filed.

There are both formal and informal processes for resolving complaints of Title IX Harassment; however, the informal process is not available unless a Formal Complaint has been filed.

The University has an obligation to respond to information of which it becomes aware, whether received directly or indirectly. That is, the University's obligation may be triggered by a direct disclosure by those who have experienced potential discrimination or harassment or by gaining indirect knowledge of such information. For this reason, the University may initiate an investigation of circumstances that involve potential discrimination and/or harassment even where no complaint, formal or informal, has been filed. In those circumstances, the University may elect to investigate and, if warranted, impose disciplinary sanctions pursuant to these or other established University procedures.

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University may also make an independent determination to notify law enforcement and/or other authorities based on the nature of the complaint.

B. SCOPE

These Title IX Procedures outline the resolution processes that will be used to investigate and/or resolve a report of Title IX Harassment committed against a student, employee, or a person participating in or attempting to participate in a program or activity of Purdue University under the University’s policy on Title IX Harassment (III.C.4) (the “Title IX Harassment Policy”). These Title IX Procedures apply to allegations of conduct on the basis of sex addressed by the University in accordance with its obligations under Title IX of the Education Amendments of 1972 (“Title IX”). These Title IX Procedures incorporate the regulations governing educational institutions’ Title IX obligations, as promulgated by the Department of Education’s Office for Civil Rights. Other harassment and discrimination not covered by Title IX are addressed under the University's policies on Anti-Harassment (III.C.1) and on Equal Opportunity, Equal Access and Affirmative Action (III.C.2) and the Procedures for Resolving Complaints of Discrimination and Harassment. If a Formal Complaint is dismissed under these Title IX Procedures, the Procedures for Resolving Complaints of Discrimination and Harassment may be implemented.

C. RESOURCES FOR RESOLVING COMPLAINTS OF TITLE IX HARASSMENT

Inquiries and complaints about Title IX Harassment, including, but not limited to, inquiries and complaints about Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, and Stalking may be brought to the Title IX Coordinator. Information about the Title IX Coordinator for each campus is available in the Title IX Harassment Policy.

The management of all complaints of Title IX Harassment, regardless of where they are initially received, and the implementation of these Title IX Procedures is the responsibility of the Title IX Coordinator.

Procedures for Resolving Title IX Harassment Complaints
Any question of interpretation regarding these Title IX Procedures shall be referred to the Vice President for Ethics and Compliance for final determination.

**D. DEFINITIONS**

All defined terms are capitalized throughout the document. Additional defined terms may be found in the [Title IX Harassment Policy (III.C.4)](#) and the central [Policy Glossary](#).

**Advisor**

An individual selected by the Complainant or the Respondent to accompany the Party to any interview or meeting under these Title IX Procedures. The individual may be, but is not required to be, an attorney. The same individual may also serve as the Hearing Advisor.

**Complainant(s)**

A person or persons (1) employed by University or (2) participating in or attempting to participate in a Purdue University program or activity, who is alleged to be the victim of conduct that could constitute Title IX Harassment whether or not a Formal Complaint has been filed.

**Campus Equity Office**

The following University offices: (1) on the West Lafayette campus, the Office of Institutional Equity; (2) on the Fort Wayne campus, Human Resources and Institutional Equity; and (3) on the Purdue Northwest Hammond and Westville campuses, the Office of Equity, Diversity and Inclusion.

**Days**

Calendar days.

**Director**

The Director of the Office of Institutional Equity of the West Lafayette campus.

**Eligible Designee**

An individual to whom the Title IX Coordinator delegates their authority under these Title IX Procedures. All Eligible Designees must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance.

**Formal Complaint**

A document filed by a Complainant or signed by the Title IX Coordinator alleging Title IX Harassment against a named Respondent(s) that requests the University investigate the allegations. See Section I of these Title IX Procedures.

**Formal Resolution Process**

The process for resolving complaints of Title IX Harassment set forth in Section I of these Title IX Procedures. The Formal Resolution Process involves the filing of a Formal Complaint, an investigation, a Hearing, a determination as to whether the Title IX Harassment Policy has been violated and, as appropriate, the imposition of sanctions and remedial measures.

**Hearing**

The formal live meeting during which the Parties, witnesses and other participants appear virtually with technology enabling participants simultaneously to see and hear each other. Evidence is presented and witnesses are heard.

**Hearing Advisor**

An individual selected by the Complainant or the Respondent to accompany the Party to the Hearing and conduct cross examination of witnesses under these Title IX Procedures. The individual may be, but is not required to be, an attorney. The same individual may also serve as the Advisor. If a Party does not have a Hearing Advisor, the University will provide someone who is not an attorney to serve in this role.

**Hearing Officer**

The individual responsible for administering the Hearing and issuing decisions concerning responsibility and sanctions, if
applicable, in Title IX Harassment matters. The Hearing Officer cannot be a University Investigator in a matter or the University’s Title IX Coordinator.

**Informal Resolution Process**
The process for resolving complaints of Title IX Harassment set forth in Section H of these Title IX Procedures. The Informal Resolution Process is designed to empower the Parties to reach a mutually satisfactory agreement.

**Investigation Report**
A written report prepared by the University Investigator(s) that fairly summarizes relevant evidence.

**Party or Parties**
The Complainant(s) and Respondent(s) in a Title IX Harassment matter.

**Respondent(s)**
The person or persons who has been reported to be the perpetrator of conduct that could constitute Title IX Harassment.

**Supportive Measures**
Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the University’s education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the University’s educational environment, or deter sexual harassment. Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the Parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. The University will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide Supportive Measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

**Title IX Coordinator**
A University employee who is responsible for the implementation of the University’s Title IX Harassment Policy.

**Title IX Harassment Policy**
The University’s policy on Title IX Harassment (III.C.4).

**Title IX Procedures**
The procedures set forth in this document.

**University Investigator**
A person appointed by the Director to investigate a Formal Complaint pursuant to Section I of these Title IX Procedures. Any individual designated to conduct an investigation must receive appropriate annual training and be approved to serve in this role by the Vice President for Ethics and Compliance. A University Investigator may be a University employee or an external professional.

**E. GENERAL PROVISIONS**

**Presumption of Innocence and Burden of Proof**
The University administers these Title IX Procedures with the presumption that the Respondent is not responsible for the alleged Title IX Harassment unless and until the Respondent is determined to be responsible for a violation of the Title IX Harassment Policy by a preponderance of the evidence. The University has the burden of proof to establish each element of any alleged Title IX Harassment Policy violation by the Respondent.

**Delegation**
*Procedures for Resolving Title IX Harassment Complaints*
Appendix E

The Title IX Coordinator may delegate their authority under these Title IX Procedures to an Eligible Designee.

Requests for Anonymity or No Action

To protect both the Complainant and the Respondent, every effort will be made to protect the privacy interests of the persons involved in a manner consistent with the need for a thorough review of a report or Formal Complaint.

If the Complainant requests that their name or other identifiable information not be shared with the Respondent, or requests that the University take no formal action in response to a report, the Title IX Coordinator shall evaluate such request and notify the individual of the University's response to their request.

The University will honor the Complainant's request to the extent possible based on a careful balancing of the request with any legal reporting requirements, the risk of harm to any individual, and the University's duty to maintain a safe and non-discriminatory environment for all.

If the University honors the request for anonymity, federal law prohibits the University from pursuing disciplinary action against a Respondent. The University will, however, take other appropriate steps to eliminate any such Title IX Harassment, prevent its recurrence and remedy its effects on the Complainant and the University community. Those steps may include offering appropriate Supportive Measures and/or providing targeted training and prevention programs.

If the University is unable to honor the request for anonymity or the request to take no formal action in response to a report, the University may be obligated to move forward with a Formal Complaint signed by the Title IX Coordinator if there is an individual or public safety concern and sufficient independent information exists to establish that the Title IX Harassment Policy has been violated.

The Title IX Coordinator will assess requests for the University to take no formal action by examining the seriousness of the reported conduct, whether the reported misconduct was perpetrated with a weapon, the respective ages and roles of the Complainant and Respondent, whether there have been other reports of harassment or discrimination by the Respondent, whether the University possesses other means to obtain relevant evidence, whether the report reveals a pattern of perpetration at a given location or by a particular group, and the rights of the Respondent to receive notice and relevant information before disciplinary action is initiated.

Advisor

Both a Complainant and a Respondent are entitled to an Advisor of their choice, and the Advisor may accompany the Party to any meeting or proceeding under these Title IX Procedures. A Complainant may have an Advisor present when reporting Title IX Harassment or at any point. An Advisor may be an attorney, but an advisor or support person may not speak for or stand in place of either the Complainant or the Respondent, act as legal counsel for a Party in the Informal Resolution Process or the Formal Resolution Process, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process, except as a Party's Hearing Advisor. In the event that an attorney is retained to serve as a Hearing Advisor, the attorney may participate in, speak for, or stand in the place of the Complainant or the Respondent and may act as legal counsel for a Party during the Hearing.

The University has the discretion to impose reasonable conditions upon the participation of an Advisor or support person and Hearing Advisor.

Any fees and/or expenses charged by an Advisor or Hearing Advisor for services under these Title IX Procedures are the responsibility of the Party who retained the Advisor or Hearing Advisor.

Time Frames

The University encourages prompt reporting. Persons who have experienced or witnessed harassment are encouraged to report the incident to the Title IX Coordinator as soon as possible. Unreasonable filing delays could result in the dulling of memories and a loss of relevant evidence and witness testimony. Delays in filing shall not affect the Complainant's eligibility for Supportive Measures from the University.

Procedures for Resolving Title IX Harassment Complaints
When extenuating circumstances warrant, the Title IX Coordinator has the authority and discretion to extend any of the time limits contained in these Title IX Procedures for good cause except those relating to the filing of appeals.

In general, a Complainant and Respondent can expect that the process will proceed according to the time frames provided in these Title IX Procedures. In the event that good cause exists for the investigation and resolution to exceed these time frames, the University will notify all Parties of the reason(s) for the delay and the expected adjustment in time frames. Good cause may exist if additional time is necessary to ensure the integrity and completeness of the investigation, to comply with a request by external law enforcement for temporary delay to gather evidence for a criminal investigation, to accommodate the availability of witnesses, to account for University breaks or vacations, to account for complexities of a case, including the number of witnesses and volume of information provided by the Parties, or for other legitimate reasons. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness, due process and fairness with promptness.

**Expectations Regarding Participation**

All University community members are expected to provide truthful information in any report or proceeding under these Title IX Procedures. Any person who, in bad faith, makes a false statement or submits false information in connection with the initiation or resolution of a Formal Complaint under these Title IX Procedures may be subject to appropriate discipline. Making a good faith report of Title IX Harassment that is not later substantiated is not considered a false statement. Similarly, a determination regarding responsibility, alone, is not sufficient to conclude that any individual made a materially false statement in bad faith.

**Formal Complaints involving University Officers and/or Administrators with Responsibilities under these Title IX Procedures**

In the event that a complaint concerns the conduct of the Title IX Coordinator or Hearing Officer (or the Title IX Coordinator or Hearing Officer has a conflict of interest), the Vice President for Ethics and Compliance shall designate an individual to be responsible for implementing the responsibilities of the Title IX Coordinator or Hearing Officer pursuant to these Title IX Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance (or the Vice President for Ethics and Compliance has a conflict of interest), the President shall designate an individual to be responsible for implementing the responsibilities of the Vice President for Ethics and Compliance pursuant to these Title IX Procedures. In the event that a complaint concerns the President (or the President has a conflict of interest), the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Title IX Procedures. In the event that the President or other member of senior administration is a Respondent under these Title IX Procedures, the University may, in its sole discretion, modify these Title IX Procedures to provide for an investigation by an independent University Investigator to be selected by the Board of Trustees and for final decision making by the Board of Trustees or a subcommittee of the Board of Trustees.

**Conflicts of Interest and Bias Concerns**

Administrators of these Title IX Procedures may not have a conflict of interest or bias for or against a Party generally or for or against a specific Complainant or Respondent.

In the event that a Party has concerns that a University Investigator or decision maker under these Title IX Procedures cannot conduct an unbiased review or render a determination free from bias, the Party may report their concerns to the Title IX Coordinator who will assess the circumstances and determine whether a different University Investigator or decision maker ought to be assigned to the matter. Concerns should be reported promptly. In reaching such decision, the Title IX Coordinator will consider whether a reasonable person would believe bias exists.

**Coordination with Law Enforcement**

A Complainant may seek recourse under these Title IX Procedures and/or pursue criminal action. Neither law enforcement’s determination whether or not to prosecute a Respondent, nor the outcome of any criminal prosecution, is determinative of whether a violation of the University’s Title IX Harassment Policy has occurred. Proceedings under these Title IX Procedures may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.
At the request of law enforcement, the University may agree to defer its fact gathering for a brief period during the evidence gathering stage of a criminal investigation. The University will nevertheless communicate with the Complainant and Respondent regarding Supportive Measures, options for resolution, and concerns regarding safety and well-being. The University may also take immediate and prompt steps that it deems necessary to protect the University community. The University will promptly resume its fact gathering as soon as it is informed that law enforcement has completed its initial investigation.

Requests by Individuals with Disabilities

Purdue is committed to providing equal access under these Title IX Procedures to individuals with disabilities. Individuals who require academic adjustments, auxiliary aids and services and/or reasonable accommodations to participate in any part of the resolution process should contact the Title IX Coordinator.

F. REPORTING OPTIONS AND RESOURCES FOR TITLE IX HARASSMENT

The University is committed to treating all members of the community with dignity, care and respect. Any individual affected by Title IX Harassment whether as a Complainant or a Respondent will have equal access to Supportive Measures.

A first step for any Complainant may be choosing how to proceed following an incident of Title IX Harassment. The University recognizes that deciding whether to make a report and choosing how to proceed can be difficult decisions. The University encourages any individual who has questions or concerns to seek the support of campus and community resources. These professionals can provide information about available resources and procedural options and assistance to either Party in the event that a report and/or resolution under the Title IX Harassment Policy or these Title IX Procedures are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

Confidential Resources

Confidentiality means that information shared by an individual with designated campus or community professionals cannot be revealed to any other individual without express permission of the individual. Those campus and community professionals include medical providers, mental health providers, ordained clergy and rape crisis counselors, all of whom have privileged confidentiality that has been recognized by the law. These individuals are prohibited from breaking confidentiality unless there is an imminent threat of harm to self or others, or the conduct involves suspected abuse of a minor under the age of 18. A list of on-campus confidential resources is listed in Appendix A to these Title IX Procedures.

It is important to understand that other University employees involved in the University’s sexual misconduct response do not have the same level of privileged confidentiality as the designated campus or community professionals described above. In fact, any other University employee who is not one of these confidential reporting resources may be required to share a report of Title IX Harassment with the Title IX Coordinator.

Non-Confidential Campus Reporting Resources and Mandatory Reporters

The University is committed to providing a variety of welcoming and accessible means to encourage the reporting of all instances of Title IX Harassment. All University community members are encouraged to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator.

In contrast to the designated campus or community professionals described above under “Confidential Resources,” who are obligated to refrain from revealing confidential information shared within the scope of their privilege, some University employees are required to report all incidents of discrimination, harassment or retaliation directly to the Title IX Coordinator. Mandatory reporters receive annual required training to ensure that they understand their obligations and the resources available to University community members who report such incidents. University employees who are mandatory reporters include administrators, supervisors, and other staff who have authority to initiate corrective measures on behalf of the University. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which they become aware, including the identities of the Parties, if known. A list of campus reporting options, by campus, to whom individuals are encouraged to report any incidents, is available in Appendix A.
Appendix E

Privacy

The privacy of the Parties will be respected and safeguarded at all times. All University employees who are involved in the University's Title IX response receive specific training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those University employees who “need to know” in order to assist in the active review, investigation or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

Release of Information

If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University also may share non-identifying information about reports received in aggregate form, including data about outcomes and sanctions. At no time will the University release the name of the Complainant to the general public without the express consent of the Complainant or as otherwise permitted or required by law.

Pursuant to the Clery Act, anonymous statistical information must be shared with the campus police department where required by the Clery Act. Annual Clery Act reporting to the U.S. Department of Education is required by educational institutions for certain offenses that have been reported at campus locations. The information contained in the Clery report tracks the number of Clery reportable offenses occurring at campus locations and does not include the names or any other identifying information about the persons involved in the incident.

All University proceedings are conducted in compliance with the requirements of Title IX, the Clery Act, VAWA, FERPA, state and local law, and University policy. No information shall be released from proceedings under the Title IX Harassment Policy or the Title IX Procedures except as required or permitted by law and University policy. The University reserves the right to notify the parents/guardians of dependent students regarding any conduct situation, particularly probation, loss of housing, suspension and expulsion.

Reporting to Law Enforcement

In matters involving alleged criminal conduct, the Complainant may notify, or decline to notify, local law enforcement at any time. The University encourages Complainants to pursue criminal action for Title IX Harassment that also may be crimes under state criminal statutes (see legal definitions on the Title IX website at www.purdue.edu/titleix/index.php). The University will assist a Complainant, at the Complainant’s request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process. A list of law enforcement resources for each campus is available in Appendix A.

Anonymous Reporting

Any individual may make an anonymous report concerning an act of Title IX Harassment. A report can be made without disclosing one’s own name, identifying the Respondent or requesting any action. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may impact the University’s ability to respond or take further action.

Anonymous reports can be made through the Purdue Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. Access the Purdue Hotline at www.purdue.edu/hotline or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.
G. COUNSELING, ADVOCACY AND SUPPORT FOR STUDENTS

The University is committed to providing a number of support services to University community members. Resources available to University community members include a variety of campus and community-based service providers and professionals.

Additionally, Purdue provides its students with professional staff who can assist students who have been involved in a Title IX Harassment incident or participated in a resolution process under these Title IX Procedures with academic and advocacy/support services. The professional staff within the Office of the Dean of Students are available to assist students with Supportive Measures, including the following:

- Coordination of services.
- Academic adjustments, including processing absence notifications.
- Assistance with emergency housing needs.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the prosecutor’s office.
- Assistance in obtaining a protective order through the local court system.

A list of counseling, advocacy and other support services for each campus is listed in Appendix A.

H. INFORMAL RESOLUTION PROCESS

After the filing of a Formal Complaint and at any time before there is a determination of responsibility, either Party may submit a written request to the Title IX Coordinator or the Title IX Coordinator may offer an Informal Resolution Process. Participation in the Informal Resolution Process is voluntary. In order to participate in the Informal Resolution Process, the Parties must provide their voluntary written consent to the Informal Resolution Process, including the confidential nature of the Informal Resolution Process. A Complainant or Respondent has the right to withdraw from the Informal Resolution Process at any time and resume the process with respect to the Formal Complaint.

The Informal Resolution Process does not require an investigation or Hearing. Possible resolutions by agreement of the parties may include, but are not limited to: an apology to the Complainant; assisting the Respondent to better understand the effects of their conduct and ways in which this behavior could be changed; participation in educational programs about Title IX Harassment; verbal or written reprimands; or other interventions or actions aimed at ending the Title IX Harassment, preventing its recurrence, and addressing its effects.

The Informal Resolution Process is not available in matters in which a student is a Complainant and a faculty or staff member is a Respondent.

I. FORMAL RESOLUTION PROCESS

1. Filing a Formal Complaint

A Formal Complaint may be filed by a Complainant by completing the Complaint Information Form online, in person or via electronic mail. A document alleging a violation of the Title IX Harassment Policy against a Respondent and seeking an investigation may be submitted to the Title IX Coordinator in person, by mail, by electronic mail, and the document will be considered a Formal Complaint. Any Complainant who does not initiate this Formal Resolution Process by filing a Complaint Information Form will be asked to do so.

The University also may initiate an investigation in the absence of a Formal Complaint by a Complainant, in which case the Title IX Coordinator will sign a document alleging a violation of the Title IX Harassment Policy against a Respondent and initiate an investigation.

The Formal Complaint should contain the following:

Procedures for Resolving Title IX Harassment Complaints
Appendix E

Procedures for Resolving Title IX Harassment Complaints

2. Notification of Formal Complaint and Response

Upon receipt of a Formal Complaint, the Title IX Coordinator must provide the following written notice to the Complainant and Respondent. The notice shall include:

a. An electronic copy of the Title IX Harassment Policy and these Title IX Procedures and/or a link to the Title IX Harassment Policy and these Title IX Procedures;
b. A copy of the Formal Complaint;
c. The identities of the Parties involved, if known;
d. The date of the alleged incident, if known;
e. The location of the alleged incident, if known;
f. The conduct that is alleged to violate the Title IX Harassment Policy;
g. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will not be made until an investigation is completed and a Hearing is held subject to any determination on appeal as provided under these Title IX Procedures;
h. The Parties may have an Advisor of their choice, who may be, but is not required to be, an attorney;
i. The Parties will be provided, for their inspection and review, with an electronic copy or hard copy of any evidence obtained as part of the investigation that is directly related to the allegations in the Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory whether obtained from a Party or other source;
j. The Title IX Harassment Policy prohibits bringing knowingly false or malicious charges and prohibits knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation. The University’s Regulations Governing Student Conduct, Disciplinary Proceedings, and Appeals provide that “dishonesty in connection with any University activity” constitutes conduct for which students may be subject to informal action or disciplinary sanctions; and
k. A statement explaining that the Title IX Coordinator will review the Formal Complaint to determine if it is subject to mandatory dismissal or discretionary dismissal as described in Sections I.3 and I.4.

In cases where the Respondent is a faculty or staff member, the Title IX Coordinator will also provide prompt notification, including the items listed above, to the department head or supervisor and to the appropriate Vice President, Dean or head of another major unit.

The Formal Complaint or notice of allegations will be delivered through certified or express mail, electronic mail or hand delivery.

3. Mandatory Dismissal

The Title IX Coordinator shall dismiss a Formal Complaint if, at any time during the investigation or Hearing, it is determined that the factual allegations of the Formal Complaint, if taken as true:

a. Fail to constitute Title IX Harassment, or
b. Occur outside the University's jurisdiction as stated in the Title IX Harassment Policy.

The Title IX Coordinator shall review a Formal Complaint filed by a Complainant to determine if the Formal Complaint is subject to mandatory dismissal as provided in this section and notify the Parties of the dismissal in writing within 14 days of the receipt of the Formal Complaint.

If the Title IX Coordinator determines that a Formal Complaint is subject to mandatory dismissal at any other point during the investigation or Hearing, the Title IX Coordinator shall notify the Parties of the dismissal in writing as soon as reasonably possible.
4. Mandatory Dismissal

A mandatory dismissal is possible if a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or if the Respondent is no longer enrolled in or employed by the University; or if specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

A mandatory dismissal may be appealed in accordance with Section M of these Title IX Procedures.

4. Discretionary Dismissal

The Title IX Coordinator may dismiss a Formal Complaint or any allegations contained in the Formal Complaint if, at any time during the investigation or Hearing:

- A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein; or
- The Respondent is no longer enrolled in or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

The Title IX Coordinator shall provide the Complainant and Respondent(s) with written notice of the dismissal. Such a dismissal does not preclude action under the University’s policies on Anti-Harassment (III.C.1) or on Equal Opportunity, Equal Access and Affirmative Action (III.C.2) or the Regulations Governing Student Conduct.

A discretionary dismissal may be appealed in accordance with Section M of these Title IX Procedures.

5. Investigation of Formal Complaints

In the event that, following an initial assessment, the Title IX Coordinator decides that the Formal Complaint is not subject to mandatory dismissal, the Title IX Coordinator will assign a University Investigator and notify the Parties:

- A statement that the Title IX Coordinator (or Eligible Designee) will contact the Complainant and Respondent separately to arrange individual meetings to discuss the allegation and any Informal Resolution Process for immediately resolving the dispute in a way Parties might agree upon, precluding the need for further action. The Title IX Coordinator (or Eligible Designee) shall also explain the Formal Resolution Process and answer any questions the Parties may have.
- A statement that the initial interview of the Respondent will not be scheduled until the time for the Respondent to provide a response to the Formal Complaint has expired;
- The name of the University Investigator(s) assigned to the matter;
- A statement regarding the opportunity to have an Advisor for all meetings during the investigation. Contact information for all campus student defenders groups;
- Guidance regarding Supportive Measures, if applicable; and
- A statement of the rights and resources to which Parties are entitled.

The University Investigator will conduct a thorough fact-finding investigation and will meet separately with both the Complainant and the Respondent(s), interview pertinent witnesses and review relevant documents regarding the Formal Complaint. The University Investigator may consider all relevant information. Both Parties will be provided the opportunity to provide information and names of witnesses to the University Investigator.

The University Investigator shall preserve all evidence. All interviews must be recorded.

While investigating a Formal Complaint, the University must:

- Ensure that both the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the Parties;

 Procedures for Resolving Title IX Harassment Complaints
Appendix E

b. Provide equal opportunity for Parties to present witnesses and other inculpatory and exculpatory evidence;
c. Not restrict the ability of either Party to discuss the allegations under investigation or to gather and present relevant evidence; and
d. Provide to the Party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all investigative interviews or other meetings with a Party, with sufficient time for the Party to prepare to participate.

The investigation shall be completed within 60 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time for good cause is approved by the Title IX Coordinator.

6. Investigation Report and Evidence

At least 20 days before a Hearing, the Title IX Coordinator shall ensure that Parties and their Hearing Advisor are provided with an electronic copy or hard copy of any and all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including both inculpatory and exculpatory evidence, regardless of whether any Party or the University intends to present such evidence in the Hearing. This shall include the identities of Parties and any witnesses. Parties shall have at least 10 days to submit to the University Investigator a written response, which the University Investigator will consider prior to completing the Investigation Report. At least 10 days prior to the Hearing, the University Investigator will prepare and complete an Investigation Report that fairly summarizes the relevant evidence and submit it to the Parties and their Hearing Advisors, if any, the Title IX Coordinator, and the Hearing Officer in an electronic format or a hard copy for their review. Parties may submit a written response to the Hearing Officer at or before the Hearing.

J. HEARING

Parties have the right to a Hearing Advisor of their choosing. The Hearing Advisor may actively participate in the Hearing.

If a Party does not have a Hearing Advisor present at the Hearing, the University will provide, without fee or charge to that Party, a Hearing Advisor of the University’s choice to conduct cross-examination on behalf of that Party. The University-provided Hearing Advisors will not be attorneys.

At least 10 days after the Investigation Report is provided, the Hearing Officer shall convene a live Hearing. The Hearing Officer will provide to the Parties and any witnesses whose participation is invited or expected written notice of the date, time and manner of the Hearing. All Parties, witnesses and other participants will appear at the live Hearing virtually, with technology enabling the Hearing Officer and participants to simultaneously see and hear the Party and witnesses answering questions. The University will create an audio or audiovisual recording or a transcript of the Hearing and make it available to Parties for inspection and review upon request.

At the hearing, each Party’s Hearing Advisor will conduct cross-examination of the other Party and any adverse witnesses. Such cross-examination must be conducted directly, orally, and in real time by the Party’s Hearing Advisor and never by a Party personally.

Before a Party or witness answers a cross-examination question, the Hearing Officer must determine whether the question is relevant and, if the Hearing Officer refuses to allow a particular question, the Hearing Officer must explain their decision to the Parties and document the reasons for refusal on the record.

Questions and evidence about the Complainant’s sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant’s prior sexual behavior 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.

If a Party or witness does not submit to cross-examination at the Hearing, the Hearing Officer must not rely on any statement of that Party or witness in reaching a determination regarding responsibility. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a Party’s or witness’s absence from the live Hearing or refusal to answer cross-examination or other questions.
Appendix E

K. DETERMINATION, SANCTIONS AND REMEDIES

Within 14 days following the Hearing, the Hearing Officer shall make a written determination whether a violation of the Title IX Harassment Policy has occurred and shall simultaneously send the Complainant and the Respondent the written determination and final outcome of the matter, including sanctions, if any, by certified or express mail, electronic mail or hand delivery. That written determination shall include:

1. An identification of the section(s) of the Title IX Harassment Policy alleged to have been violated;
2. A description of the procedural steps taken from the receipt of the complaint through the determination, including any notifications to Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and Hearings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of the Title IX Harassment Policy to the facts;
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;
6. Any sanctions the University imposes on the Respondent;
7. Any remedies provided to the Complainant designed to restore or preserve access to the University’s education program or activity;
8. A determination of whether the Formal Complaint was knowingly false or malicious; and
9. The University’s procedures and permissible bases for Parties to appeal.

The determination regarding responsibility becomes final either on the date that the Vice President for Ethics and Compliance provides the Parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

The appropriate Vice President, Vice Chancellor, Vice Provost or Dean is responsible for imposing the sanction. In the case of a student as the Respondent, the appropriate Dean is the Dean of Students.

Sanctions will be decided on a case-by-case basis, must be reasonable and proportionate to the seriousness of the violation, and will be in accordance with University policy. Possible sanctions for employees include, but are not limited to, the following: a letter of reprimand, suspension or leave of absence without pay, reassignment of teaching or other responsibilities, removal of graduate faculty certification, denial of a merit pay increase, demotion, probation or termination. Sanctions for students are listed in the Regulations Governing Student Conduct and include, without limitation, verbal or written warnings, restrictions, probation, probated suspension, suspension, degree deferral or expulsion as well as restrictions on employment and/or access to University property and related organizations.

Except as provided herein, sanctions imposed pursuant to these Title IX Procedures may not be appealed or made the subject of a grievance under any other University policy.

If the accused is a faculty member and the sanction is to recommend termination of employment, the procedures for termination of a faculty member (as outlined in Executive Memorandum No. B-48 or its successor) will be followed; provided, however, that the report of the University Investigator and the written determination of the Hearing Officer shall be accepted into evidence at the faculty member’s termination hearing without the necessity of the Complainant testifying as a witness.

Remedial measures for students, faculty and staff will be decided on a case-by-case basis. Such measures may include providing an escort to ensure safe movement on campus; ensuring that the Complainant and Respondent do not share classes or extracurricular activities; reassignment of residence halls; tutoring or other academic support; arranging for extra time to complete or re-take a class or withdraw from a class without academic or financial penalty; job reassignment; targeted training for a group of students, faculty or staff; and other remedies that can be tailored to the needs of the Parties. The Title IX Coordinator is responsible for the effective implementation of any remedies.

In the event the charge of Title IX Harassment is not substantiated following the written determination of the Hearing Officer, reasonable efforts may be taken to restore the Respondent(s) to their prior status.
Appendix E

L. RETALIATION PROHIBITED

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, refusing to participate in any manner in an investigation, proceeding or Hearing under these Title IX Procedures or enforcing University Policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against an individual or group for exercising rights or performing duties under these Title IX Procedures will be subject to appropriate and prompt disciplinary or remedial action.

M. APPEAL

The Complainant and the Respondent each have the right to appeal any mandatory or discretionary dismissal as well as the decision of the Hearing Officer and imposition of any sanction to the Vice President for Ethics and Compliance. The appeal must be in writing with all supporting materials attached and filed in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the decision. Decisions not appealed within such time are deemed final. The Vice President for Ethics and Compliance will notify the other Party in writing when an appeal is filed and furnish a copy of the appeal. Each Party may provide a response to the appeal. The response to the appeal must be in writing with all supporting materials attached and received in person, via courier, or via postal or electronic mail within ten days of the issuance of notification of the appeal.

The grounds for appeals are limited to the following:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
3. The Title IX Coordinator, University Investigator(s), Hearing Officer, or the Vice President for Ethics and Compliance had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

The appeal shall consist of a concise and complete written statement outlining the grounds for appeal and all relevant information to substantiate the basis for the appeal. Appeals are not intended to open a new investigation of the complaint. In most cases, appeals are confined to a review of the written documentation and pertinent documentation regarding the grounds for appeal. The appeal will be conducted in an impartial manner.

The Vice President for Ethics and Compliance will issue a decision on the appeal to all Parties involved. Normally this decision will be made within 30 days from the date the appeal was received. The Vice President for Ethics and Compliance may (1) uphold or reverse the finding, (2) decrease or increase the sanction(s), and/or (3) take other action as deemed appropriate by the Vice President for Ethics and Compliance. The written decision of the Vice President for Ethics and Compliance on the appeal shall constitute the University's final action.

N. FILING WITH EXTERNAL AGENCIES

Any person may file a complaint with the Indiana Civil Rights Commission, the U.S. Equal Employment Opportunity Commission or the U.S. Department of Education’s Office for Civil Rights. Information regarding filing charges with any of these agencies may be obtained from the Office of Institutional Equity on the West Lafayette campus.

O. RELATED DOCUMENTS, FORMS AND TOOLS


Procedures for Resolving Title IX Harassment Complaints
Appendix E


P. VERSION HISTORY

The initial effective date of these procedures is August 14, 2020.

Appendix A: Quick Reference Guide
Title IX Harassment, Interim (III.C.4)

Volume III: Ethics
Chapter C: Equal Opportunity
Responsible Executive: Vice President for Ethics and Compliance
Responsible Office: Office of the Vice President for Ethics and Compliance
Date Issued: August 14, 2020
Date Last Revised: N/A

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CONTACTS

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<tr>
<td><strong>Title/Office</strong></td>
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<tr>
<td><strong>Fort Wayne</strong>: Human Resources and Institutional Equity</td>
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<tr>
<td><strong>PNW Hammond Campus</strong>: Office of Equity, Diversity and Inclusion</td>
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<tr>
<td><strong>PNW Westville Campus</strong>: Office of Equity, Diversity and Inclusion</td>
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### Appendix F

**Reports of Sexual Violence**

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<th>Title/Office</th>
<th>Telephone</th>
<th>Email/Webpage</th>
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<tr>
<td><strong>For all emergencies, dial 911.</strong></td>
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<tr>
<td><strong>Non-emergency reports may be made using the contacts below.</strong></td>
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<tr>
<td><strong>Fort Wayne:</strong></td>
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<tr>
<td>Title IX Coordinator – Christine M.</td>
<td>260-481-6107</td>
<td>Doermer School of Business, Rm 312</td>
</tr>
<tr>
<td>Marcuccilli</td>
<td></td>
<td>2101 E. Coliseum Blvd.</td>
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<tr>
<td></td>
<td></td>
<td>Fort Wayne, IN 46805</td>
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<tr>
<td></td>
<td></td>
<td><a href="mailto:marcuccc@pfw.edu">marcuccc@pfw.edu</a></td>
</tr>
<tr>
<td><strong>PNW Hammond Campus:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title IX Coordinator – Linda B. Knox</td>
<td>219-989-3169</td>
<td>Lawshe Hall, Room 231</td>
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<tr>
<td></td>
<td></td>
<td>2200 169th St.</td>
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<td>Hammond, IN 46323</td>
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<td><a href="mailto:lbknox@pnw.edu">lbknox@pnw.edu</a></td>
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<tr>
<td><strong>PNW Westville Campus:</strong></td>
<td></td>
<td></td>
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<tr>
<td>Title IX Coordinator – Laura Odom</td>
<td>219-785-5545</td>
<td>Schwarz Hall, Room 25</td>
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<tr>
<td></td>
<td></td>
<td>1401 S. U.S. Highway 421</td>
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<td></td>
<td></td>
<td>Westville, IN 46391</td>
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<td></td>
<td></td>
<td><a href="mailto:odoml@pnw.edu">odoml@pnw.edu</a></td>
</tr>
<tr>
<td><strong>West Lafayette:</strong></td>
<td>765-494-7255</td>
<td></td>
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<tr>
<td>Title IX Coordinator – Christina Wright</td>
<td></td>
<td>Ernest C. Young Hall, 10th floor</td>
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<tr>
<td></td>
<td></td>
<td>155 S. Grant St.</td>
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<td></td>
<td>West Lafayette, IN 47907</td>
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<td></td>
<td><a href="mailto:titleix@purdue.edu">titleix@purdue.edu</a></td>
</tr>
</tbody>
</table>

**Fort Wayne:**

- Police Department
- Office of the Dean of Students
- Student Housing
- Health and Wellness Clinic

**PNW Hammond Campus:**

- Police Department
- Office of the Dean of Students
- Housing
- Regional Health Clinic

**PNW Westville Campus:**

- Police Department
- Office of the Dean of Students
- Housing
- Regional Health Clinic

**West Lafayette:**

- Police Department
- Office of the Dean of Students
- Student Housing
- Health and Wellness Clinic

- www.pfw.edu/police/
- www.pfw.edu/offices/dean-of-students/index.html
- www.pfw.edu/housing/
- www.pfw.edu/clinic/

- www.pnw.edu/public-safety/
- www.pnw.edu/dean-of-students
- www.pnw.edu/housing/
- www.pnw.edu/health-care-facilities/
### STATEMENT OF POLICY

Purdue University is committed to maintaining an environment that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect; and encourages its members to strive to reach their potential. The most effective way to work toward preventing Title IX Harassment is through education that emphasizes respect for every individual.

It is essential that Purdue University demonstrate its intellectual and ethical leadership by reaffirming its strong position against Title IX Harassment in all forms. All members of the University community must be able to pursue their goals, educational needs and working lives without intimidation or injury generated by Title IX Harassment.

Title IX Harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated. Purdue University is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of Title IX Harassment. This policy addresses Title IX Harassment toward individuals for reasons of sex, sexual orientation, gender identity and/or gender expression. The University will not tolerate Title IX Harassment of its faculty, staff or students by persons conducting business with or visiting the University, even though such persons are not directly affiliated with the University.

### Jurisdiction

This policy applies to the programs and activities of Purdue University in the United States, to conduct that takes place on the campus or on property owned or controlled by the University in the United States, at University-sponsored events in the United States, or in buildings located in the United States that are owned or controlled by a Recognized Student Organization.

### Reporting and Addressing Title IX Harassment

This policy seeks to encourage faculty, staff and students to report and address incidents of Title IX Harassment. The Procedures for Resolving Complaints of Title IX Harassment, as issued and updated from time to time by the Vice President for Ethics and Compliance, describe the necessary steps for filing complaints of Title IX Harassment.

The University reserves the right to investigate circumstances that may involve Title IX Harassment in situations where the impacted party declines to file a Formal Complaint. In appropriate circumstances, sanctions in accordance with this policy will be implemented where the Title IX Coordinator has filed a Formal Complaint.

To determine whether a particular act or course of conduct constitutes Title IX Harassment under this policy, the alleged behavior will be evaluated by considering the totality of the particular circumstances, including the nature, frequency, intensity, location, context and duration of the questioned behavior. Such behavior must be so severe, pervasive and objectively offensive that it effectively denies an individual equal access to a program or activity of the University.

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**Title IX Harassment, Interim**
Appendix F

Academic Freedom and Freedom of Speech
Freedom of thought and expression are the lifeblood of our academic community and require an atmosphere of mutual respect among diverse persons, groups and ideas. The maintenance of mutually respectful behavior is a precondition for the vigorous exchange of ideas, and it is the policy of the University to promote such behavior in all forms of expression and conduct. The University reaffirms its commitment to freedom of speech as guaranteed by the First Amendment to the United States Constitution. Accordingly, any form of speech or conduct that is protected by the First Amendment is not subject to this policy. The University reaffirms its commitment to academic freedom, which is essential to its educational mission and is critical to diversity and intellectual life.

Violations of Policy and Sanctions
Any individual or group of individuals found to have violated this policy will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University. Faculty and staff who are determined to have violated this policy also may be held personally liable for any damages, settlement costs or expenses, including attorney fees incurred by the University.

The University strongly encourages students to report instances of Sexual Assault, Dating Violence, Domestic Violence or Stalking. Therefore, students who provide information regarding Sexual Assault, Dating Violence, Domestic Violence or Stalking will not be disciplined by the University for any violation of the Regulations Governing Student Conduct relating to drug or alcohol possession or consumption in which they might have engaged in connection with the reported incident of possible Sexual Assault, Dating Violence, Domestic Violence or Stalking.

False Allegations, Statements and Evidence
This policy may not be used to bring charges against any faculty, staff, students or Recognized Student Organizations, including fraternities, sororities and/or cooperatives, in bad faith. Disciplinary action will be taken against any person or group found to have brought a charge of Title IX Harassment in bad faith or any person who, in bad faith, is found to have encouraged another person or group to bring such a charge. In addition, individuals who, in bad faith, provide false statements or evidence, or who deliberately mislead a University official conducting an investigation under this policy may be subject to discipline under this policy or another University policy or process.

Retaliation Prohibited
The University prohibits Retaliation against any 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, or participated or refused to participate in any manner in a Title IX Harassment investigation, proceeding or hearing.

Education and Prevention
The University offers education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Assault, Dating Violence, Domestic Violence and Stalking.

Coordination with Other University Policies
This policy augments, but does not supersede, other University policies covering discrimination or harassment. Although Title IX Harassment as described and prohibited by this policy includes a wide range of behavior, it does not include certain harassing or discriminatory conduct, even though that conduct may be otherwise unlawful, offensive or prohibited by other University policies.

REASON FOR THIS POLICY
This policy is designed to prevent and sanction incidents of Title IX Harassment within the Purdue University community. The University believes that Title IX Harassment is repugnant and inimical to our most basic values.

As a land-grant university, Purdue University is committed to the principles of equal opportunity in education and employment. We take seriously our responsibility to provide leadership in ensuring that equal opportunity is the norm rather than an aspiration.

This policy helps to promote this commitment through compliance with Title IX of the Education Amendments of 1972.
Appendix F

INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

All Purdue University community members.

EXCLUSIONS

There are no exclusions to this policy.

RESPONSIBILITIES

Vice President for Ethics and Compliance

- In consultation with Title IX Coordinators, University officers, Chancellors and legal counsel, oversee and coordinate enforcement of policies and procedures dealing with Title IX Harassment for all campuses and operations within the Purdue University system.
- In consultation with Title IX Coordinators, University officers, Chancellors and legal counsel, oversee and coordinate the provision of education and primary prevention, risk reduction and awareness programs for students, faculty and staff concerning Sexual Assault, Dating Violence, Domestic Violence and Stalking within the University system.

Chancellors

- Maintain an educational and employment environment free from Title IX Harassment.

Vice Presidents, Vice Chancellors, Vice Provosts and Deans

- Maintain an educational and employment environment free from Title IX Harassment.
- Communicate to all members of their unit the individuals and offices designated as a resource for people seeking assistance with Title IX Harassment.

Title IX Coordinators

- Coordinate the University’s efforts related to the intake, investigation, resolution and implementation of supportive measures to stop, remediate and prevent Title IX Harassment prohibited under this policy on their respective campuses involving students, staff, faculty and persons participating in or attempting to participate in a program or activity of the University.
- Oversee the investigation and resolution of all reports of sexual misconduct on their respective campuses involving students, staff, faculty consultants and contractors under the Anti-Harassment policy, as amended from time to time.
- Be knowledgeable and trained in University policies and procedures and relevant state and federal laws.
- Be available to advise any individual, including a Complainant, a Respondent or a third party, about the courses of action available at the University, both informally and formally, and in the community.
- Be available to provide assistance to any University employee regarding how to respond appropriately to a report of Sexual Assault, Dating Violence, Domestic Violence or Stalking.
- Monitor full compliance with all applicable procedural requirements, record keeping and timeframes.
- Oversee training, prevention and education efforts, and periodic reviews of climate and culture for their respective campuses.

Mandatory Reporters

- Report all incidents of Title IX Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.

Administrators, Supervisors, and Individuals and Offices Designated as a Resource for Assistance with Title IX Harassment

Title IX Harassment, Interim
• Report all incidents of Title IX Harassment or Retaliation directly to the campus Title IX Coordinator or Equal Opportunity Officer.
• Take immediate steps in accordance with University policy and procedure to respond to any conduct involving Title IX Harassment or complaints of Title IX Harassment brought to their attention that involve University faculty, staff or students under their administrative jurisdiction.

Individuals Who Believe They Have Experienced or Witnessed Title IX Harassment

• Report the incident as described in the Procedures for Resolving Complaints of Title IX Harassment.

DEFINITIONS

All defined terms are capitalized throughout the document. Refer to the central Policy Glossary for additional defined terms.

Consent/Consensual
Affirmative, clear communication given by words or actions that shows an active, knowing and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is given freely and voluntarily. Consent may not be inferred from silence, passivity or when an individual is Incapacitated or otherwise prevented from giving Consent as a result of impairment due to a mental or physical condition or age. No Consent exists when there is a threat of force or physical or psychological violence.

Although Consent may be given initially, it may be withdrawn at any point without regard to activity preceding the withdrawal of Consent.

The voluntary nature of Consent will be subject to heightened scrutiny in circumstances where someone who has power or authority within the University over another person engages in a sexual relationship with that person.

Dating Violence
Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

1. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
2. For the purposes of this definition:
   Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating Violence does not include acts covered under the definition of Domestic Violence.

Domestic Violence
Violence committed:

1. by a current or former spouse or intimate partner of the victim,
2. by a person with whom the victim shares a child in common,
3. by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
4. by a person similarly situated to a spouse of the victim under the domestic or family violence laws of Indiana, or
5. by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Incapacitated/Incapacitation
A mental state in which an individual cannot make rational decisions because they lack the capacity to give knowing Consent (e.g., to understand the who, what, where, why and how of their sexual interaction). Such Incapacitation may be caused by alcohol or other drug use, sleep or unconsciousness. Intoxication is not equivalent to Incapacitation.

Mandatory Reporters
Individuals employed by the University who hold a title of or equivalent to President, Chancellor, vice president, vice chancellor,
vice provost, dean, department head and director, as well as employees in supervisory or management roles, and staff who have authority to institute corrective measures on behalf of the University.

Retaliation
Any overt or covert act of reprisal, interference, restraint, penalty, discrimination, intimidation or harassment against any person or group for reporting or complaining of Title IX Harassment, assisting, participating, or refusing to participate in the investigation of a complaint of Title IX Harassment, or enforcing this policy.

Sexual Assault
An offense that meets the definition of rape, fondling, incest or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. As indicated in the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: The touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Stalking
Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

1. Fear for his or her safety or the safety of others; or
2. Suffer substantial emotional distress.

For the purposes of this definition:

1. Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
2. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
3. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Title IX Harassment
Conduct on the basis of sex that satisfies one or more of the following:

1. A University employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo); or
2. Unwelcome conduct that a reasonable person would determine is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the University’s educational programs or activities; or
3. Sexual Assault, Dating Violence, Domestic Violence or Stalking.

RELATED DOCUMENTS, FORMS AND TOOLS

Board of Trustees resolution dated December 18, 2010

Policies
Title IX Harassment, Interim
Appendix F

- University Nondiscrimination Policy Statement: www.purdue.edu/purdue/ea_eou_statement.html

Procedures for Resolving Complaints of Title IX Harassment: www.purdue.edu/ethics/resources/titleIX-complaints.php

Sexual Violence Awareness website: www.purdue.edu/sexual_assault/

University Title IX website: www.purdue.edu/titleix/index.php

Regulations Governing Student Conduct:

- Fort Wayne: pfw.edu/committees/senate/code/?_ga=2.94649308.1951212460.1567775697-2036197937.1567775697#Code
- Northwest: www.pnw.edu/dean-of-students/policies/code-of-conduct/
- West Lafayette: catalog.purdue.edu/content.php?catoid=13&navoid=16335

Websites for governing bodies with oversight for applicable laws and regulations:

- Indiana Civil Rights Commission: www.in.gov/icrc
- U.S. Department of Education Office for Civil Rights: www2.ed.gov/about/offices/list/ocr/index.html
- U.S. Department of Justice, Americans with Disabilities Act: www.ada.gov/
- U.S. Department of Labor Office of Federal Contractor Compliance Programs: www.dol.gov/agencies/ofccp

WEBSITE ADDRESS FOR THIS POLICY

www.purdue.edu/policies/ethics/iiic4.html

HISTORY AND UPDATES


APPENDIX

There are no appendices to this policy.
Violent Behavior (IV.A.3)
Volume IV: Facilities and Safety
Chapter A: Safety
Responsible Executive: Chief Financial Officer and Treasurer
Responsible Office: Office of Environmental Health and Public Safety
Date Issued: February 1, 2011
Date Last Revised: September 21, 2016

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Contacts
Statement of Policy
Reason for This Policy
Individuals and Entities Affected by This Policy
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Definitions (defined terms are capitalized throughout the document)
Related Documents, Forms and Tools
Website Address for This Policy
History and Updates
Appendix

CONTACTS

For all emergencies, dial 911. Non-emergency reports and questions are directed to the contact information below.

Policy Clarification

Senior Director, Environmental Health and Public Safety
765-494-7504
ehps@purdue.edu

Northwest Campus

<table>
<thead>
<tr>
<th>Subject</th>
<th>Contact</th>
<th>Telephone</th>
<th>E-mail/Web Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Questions</td>
<td>Vice Chancellor, Finance and Administration</td>
<td>219-785-5400</td>
<td></td>
</tr>
<tr>
<td>Non-Emergency Reports of Violent Behavior</td>
<td>University Police Chief</td>
<td>219-989-2220 or 219-989-2911</td>
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Fort Wayne Campus

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</thead>
<tbody>
<tr>
<td>Questions</td>
<td>Vice Chancellor for Financial Affairs</td>
<td>260-481-6804</td>
<td></td>
</tr>
<tr>
<td>Non-Emergency Reports of Violent Behavior</td>
<td>University Police Chief</td>
<td>260-481-0739</td>
<td><a href="mailto:police@pfw.edu">police@pfw.edu</a></td>
</tr>
</tbody>
</table>

West Lafayette Campus

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<th>Contact</th>
<th>Telephone</th>
<th>E-mail/Web Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Questions</td>
<td>Senior Director, Environmental</td>
<td>765-494-7504</td>
<td><a href="mailto:ehps@purdue.edu">ehps@purdue.edu</a></td>
</tr>
</tbody>
</table>
Appendix G

<table>
<thead>
<tr>
<th>Non-Emergency Reports of Violent Behavior</th>
<th>Purdue Public Safety Dispatch</th>
<th>765-494-8221 or 911</th>
<th><a href="mailto:police@purdue.edu">police@purdue.edu</a></th>
</tr>
</thead>
</table>

STATEMENT OF POLICY

Purdue University is committed to providing a safe and secure campus environment for members of the university community. Purdue strives to create an educational environment for students and a work environment for employees that promote educational and career goals. Violent Behavior impedes such goals and is prohibited in or on any University Facility or while participating in any University activity.

Purdue University uses best efforts to protect victims of Violent Behavior by offering reasonable and appropriate security measures. Whenever possible and appropriate, accommodations or adjustments to a victim’s work/class schedule, location or conditions will be made to enhance safety. Individuals who are aware that someone is a victim of Violent Behavior may offer support to the victim through steps such as referring him or her to the Employee Assistance Program, Student Counseling Center or other appropriate resources. The University’s policies will allow for flexibility to attend medical, court or counseling appointments related to trauma and/or victimization from situations covered by this policy.

Retaliation against any employee, student or other member of the University community who, in good faith, reports a violation of this policy is prohibited.

Purdue University employees who violate this policy will be subject to disciplinary action up to and including termination. An act of off-duty Violent Behavior may also be grounds for disciplinary action up to and including termination if there is a relevant relationship between the type of Violent Behavior and the potential adverse impact on the employee’s or another employee’s ability to perform his or her assigned duties and responsibilities. Purdue University students who violate this policy on or off University Facilities may be subject to disciplinary action up to and including expulsion, as provided in the Regulations Governing Student Conduct. In addition, any person who violates this policy may be subject to the issuance of a persona non grata notification, which limits access to a part of or all of University Facilities, in accordance with the Persona Non Grata (IV.A.5) policy.

REASON FOR THIS POLICY

The University is committed to providing a safe environment for students, faculty, staff and visitors. Criminal and civil laws prohibit Violent Behavior, and the Occupational Safety and Health Act of 1970 governs employers’ workplace safety. This policy describes Violent Behavior, its prevention and response, and University sanctions.

INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

All units, students, faculty, staff, volunteers and agents/contractors of Purdue University.

EXCLUSIONS

There are no exclusions to this policy.

RESPONSIBILITIES

Behavioral Assessment Teams

- Assess potentially threatening situations and recommend action to mitigate risk of harm.
- Make every effort to protect the confidentiality and safety of those who report potential violations of this policy or raise concerns about Violent Behavior.

Violent Behavior
Appendix G

Employees

- Report immediately any Violent Behavior or other violations of this policy to the University Police or the head of Human Resources on their campus (or the head’s designee for such reports).

Human Resources

- Promptly investigate allegations that employees have engaged in Violent Behavior or otherwise violated this policy and take action to mitigate risk of harm, including, when necessary, removal of an employee or student from campus or other interim corrective measures of a non-disciplinary nature until the investigation is concluded.

- Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team, and request a meeting of the team, as needed.

- Refer employees and/or students to appropriate resources for coordination of assessments of Violent Behavior in the workplace and/or academic environment.

- Promptly notify the Title IX Coordinator of reports of Violent Behavior that may also violate the Anti-Harassment (III.C.1) policy’s definitions of Relationship Violence, Sexual Violence and/or Stalking.

- Develop and deliver, jointly with University Police, training and educational materials regarding Violent Behavior prevention and response.

Office of the Dean of Students

- Promptly investigate allegations that students have engaged in Violent Behavior or otherwise violated this policy and take action to mitigate risk of harm, including, when necessary, removal of a student from campus or other interim corrective measures of a non-disciplinary nature until the investigation is concluded.

- Promptly notify the Title IX Coordinator of reports of Violent Behavior that may also violate the Anti-Harassment (III.C.1) policy’s definitions of Relationship Violence, Sexual Violence and/or Stalking.

- Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team, and request a meeting of the team, as needed.

- Develop and deliver, jointly with University Police, training and educational materials regarding Violent Behavior prevention and response.

Supervisors

- Immediately report to the University Police incidents or allegations of Violent Behavior or other violations of this policy that are brought to their attention.

- Contact Human Resources to determine whether an employee should undergo an assessment of Violent Behavior in the workplace with an appropriate resource.

Students

- Immediately report any Violent Behavior or other violations of this policy to the University Police or the Dean of Students.

University Police

- Promptly investigate reports of Violent Behavior or other violations of this policy.

Violent Behavior
• Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team, and request a meeting of the team, as needed.

• Develop and deliver, jointly with Human Resources and with the Office of the Dean of Students, training and educational materials regarding Violent Behavior prevention and response.
• Comply with the policy on Campus Security and Crime Statistics (IV.A.2).

**Vice Chancellor for Finance and Administrative Services (Northwest) and Vice Chancellor for Financial and Administrative Affairs (Fort Wayne)**

• Serve as the chairperson for their campus employee Behavioral Assessment Team or designate responsibility for such.

• Identify the membership of their respective campus employee Behavioral Assessment Teams.

**Vice Chancellor for Enrollment Management and Student Affairs (Northwest) and Vice Chancellor for Student Affairs (Fort Wayne)**

• Serve as the chairperson for their campus student Behavioral Assessment Team or designate responsibility for such.

• Identify the membership of their respective campus student Behavioral Assessment Teams.

**Vice President for Human Resources**

• Serve as the chairperson for the West Lafayette campus employee Behavioral Assessment Team or designate responsibility for such.

**Dean of Students (West Lafayette)**

• Serve as the chairperson for the West Lafayette campus student Behavioral Assessment Team or designate responsibility for such.

**DEFINITIONS**

All defined terms are capitalized throughout the document. Additional defined terms may be found in the central Policy Glossary.

**Behavioral Assessment Team**

A standing committee of multi-disciplinary experienced representatives who will analyze potentially threatening situations, especially imminent threats to self or others, and take action to mitigate risk. Each campus may assign a specific name to their committee(s), but the purpose, function and membership must adhere to this policy.

The chairperson of each campus’s employee Behavior Assessment Team is as noted in the Responsibilities section and includes representatives from Human Resources, Environmental Health and Public Safety (West Lafayette only), University Police, legal counsel, mental health professional(s) and others as appropriate. The chairperson of each campus’s student Behavior Assessment Team is as noted in the Responsibilities section and includes representatives from the Office of the Dean of Students, University Police, Housing and Food Services (West Lafayette only), legal counsel, mental health professional(s) and others as appropriate.

**Intimidation**

Engaging in actions intended to frighten, coerce or induce duress. These actions include, but are not limited to, unwanted pursuit or stalking, as defined in the policy on Anti-Harassment (III.C.1).

**Physical Attack**

Unwanted physical contact such as hitting, kicking, pushing, shoving, biting, fighting, throwing objects or use of an unauthorized weapon against another person.

**Violent Behavior**
Appendix G

Property Damage
Reckless or intentional damage to property, including property owned by Purdue University or its employees, students, visitors or vendors.

Threat
A serious expression of intent to commit an act of unlawful violence to a particular individual or group of individuals or to cause damage to another person's property, or other conduct which threatens or endangers the health and safety of another person or another person's property.

University Facility(ies)
As used in this policy, any building or structure or any improved or unimproved land, or any part of any such building, structure or land, that is owned, used or occupied by Purdue University.

Violent Behavior
A broad range of behaviors that generate reasonable concerns for personal safety, result in physical injury or result in damage to University Facilities. Violent behavior includes, but is not limited to, aggressive or frightening acts, Intimidation, Threats, Physical Attacks or Property Damage.

RELATED DOCUMENTS, FORMS AND TOOLS

Policies:

Regulations Governing Student Conduct:
- Fort Wayne
- Northwest
- West Lafayette

Occupational Safety and Health Act of 1970

WEBSITE ADDRESS FOR THIS POLICY

www.purdue.edu/policies/facilities-safety/iva3.html

HISTORY AND UPDATES

October 1, 2016: Updated to reflect appropriate contacts, titles and campus names.

May 15, 2015: Definition of Threat revised to reflect the Board of Trustees' resolution regarding principles of free speech passed on May 15, 2015.

September 29, 2014: Policy converted to new template. Language that was previously contained in the Procedures section has been incorporated into the Statement of Policy and Responsibilities sections as appropriate. The definitions of Intimidation and Property Damage were updated, as were personnel titles and hyperlinks throughout.

November 1, 2012: The definition of Behavioral Assessment Team was revised to allow each campus to assign its own names to the committees.
Appendix G

December 8, 2011: Updates to the Contacts and Responsibilities sections were made. This policy supersedes Violent Behavior, Interim (IV.A.3) dated November 18, 2011.

November 18, 2011: Policy number changed to IV.A.3 (formerly I.2.3) and website address updated. Related Documents section updated as well.

February 1, 2011: This policy supersedes the Violence in the Workplace Policy (Executive Memorandum No. C-43).

APPENDIX

There are no appendices to this policy.
Appendix H

Alcohol- and Drug-Free Campus and Workplace Policy (C-44)

PURDUE UNIVERSITY
OFFICE OF THE PRESIDENT
EXECUTIVE MEMORANDUM No. C-44
June 12, 1998

To: Vice Presidents, Chancellors, Deans, Directors, and Heads of Schools, Divisions, Departments, and Offices

RE: Alcohol- and Drug-Free Campus and Workplace Policy

Executive Memorandum No. C-44 sets forth Purdue University’s policy prohibiting alcohol misuse and the use of controlled substances and is effective 45 calendar days after the above-captioned date. This policy supersedes any prior oral or written policy of the University including, but not limited to, the Interim Drug Abuse Policy issued February 28, 1989, the Alcohol and Drug-Free Campus and Workplace Policies, effective September 1, 1990, and the Interim Policy for Drug and Alcohol Testing of Commercial Motor Vehicle Operators, effective January 1, 1995. The provisions of this policy are intended to comply with applicable local, state, and federal law including, but not limited to, the Drug-Free Workplace Act of 1988, the Drug-Free Schools and Communities Act Amendments of 1989, the United States Constitution, the Indiana Constitution, and the Americans With Disabilities Act of 1990. This policy is subject to change at the sole discretion of the University.

I. General Policy Statement
Purdue University is committed to providing students, faculty, staff, and visitors a safe and healthful campus and workplace. The University recognizes the health risks associated with controlled substance use and alcohol misuse and is committed to supporting students and employees who seek treatment for these conditions. The University also recognizes that controlled substance use and alcohol misuse diminish workplace and campus safety and undermine the University’s ability to fulfill its missions of education, research, and service. The University has therefore developed this Alcohol- and Drug-Free Campus and Workplace Policy. Compliance with this policy is considered a condition of employment and attendance at the University. All employees and students will be notified of this policy by publication.

II. Scope
This policy applies to all students, employees, and invitees as defined in Section III below, except those regulated under federal or state drug laws to the extent that this policy conflicts with such laws.

III. Definitions
Alcohol means the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols including methyl or isopropyl alcohol.

Controlled substances (or "drugs") refers to any drug or substance whose use is legally prohibited including, but not limited to, marijuana (THC), cocaine, opiates, phencyclidine (PCP), amphetamines (including methamphetamines).

Employee(s) means faculty, staff, or student employees.

Invitee(s) means any person authorized by the University to engage in University-related activities on University premises including, but not limited to, independent contractors, consultants, volunteers, individuals employed by outside employment agencies, conference attendees, and persons taking or auditing educational programs.

Student(s) means any person taking one or more classes for academic credit.

University premises means any building, structure, vehicle, improved land, or unimproved land, in whole or part, which is owned, used, or occupied by the University.

Workplace means any University premise or other location where an employee is engaged in University business.

IV. Prohibited Conduct
The following conduct is prohibited:

Alcohol- and Drug Free Workplace Policy

H1
Appendix H

A. **Alcohol.** Using, selling, manufacturing, distributing, possessing, storing, or dispensing alcohol on University premises, as part of any University-related activity, or in the workplace, except as authorized under University Regulations or otherwise by the University.

B. **Controlled Substances.** Using, selling, manufacturing, distributing, possessing, storing, or dispensing controlled substances on University premises, as part of any University-related activities, or in the workplace, except as authorized under University Regulations or otherwise by the University.

C. **Employee Treatment Programs.** Failing to meet the requirements of a drug or alcohol treatment program that the University requires an employee to complete as a condition of employment.

D. **Workplace Inspection.** Interfering with a workplace inspection under this policy.

E. **Impaired Job Performance or Attendance.** Alcohol misuse or controlled substance use, even though not during working hours or in the workplace, which impairs job performance or attendance.

F. **Testing Procedures.** Failing any drug or alcohol test or engaging in any other conduct prohibited under the University's drug or alcohol testing procedures.

G. **Prescription Drug Use.**
   1. Being under the influence of legally prescribed drugs in the workplace that prevent an individual from performing the essential functions of his or her job or where that individual poses a direct threat while using those drugs.
   2. Inquiries regarding prescription drug use by employees are governed by the Americans With Disabilities Act of 1990, and therefore should be made only as authorized by the Department of Personnel Services.

H. **Other Misconduct.** Any other conduct that the University determines to be inconsistent with providing a drug-free and alcohol-free campus and workplace.

V. **Consequences of Engaging in Prohibited Conduct**

A. **Factors Relevant to Sanction or Corrective Action.** The University will evaluate violations of this policy on a case-by-case basis. In determining the appropriate sanction or corrective action, the University may consider an individual's work or academic record, the seriousness of the violation, the safety-sensitivity of the individual's position, whether the individual's behavior violated the University's Violence in the Workplace Policy, whether a sanction or corrective action is permissible under law including, without limitation, The Americans With Disabilities Act of 1990, and any other relevant factors.

B. **Employee.** Any employee who engages in prohibited conduct may be:
   - Immediately removed from duty.
   - Referred to the Employee Assistance Program.
   - Required to complete successfully an alcohol or drug abuse treatment program as a condition of employment.
   - Reported to authorities for criminal prosecution or other appropriate action.
   - Disciplined, up to and including termination of employment.
   - Subject to any other appropriate action by the University.

C. **Invitee.** Any invitee who engages in prohibited conduct may be barred from further work for the University or from participating in other University-related activities as may be permitted by law. Further, they may be reported to authorities for criminal prosecution or other appropriate action.

D. **Student.** Any student who engages in prohibited conduct may be:
   - Referred to appropriate University personnel for assistance.
   - Required to complete successfully a drug or alcohol abuse treatment program as a condition of University attendance.
   - Reported to authorities for criminal prosecution or other appropriate action.
• Subject to disciplinary penalties under University Regulations.
• Subject to any other appropriate action by the University.

VI. Workplace Inspections
A. The University reserves the right to inspect the workplace for alcohol, controlled substances, or paraphernalia relating to alcohol or controlled substances and to question any employee when it reasonably suspects that this policy or any procedure under this policy has been violated.

B. The University will prominently post the following notice in conspicuous places in the workplace:

Purdue University reserves the right to inspect the workplace for alcohol, controlled substances, or paraphernalia relating to alcohol or controlled substances and to question any employee when the University reasonably suspects that its Alcohol- and Drug-Free Campus and Workplace Policy or any procedure under that policy has been violated.

C. The decision to conduct a workplace inspection should be made jointly by the supervisor who believes the inspection would be appropriate under this policy and a representative of his or her campus personnel department. In all cases, the director of personnel services for the campus or his or her designee must authorize a workplace inspection.

D. This section of the policy does not limit in any way the Purdue University Police Department’s right to conduct law enforcement activities including, but not limited to, questioning or searching any person or inspecting any University premises.

VII. Controlled Substance and Alcohol Testing
A. Commercial Motor Vehicle Drivers. Persons employed as commercial motor vehicle operators who are governed by Department of Transportation regulations are subject to drug and alcohol testing under procedures developed by the Department of Personnel Services.

B. Defense Contracts. Department of Defense regulations require the University to establish programs to test employees and final applicants for illegal drug use if they will work in sensitive positions on Defense Department contracts. The University will determine appropriate tests based on the nature of the work being performed, the employee's duties, the efficient use of University resources, and the risks to public health and safety and national security that could result if the employee fails to perform the duties of the position adequately.

C. Intercollegiate Athletics. Student athletes who participate in intercollegiate sports will be subject to drug and alcohol testing under National Collegiate Athletic Association regulations in testing programs developed by the University's Department of Intercollegiate Athletics.

D. Employee Reasonable Suspicion Drug and Alcohol Testing. All employees of the University may be subject to reasonable suspicion drug and alcohol testing under procedures developed by the Department of Personnel Services and approved by the president of the University or his or her designee. These procedures must, at a minimum, provide that the decision to conduct reasonable suspicion testing will be made jointly by a supervisor who believes reasonable suspicion exists and a representative of his or her human resource service team. Further, in all cases, reasonable suspicion testing must be authorized by an appropriate University employee or other individual designated by the University who has been trained to recognize physical or behavioral symptoms commonly attributed to the use of drugs or alcohol.

E. Public Safety Employees. Employees performing public safety duties may be subject to drug and alcohol testing procedures as authorized by the president of the University or his or her designee. This testing may include, but is not limited to, pre-employment testing, post-accident testing, return-to-duty testing, and follow-up testing.

VIII. Employee Self-Referral and Employee Assistance Program
A. **Self-Referral.** Employees with alcohol or drug problems are strongly encouraged to voluntarily contact their family physicians or the University's Employee Assistance Program for assistance. Employees may seek help without their supervisor's knowledge. Although voluntarily seeking assistance will not bar the University from treating the employee like other employees under this policy, the University will consider voluntary requests for help in determining any discipline to be imposed. The University will not assume any financial or other responsibility for drug or alcohol treatment except as may be provided by University benefits.

B. **Employee Assistance Program.** The University's Employee Assistance Program offers free, confidential services to employees with alcohol or drug problems, including:

1. Information about the dangers of alcohol and drug use and the University's Alcohol- and Drug-Free Campus and Workplace Policy;
2. Assessment and evaluation;
3. Referral to and information regarding public and private treatment programs;
4. Services to families of employees with drug or alcohol problems; and
5. Assistance with questions concerning insurance coverage.

VI. **Federal Contract or Grant Employees**
Under the Drug-Free Workplace Act of 1988 and the Federal Acquisition Regulations System, in addition to the other requirements of this policy, an employee engaged in the performance of (1) a federal agency contract for procurement of property or services valued at $25,000 or more, or (2) a federal agency grant will notify his or her supervisor or department head if he or she is convicted under a criminal drug statute for conduct in the workplace no later than five calendar days after the conviction. The University will notify the federal contracting or granting agency within 10 calendar days after receiving notice of the conviction from the employee or otherwise receiving actual notice of the conviction.

VII. **Grievance Procedures**
Any student or employee with a complaint relating to the application of this policy may seek redress through applicable University grievance policies and procedures. However, employee complaints challenging drug or alcohol test results must be resolved in accordance with the applicable testing procedure.

VIII. **Confidentiality**
The University will take reasonable measures to ensure individual privacy under this policy including, but not limited to, keeping all drug and alcohol test results confidential to the maximum extent possible.

IX. **Administrative Responsibility**
Campus personnel departments will share responsibility for administering this policy and its associated procedures as they relate to employees and invitees. The Office of the Dean of Students will administer policy and procedures related to students. Intercollegiate Athletics will be responsible for policy and associated procedures described in Section VII, paragraph C.

Steven C. Beering
President
Appendix I

Relevant Indiana Law Pertaining to Offenses Associated with Relationship Violence, Stalking and Sexual Assault

Ind. Code § 35-42-2-1: Battery
(a) As used in this section, “public safety official” means:
   (1) a law enforcement officer, including an alcoholic beverage enforcement officer;
   (2) an employee of a penal facility or a juvenile detention facility (as defined in IC 31-9-2-71);
   (3) an employee of the department of correction;
   (4) a probation officer;
   (5) a parole officer;
   (6) a community corrections worker;
   (7) a home detention officer;
   (8) a department of child services employee;
   (9) a firefighter;
   (10) an emergency medical services provider;
   (11) a judicial officer;
   (12) a bailiff of any court; or
   (13) a special deputy (as described in IC 36-8-10-10.6).

(b) As used in this section, “relative” means an individual related by blood, half-blood, adoption, marriage, or remarriage, including:
   (1) a spouse;
   (2) a parent or stepparent;
   (3) a child or stepchild;
   (4) a grandchild or stepgrandchild;
   (5) a grandparent or stepgrandparent;
   (6) a brother, sister, stepbrother, or stepsister;
   (7) a niece or nephew;
   (8) an aunt or uncle;
   (9) a daughter-in-law or son-in-law;
   (10) a mother-in-law or father-in-law; or
   (11) a first cousin.

(c) Except as provided in subsections (d) through (k), a person who knowingly or intentionally:
   (1) touches another person in a rude, insolent, or angry manner; or
   (2) in a rude, insolent, or angry manner places any bodily fluid or waste on another person;
commits battery, a Class B misdemeanor.

(d) The offense described in subsection (c)(1) or (c)(2) is a Class A misdemeanor if it:
   (1) results in moderate bodily injury to any other person; or
   (2) is committed against a member of a foster family home (as defined in IC 35-31.5-2-139.3) by a person who
       is not a resident of the foster family home if the person who committed the offense is a relative of a person
       who lived in the foster family home at the time of the offense.

(e) The offense described in subsection (c)(1) or (c)(2) is a Level 6 felony if one (1) or more of the following apply:
   (1) The offense results in moderate bodily injury to any other person.
   (2) The offense is committed against a public safety official while the official is engaged in the official’s
       official duty.
   (3) The offense is committed against a person less than fourteen (14) years of age and is committed by a
       person at least eighteen (18) years of age.
(4) The offense is committed against a person of any age who has a mental or physical disability and is committed by a person having the care of the person with the mental or physical disability, whether the care is assumed voluntarily or because of a legal obligation.

(5) The offense is committed against an endangered adult (as defined in IC 12-10-3-2).

(6) The offense:
   (A) is committed against a member of a foster family home (as defined in IC 35-31.5-2-139.3) by a person who is not a resident of the foster family home if the person who committed the offense is a relative of a person who lived in the foster family home at the time of the offense; and
   (B) results in bodily injury to the member of the foster family.

(f) The offense described in subsection (c)(2) is a Level 6 felony if the person knew or recklessly failed to know that the bodily fluid or waste placed on another person was infected with hepatitis, tuberculosis, or human immunodeficiency virus.

(g) The offense described in subsection (c)(1) or (c)(2) is a Level 5 felony if one (1) or more of the following apply:
   (1) The offense results in serious bodily injury to another person.
   (2) The offense is committed with a deadly weapon.
   (3) The offense results in bodily injury to a pregnant woman if the person knew of the pregnancy.
   (4) The person has a previous conviction for a battery offense:
      (A) included in this chapter against the same victim; or
      (B) against the same victim in any other jurisdiction, including a military court, in which the elements of the crime for which the conviction was entered are substantially similar to the elements of a battery offense included in this chapter.

(h) The offense described in subsection (c)(2) is a Level 5 felony if:
   (1) the person knew or recklessly failed to know that the bodily fluid or waste placed on another person was infected with hepatitis, tuberculosis, or human immunodeficiency virus; and
   (2) the person placed the bodily fluid or waste on a public safety official.

(i) The offense described in subsection (c)(1) or (c)(2) is a Level 4 felony if it results in serious bodily injury to an endangered adult (as defined in IC 12-10-3-2).

(j) The offense described in subsection (c)(1) or (c)(2) is a Level 3 felony if it results in serious bodily injury to a person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.

(k) The offense described in subsection (c)(1) or (c)(2) is a Level 2 felony if it results in the death of one (1) or more of the following:
   (1) A person less than fourteen (14) years of age if the offense is committed by a person at least eighteen (18) years of age.
   (2) An endangered adult (as defined in IC 12-10-3-2).

Ind. Code § 35-42-4-1: Rape

Relevant Indiana Law Pertaining to Offenses Associated with Relationship Violence, Stalking and Sexual Assault
(a) Except as provided in subsection (b), a person who knowingly or intentionally has sexual intercourse with another person or knowingly or intentionally causes another person to perform or submit to other sexual conduct (as defined in IC 35-31.5-2-221.5) when:
   (1) the other person is compelled by force or imminent threat of force;
   (2) the other person is unaware that the sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) is occurring; or
   (3) the other person is so mentally disabled or deficient that consent to sexual intercourse or other sexual conduct (as defined in IC 35-31.5-2-221.5) cannot be given;
commits rape, a Level 3 felony.

(b) An offense described in subsection (a) is a Level 1 felony if:
   (1) it is committed by using or threatening the use of deadly force;
   (2) it is committed while armed with a deadly weapon;
   (3) it results in serious bodily injury to a person other than a defendant; or
   (4) the commission of the offense is facilitated by furnishing the victim, without the victim’s knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim’s knowledge.

Ind. Code § 35-31.5-2-221.5: “Other sexual conduct”
“Other sexual conduct” means an act involving:
   (1) a sex organ of one (1) person and the mouth or anus of another person; or
   (2) the penetration of the sex organ or anus of a person by an object.

Ind. Code § 35-42-4-8: Sexual battery
(a) A person who, with intent to arouse or satisfy the person’s own sexual desires or the sexual desires of another person:
   (1) touches another person when that person is:
       (A) compelled to submit to the touching by force or the imminent threat of force; or
       (B) so mentally disabled or deficient that consent to the touching cannot be given; or
   (2) touches another person’s genitals, pubic area, buttocks, or female breast when that person is unaware that the touching is occurring;
commits sexual battery, a Level 6 felony.

(b) An offense described in subsection (a) is a Level 4 felony if:
   (1) it is committed by using or threatening the use of deadly force;
   (2) it is committed while armed with a deadly weapon; or
   (3) the commission of the offense is facilitated by furnishing the victim, without the victim’s knowledge, with a drug (as defined in IC 16-42-19-2(1)) or a controlled substance (as defined in IC 35-48-1-9) or knowing that the victim was furnished with the drug or controlled substance without the victim’s knowledge.

Ind. Code § 35-45-2-1: Intimidation
(a) A person who communicates a threat to another person, with the intent:
   (1) that the other person engage in conduct against the other person’s will; or
   (2) that the other person be placed in fear of retaliation for a prior lawful act; or
   (3) of:
       (A) causing:
           (i) a dwelling, building, or another other structure; or
           (ii) a vehicle;
to be evacuated; or
       (B) interfering with the occupancy of:
           (i) a dwelling, building, or other structure; or
           (ii) a vehicle;
commits intimidation, a Class A misdemeanor.
(b) However, the offense is a:

(i) Level 6 felony if:

(A) the threat is to commit a forcible felony;
(B) the person to whom the threat is communicated:
   (i) is a law enforcement officer;
   (ii) is a witness (or the spouse or child of a witness) in any pending criminal proceeding against the
        person making the threat;
   (iii) is an employee of a school or school corporation;
   (iv) is a community policing volunteer;
   (v) is an employee of a court;
   (vi) is an employee of a probation department;
   (vii) is an employee of a community corrections program;
   (viii) is an employee of a hospital, church, or religious organization; or
   (ix) is a person that owns a building or structure that is open to the public or is an employee of the
        person;

   and, except as provided in item (ii), the threat is communicated to the person because of the occupation,
   profession, employment status, or ownership status of the person as described in items (i) through (ix)
   or based on an act taken by the person within the scope of the occupation, profession, employment
   status, or ownership status of the person;
(C) the person has a prior unrelated conviction for an offense under this section concerning the same
   victim; or
(D) the threat is communicated using property, including electronic equipment or systems, of a school
   corporation or other governmental entity; and

(ii) Level 5 felony if:

(A) while committing it, the person draws or uses a deadly weapon; or
(B) the person to whom the threat is communicated:
   (i) is a judge or bailiff of any court; or
   (ii) is a prosecuting attorney or a deputy prosecuting attorney.

(c) “Communicates” includes posting a message electronically, including on a social networking web site (as
defined in IC 35-31.5-2-307.

(d) “Threat” means an expression, by words or action, of an intention to:

(1) unlawfully injure the person threatened or another person, or damage property;
(2) unlawfully subject a person to physical confinement or restraint;
(3) commit a crime;
(4) unlawfully withhold official action, or cause such withholding;
(5) unlawfully withhold testimony or information with respect to another person’s legal claim or defense,
    except for a reasonable claim for witness fees or expenses;
(6) expose the person threatened to hatred, contempt, disgrace, or ridicule;
(7) falsely harm the credit or business reputation of the person threatened; or
(8) cause the evacuation of a dwelling, a building, another structure, or a vehicle.

Ind. Code § 35-45-2-2: Harassment; “obscene message” defined

(a) A person who, with intent to harass, annoy, or alarm another person but with no intent of legitimate
communication:

(1) makes a telephone call, whether or not a conversation ensues;
(2) communicates with a person by telegraph, mail, or other form of written communication;
(3) transmits an obscene message, or indecent or profane words, on a Citizens Radio Service channel; or
(4) uses a computer network (as defined in IC 35-43-2-3(a)) or other form of electronic communication to:
   (A) communicate with a person; or
   (B) transmit an obscene message or indecent or profane words to a person;
commits harassment, a Class B misdemeanor.

(b) A message is obscene if:
   (1) the average person, applying contemporary community standards, finds that the dominant theme of the
       message, taken as a whole, appeals to the prurient interest in sex;
   (2) the message refers to sexual conduct in a patently offensive way; and
   (3) the message, taken as a whole, lacks serious artistic, literary, political, or scientific value.

**Ind. Code § 35-45-10-2: “Harassment” defined**

As used in this chapter, “harassment” means conduct directed toward a victim that includes but is not limited to
repeated or continuing impermissible contact that would cause a reasonable person to suffer emotional distress
and that actually causes the victim to suffer emotional distress. Harassment does not include statutorily or
constitutionally protected activity, such as lawful picketing pursuant to labor disputes or lawful employer-related
activities pursuant to labor disputes.

**Ind. Code § 35-45-10-5: Criminal stalking**

(a) A person who stalks another person commits stalking, a Level 6 felony.

(b) The offense is a Level 5 felony if at least one (1) of the following applies:
   (1) A person:
       (A) stalks a victim; and
       (B) makes an explicit or an implicit threat with the intent to place the victim in reasonable fear of:
           (i) sexual battery (as defined in IC 35-42-4-8);
           (ii) serious bodily injury; or
           (iii) death.
   (2) A protective order to prevent domestic or family violence, a no contact order, or other judicial order under
       any of the following statutes has been issued by the court to protect the same victim or victims from the
       person and the person has been given actual notice of the order:
       (A) IC 31-15 and IC 34-26-5 or IC 31-1-11.5 before its repeal (dissolution of marriage and legal separation).
       (B) IC 31-34, IC 31-37, or IC 31-6-4 before its repeal (delinquent children and children in need of services).
       (C) IC 31-32 or IC 31-6-7 before its repeal (procedure in juvenile court).
       (D) IC 34-26-5 or IC 34-26-2 and IC 34-4-5.1 before their repeal (protective order to prevent abuse).
       (E) IC 34-26-6 (workplace violence restraining orders).
   (3) The person’s stalking of another person violates an order issued as a condition of pretrial release, including
       release on bail or personal recognizance, or pretrial diversion if the person has been given actual notice of the
       order.
   (4) The person’s stalking of another person violates a no contact order issued as a condition of probation if
       the person has been given actual notice of the order.
   (5) The person’s stalking of another person violates a protective order issued under IC 31-14-16-1 and IC 34-26-
       5 in a paternity action if the person has been given actual notice of the order.
   (6) The person’s stalking of another person violates an order issued in another state that is substantially similar
       to an order described in subdivisions (2) through (5) if the person has been given actual notice of the order.
   (7) The person’s stalking of another person violates an order that is substantially similar to an order described
       in subdivisions (2) through (5) and is issued by an Indian:
       (A) tribe;
       (B) band;
       (C) pueblo;
       (D) nation; or
       (E) organized group or community, including an Alaska Native village or regional or village corporation as
           defined in or established under the Alaska Native Claims Settlement Act (43 U.S.C. 1601 et seq.); that
           is recognized as eligible for the special programs and services provided by the United States to Indians
           because of their special status as Indians if the person has been given actual notice of the order.
   (8) A criminal complaint of stalking that concerns an act by the person against the same victim or victims is
       pending in a court and the person has been given actual notice of the complaint.
(c) The offense is a Level 4 felony if:
   (1) the act or acts were committed while the person was armed with a deadly weapon; or
   (2) the person has an unrelated conviction for an offense under this section against the same victim or victims.

**Ind. Code § 35-45-10-1: “Stalk” defined**
Sec. 1. As used in this chapter, “stalk” means a knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.