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.

The IU facilities located on the IU Fort Wayne campus are now subject to IU’s and Purdue’s safety and security policies, procedures, and disciplinary processes depending on the nature and/or location of the incident. Until July 1, 2018, Indiana University School of Medicine and School of Social Work students completing coursework at the IPFW campus were considered “Guest Students” of IPFW. On July 1, 2018 the campus was restructured and is now called IU Fort Wayne and Purdue Fort Wayne, with IU offering programs in Nursing, Medical Imagining, Dentistry, 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.

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 includes 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 IU Northwest drug arrests from five (5) reported last year on public property to (6). 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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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.

More information about Indiana University including the history, mission, and our response to COVID-19 may be found at IU.edu or by following IU’s social media accounts including: Twitter, Facebook, YouTube and Google+.
A Message From the Executive Vice President for University Academic Affairs

At Indiana University, we recognize that campus safety is the essential foundation for a lively campus where teaching and learning occurs in classrooms, laboratories, and studios, as well as in recreational and cultural spaces. We are committed to doing everything we can to provide a safe, secure university environment to our students, faculty, staff, and visitors to the campus.

Just as we are proud of our world-class faculty, dedicated staff, and talented students, we take great pride in the Indiana University Police Department. It is one of the best trained and educated police departments in the state, and we work tirelessly to assure that they have the most relevant and up-to-date training available anywhere in the country. The unique IU Police Academy is just the most visible part of a longstanding culture of training that persists on all of our campuses. Police, emergency managers, and our partners train and drill for the worst while providing a safe and secure environment each day for all those who live, work, and visit our campuses.

Our commitment is reflected in this 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). It provides safety and security information concerning each of IU’s campuses. Whether you’re in Bloomington, Indianapolis, as far north as Gary or south in New Albany, we hope you will find useful information intended to maintain a safe community for all of IU.

Sincerely,

John S. Applegate
Executive Vice President for University Academic Affairs
A Message From the Associate Vice President of Public Safety and 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
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 (UIOSO)** maintains a resilient, secure information technology (IT) structure at the University. IU UISO 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.
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

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

Center for Art & Design
Non-Emergency: (812) 348-7233
Campus Center Room 105:
4601 Central Avenue
Columbus, IN 47203

Los Angeles, CA
LA Police Dept.
Non-Emergency: 877-275-5273
100 West 1st Street
Los Angeles, CA 90012

Raleigh Studios
Non-Emergency: 323-871-4441
5300 Melrose Ave.
Hollywood, CA 90038

East
Non-Emergency: (765) 973-8429
Whitewater Hall, Room 110
2325 Chester Blvd, Richmond, IN 47374

East—Lawrenceburg Center
Non-Emergency: (812) 537-2282
349 Walnut Street, Lawrenceburg, IN 47025

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.
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.

Responsible Employees
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.
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/ku-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-Cler 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.”
- Southeast students should contact Residence Life by calling (812) 941-2115, or in person at the Meadow Lodge in Room 103.
- South Bend students should contact the Office of Housing and Residence Life by calling (574) 520-5805, emailing living@iusb.edu, or in person at the River Crossing Community Center.

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.
Bloomington
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.
- An RPS housing manager may be contacted 24 hours a day. Telephone numbers can be located in your A to Z Guide to Residence Hall and furnished Apartment Living.

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.

Center for Art & Design, Columbus, IN

- Building is open Monday through Friday from 8:00am-6:00 pm. Card access is available after hours. Exterior doors are automatically locked electronically each evening.
- IUPUC Facilities Services 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 Facilities Department at (317) 278-1900.

Los Angeles, California (new in 2019)

- Isabel Shanahan, Semester in Los Angeles Program Manager, is available 24 hours-a-day at: (607) 280-5540.
- Building is open Monday through Friday from 6:00am-8:00 pm. Building is locked after 8:00 pm and all day Saturday and Sunday. After-hours access is allowed via access card or by contacting on-duty security supervisor. Exterior doors are automatically locked electronically each evening. The interior doors to IU space are locked and secured each evening by IU personnel. The space is monitored by an alarm system which is armed when the space is vacant.
- Raleigh Studios 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 the Facilities Department at: rft-facilities@raleighstudios.com.

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

- Residence halls are secured 24 hours-a-day, however there are exceptions to this policy. Go to or your residence center desk for information on a specific residence hall.
- Student housing is restricted to residents and their approved guests. Each resident has card access and/or a door key for building and room access. Wright Quadrangle residents still utilize a door key for exterior entrances and their individual room.
- Safety, security, sleep and study are fundamental principles of on-campus living. Visitation privileges must be respected to maintain a community conducive to learning and growth. Residents may entertain guests in their rooms while respecting the privacy, space and property of their roommate(s).
East – Including Lawrenceburg Center

Campus Contacts

- IUPD-East’s non-emergency line is available 24 hours-a-day at (765) 973-8429.
- Facilities Management can be contacted at (765) 973-8423.
- Physical Plant can be contacted at (765) 973-8572.

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

IU East

- Classroom buildings are open Monday through Thursday from 6:30 am-10:00 pm; Friday from 6:30 am-9:00 pm; and Saturday from 7:00 am-4:00 pm. Campus is closed on Sunday.
- 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. After-hours events or programs may allow groups to be in a building after hours based upon prior approval and notification to the IUPD.
- Exterior doors on campus are locked and secured each evening by IUPD, Facility Management, and/or Physical Plant personnel, and the interior of buildings checked for students or visitors.

Lawrenceburg Center

- Building is open Monday through Thursday from 8:00 am-9:00 pm; Friday from 8:00 am–4:30 pm; and Saturday from 8:00 am-5:00 pm. Numerous academic, cultural and social activities take place throughout the year, and building hours may vary as a result. When the building is closed, only faculty, staff and students with specific authorization are permitted inside. Events or programs may be allowed in a building after-hours based upon prior approval and notification to the IUPD.
- The Lawrenceburg Center building and grounds are patrolled by off-duty law enforcement officers from the Lawrenceburg Police Department, in addition to patrols by Ivy Tech Safety & Security. Ivy Tech Safety & Security and Facilities Management regularly check exterior doors and locking hardware. All doors are controlled and monitored electronically by IT, and are also checked by building coordinators upon closing. Exterior doors are locked and secured each evening and interior of the buildings checked for students or visitors.
- During their daily duties, Ivy Tech Safety & Security and Facilities Management employees constantly look for and report problems with lighting, locks, security equipment, landscaping, facility, and other public safety hazards for all exterior and interior areas of the center. Exterior and interior lighting deficiencies should be reported to Facilities Management. Shrub, trees or other landscaping concerns that might create an unsafe area should also be reported to Facilities Management. Ivy Tech Safety & Security and Facilities Management 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. Lighting is controlled electronically and adjusted for seasons. Emergency telephones, including elevator phones, are surveyed on a regular basis for deficiencies. Burglar, panic and fire alarms, in addition to the security camera system are regularly checked by Ivy Tech Safety & Security, and/or Facilities Management and IT. There are emergency notifications beacons on every level that can warn occupants of any on-going threats visually, audibly, and by voice, detailing the type of threat. AED's and first aid kits are inspected monthly by Ivy Tech Safety & Security, and a posted roster identifies all employees certified in CPR/AED.
- Ivy Tech Safety & Security conducts safety inspections on all facilities including, but not limited to; laboratories, clinical areas, high hazard maintenance areas, construction sites, food service areas, AEDs, fall protection areas, etc.

Campus Residence Buildings

- IU East and Lawrenceburg Center do 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 Thursday from 8:30 am-10:00 pm; Friday from 8:30 am-4:30 pm; and Saturday from 8:00 am-5:00 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.

IUPUI

Campus Contacts

- IUPD–IUPUI is available 24 hours-a-day at (317) 274-7911.
- 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.

• 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 exit. 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.

IUPUC

Campus Contacts

• IUPD-IUPUC’s non-emergency line is available 24 hours-a-day at (812) 348-7233. All other times, contact IUPD-IUPUI at (317) 274-7911.

• Facilities Services can be contacted at: (812) 348-7314.

Academic and Administrative Buildings—

Campus security and access controls include:

• Exterior doors are automatically locked electronically each evening.

Campus Residence Buildings

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

Kokomo

Campus Contacts

• IUPD-Kokomo’s non-emergency line is available 24 hours-a-day at (765) 455-9363.

• Facilities Director can be contacted at (765) 455-9505.

• Physical Plant can be contacted at (765) 455-9273.

Academic and Administrative Buildings—

Campus security and access controls include:

• All exterior doors are secured by members of Physical Plant, Monday through Friday at 11:00 pm, Saturday at 5:00 pm, and Sunday at 9:00 pm.

• Facilities Management checks exterior lighting on a regular basis.

Campus Residence Buildings

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

Northwest

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) 980-6586

• 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.

**Academic and Administrative Buildings**
- Classroom buildings are open Monday through Friday from 7 am to 11 pm except when closed for an official holiday. Saturday and Sunday classroom buildings are open for scheduled classes, events, or meetings.
- Library hours can be found at [www.ius.edu/library/](http://www.ius.edu/library/).
- Events or programs may be allowed in a building after-hours based upon prior approval and notification to the IUPD.

**Campus Residence Buildings**—Special considerations for campus residence access include:
- 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 cards in the 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 access cards.

**South Bend – Including Elkhart Center**

**Campus Contacts**
- IUPD-South Bend’s non-emergency line is available 24 hours-a-day at (574) 520-4239.
- River Crossing RA on duty - (574) 904-7718
- Facilities Management can be contacted during normal business hours at (574) 520-4386.

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

**IU South Bend**
- Regular building hours for the IU South Bend campus are listed on the IUPD website at [Campus Buildings and Security](http://www.ius.edu/library/). Numerous academic, cultural and social activities take place on the IU South Bend campus throughout the year, and individual building hours may vary.
- University departments provide IUPD with access rosters or after-hours passes authorizing access to restricted areas. When a building is closed, only faculty, staff, and students with specific authorization are permitted inside.

**Elkhart Center**
- During the fall and spring semesters, the Elkhart Center is open Monday through Thursday from 7:30 am-8:00 pm and Friday from 7:30 am-5:00 pm or 15 minutes past the last class ending time. Summer semester building hours are Monday through Friday from 7:30 am-5 pm. Office hours for center staff are Monday through Friday from 8:00 am-12:00 pm and 1:00 pm-5:00 pm. Access to student computers is available during all building open hours. When a building is closed, only faculty, staff, and students with specific authorization are permitted inside.
Campus Residence Buildings—Special considerations for campus residence access include:

**IU South Bend**

- IU South Bend student housing is restricted to residents and their approved guests. Each resident has card access to the apartment buildings and a door key for their apartment and individual bedroom.

- Safety, security, sleep and study are fundamental principles of on-campus living. Visitation privileges must be respected to maintain a community conducive to learning and growth. Residents may entertain guests in their apartments with prior approval of their apartment-mate(s). A roommate may declare his or her bedroom off-limits to guests at any time.

- Housing and Residence Life reserves the right to alter visitation privileges.

- Residents are expected to take responsibility for their guests’ behavior. Residents will be held responsible for any policy violations committed by their guests. Guests are to be accompanied by a host at all times. Guests are not permitted in apartment or common spaces when a host or hostess is not present. Unescorted guests will be required to leave the premises immediately. No guest under the age of 18 is permitted in campus housing at any time unless accompanied by a parent or guardian. Exceptions to this policy include guests at registered recruitment events, registered University programs, and members of the University community.

- Residents are limited to two (2) overnight guests at a time. Overnight guests may visit for a period not to exceed three (3) nights total in any month. These nights may be used separately or consecutively.

- All guests who will be on-campus after 12:00 a.m. and all overnight guests must register at the River Crossing front desk. If after 12 a.m., resident(s) with an overnight guest(s) must contact the RA on duty. All guests not registered must vacate student housing before 1:00 a.m. Guests are not permitted past 12:00 a.m. during the winter break between semesters and also during spring break.

- To register a guest, resident and guest must present photo identification. A staff member will record the guest and resident’s information in the guest log. After being registered a guest will be provided with a Guest Parking Pass that will be valid during the approved timeframe.

**Elkhart Center**

- The Elkhart Center does not have campus residences.
Crime Prevention & Security Awareness

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>
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<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>
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<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>Protect IU</td>
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Indiana University Annual Security & Fire Safety Report
### 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></td>
<td>IUPD-Bloomington: (812) 855-9525</td>
<td>Upon Request</td>
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<tr>
<td>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><a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
<td></td>
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<tr>
<td><strong>Cops &amp; Kids</strong></td>
<td>IUPD-Bloomington: (812) 855-9525</td>
<td>Upon Request</td>
</tr>
<tr>
<td>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><a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
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<tr>
<td><strong>Culture of Care</strong></td>
<td>Culture of Care: <a href="http://care.indiana.edu/">http://care.indiana.edu/</a></td>
<td>On going</td>
</tr>
<tr>
<td>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>
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<tr>
<td>Program</td>
<td>Description</td>
<td>Contact Information</td>
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</tr>
<tr>
<td>Domestic Violence</td>
<td>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.</td>
<td>IUPD-Bloomington: (812) 855-9525 <a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
</tr>
<tr>
<td>Drug Awareness</td>
<td>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.</td>
<td>IUPD-Bloomington: (812) 855-9525 <a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
</tr>
<tr>
<td>Fatal Vision Goggles (FVG)</td>
<td>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.</td>
<td>IUPD-Bloomington: (812) 855-9525 <a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
</tr>
<tr>
<td>IUPD1</td>
<td>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.</td>
<td>IUPD-Bloomington: (812) 855-9525 <a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
</tr>
<tr>
<td>IUPD2</td>
<td>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.</td>
<td>IUPD-Bloomington: (812) 855-9525 <a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
</tr>
<tr>
<td>Project Grow &amp; Project Lead</td>
<td>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.</td>
<td>IUPD-Bloomington: (812) 855-9525 <a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
</tr>
</tbody>
</table>
### 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.

<table>
<thead>
<tr>
<th>IUPD-Bloomington:</th>
<th>Upon Request</th>
</tr>
</thead>
<tbody>
<tr>
<td>(812) 855-9525</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
<td></td>
</tr>
</tbody>
</table>

### 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.

| Program Request Form | Upon Request |

### East – Programs
IU East campus does not operate any additional programing beyond those listed in the “Programs Available on all IU Campuses”, please check there for programming or contact IUPD-East to request specific programming.

### Fort Wayne – Programs
IU Fort Wayne campus does not operate any additional programing 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 D.

### IUPUC – Programs

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cardiopulmonary resuscitation (CPR)</td>
<td>IUPD-IUPUC: (812) 348-7233</td>
<td>Upon Request</td>
</tr>
<tr>
<td>During CPR training, procedures for calling 911 while on campus are also explained.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>General Safety Presentations</th>
<th>Contact Information</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>These 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-IUPUC: (812) 348-7233</td>
<td>Upon Request and also provided to all incoming students via a prerecorded video presentation.</td>
</tr>
</tbody>
</table>
### IUPUI – Programs

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
<th>Frequency</th>
</tr>
</thead>
<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>
<td></td>
<td></td>
</tr>
<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></td>
<td></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>
</tr>
<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>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Public Safety Presentation</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 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></td>
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</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></td>
<td></td>
</tr>
<tr>
<td><strong>During floor and building meetings in every residential community, Housing and Residence Life staff address safety and security topics.</strong></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>
</tr>
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</table>
**Kokomo – Programs**

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Emergency Management Meetings</strong></td>
<td>Emergency Management</td>
<td>Upon Request</td>
</tr>
<tr>
<td>Provides employees information about Emergency Action Plans, Evacuation Plans, and Building Warden responsibilities.</td>
<td>&amp; Continuity: <a href="mailto:inemc@iu.edu">inemc@iu.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>Public Safety Day</strong></td>
<td>IUPD-Kokomo: (765) 455-9432</td>
<td>Annually</td>
</tr>
<tr>
<td>Various first responder agencies are invited to campus to discuss their respective services. This event is held on campus for students and employees, but it also open to the community and local schools.</td>
<td>Office of Admissions: (765) 455-9217</td>
<td></td>
</tr>
<tr>
<td><strong>General Safety Presentations</strong></td>
<td>IUPD-Kokomo: (765) 455-9432</td>
<td>Upon Request</td>
</tr>
<tr>
<td>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>
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**Northwest – Programs**

<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>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—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>
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## Southeast – Programs

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<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
<th>Frequency</th>
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</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>
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</table>

## South Bend – Programs

<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>IUSB BRAVE Training</strong></td>
<td>Office of Institutional Equity (574) 520-5536</td>
<td>During the year as scheduled</td>
</tr>
<tr>
<td>Training for students to help understand consent, know how to be active bystanders who can safely interrupt/prevent sexually harmful behaviors and have the opportunity to become an IUSB BRAVE peer leader who helps to facilitate future trainings.</td>
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</tr>
<tr>
<td><strong>Bicycle and Laptop Registration</strong></td>
<td>IUPD – South Bend (574) 520-4499</td>
<td>Available on a continuing basis</td>
</tr>
<tr>
<td>The Indiana University Police Department on the South Bend campus offers a bicycle and laptop registration for all students, faculty, and staff. Registration is quick and easy. Registration is FREE and is valid until the item is sold. You can register it by filling out a form on the IUPD – SB web page or a form at the Police Department. This information will be kept on file. In the event that your item is ever lost or stolen, contact our department and this information will be provided to you.</td>
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</tr>
<tr>
<td><strong>Take Back the Night March</strong></td>
<td>Laura Harlow (574) 520-5536</td>
<td>Held every April</td>
</tr>
<tr>
<td>The first march in South Bend begins at Weikamp Hall and circles campus with an optional speak out event inside Weikamp Hall and the second march in Elkhart is a march around downtown Elkhart and an optional speak out event inside the Elkhart center after.</td>
<td><a href="mailto:lewhitne@iusb.edu">lewhitne@iusb.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>Jackson Katz’s Bystander Moment Showing and Discussion</strong></td>
<td>Office of Institutional Equity (574) 520-5536</td>
<td>Available on a continuing basis</td>
</tr>
<tr>
<td>Come watch the Bystander Moment movie and enjoy open dialogue and discussion about how IU South Bend is working to prevent sexual violence.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>New Student Orientation</strong></td>
<td>Office of Institutional Equity (574) 520-5536</td>
<td>During the year as scheduled</td>
</tr>
<tr>
<td>New and transfer students are given information about Title IX and IU’s Sexual Misconduct Policy, consent, and IU South Bend’s alcohol policies.</td>
<td>IUPD – South Bend (574) 520-4499</td>
<td></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).
Alcohol/Drug Programs & Resources

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.

• Alcohol and Drug-Free Campus Policy:
• Residential Living Policies and Procedures:
  ◦ Bloomington: http://www.rps.indiana.edu/resources/policies/index.html
  ◦ IUPUI: https://housing.iupui.edu/residents/residential-handbook/index.html
  ◦ Southeast: https://www.ius.edu/housing/resources/housing-student-handbook/

• Student and/or Faculty Code of Conduct/Manuals/Guides:
  ◦ Bloomington: http://studentcode.iu.edu/
  ◦ IU East: https://www.iue.edu/dos/code.php
  ◦ Fort Wayne: https://studentcode.iu.edu/
  ◦ IUPUI:
    ▪ http://studentcode.iu.edu/
    ▪ https://facultycouncil.iupui.edu/FCCContent/Html/Media/FCCContent/committees/handbook/faculty_guide.pdf
  ◦ IUPUC:
    ▪ https://studentcode.iu.edu/
    ▪ https://www.iupuc.edu/faculty-staff/faculty-resources/handbook/index.html
  ◦ Kokomo: http://studentcode.iu.edu/
  ◦ Northwest: https://studentcode.iu.edu
  ◦ Southeast:
    ▪ https://www.ius.edu/dean-of-students/code-of-conduct/index.php
    ▪ https://www.ius.edu/academic-affairs/resources/faculty-manual.php
  ◦ South Bend:
## Bloomington (including Center for Art & Design & LA) – Programs & Resources

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
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<tbody>
<tr>
<td><strong>Employee Assistance Program (EAP)</strong></td>
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</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>IU Late Nite</strong></td>
<td><strong>IU Late Nite</strong></td>
</tr>
<tr>
<td>Indiana University offers Late Nite events across campus, providing fun, party alternative activities and social events to students that are substance free.</td>
<td>A list of Late Nite events: <a href="https://studentaffairs.indiana.edu/late-nite/index.shtml">https://studentaffairs.indiana.edu/late-nite/index.shtml</a></td>
</tr>
<tr>
<td><strong>It's On Us: Alcohol and Consent Workshops</strong></td>
<td><strong>It's On Us: Alcohol and Consent Workshops</strong></td>
</tr>
<tr>
<td>It's On Us: Alcohol and Consent is a 120-minute audience-driven program that teaches participants the skills needed to help in situations involving alcohol and drug use that could lead to a sexual assault. Participants practice helping in a real-life scenario and discuss how alcohol and drug use influences a person's ability to give and get consent to engage in sexual activity with another person. It's On Us: Alcohol and Consent is a required program for all first-year and transfer undergraduate students and is strongly recommended for all returning students.</td>
<td>Programs can be requested at: <a href="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</a> or by emailing <a href="mailto:Itsonus@indiana.edu">Itsonus@indiana.edu</a></td>
</tr>
<tr>
<td><strong>MyStudentBody</strong></td>
<td><strong>MyStudentBody</strong></td>
</tr>
<tr>
<td>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.</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>
</tbody>
</table>
### Substance Use Intervention Services (formerly OASIS)
Substance Use Intervention Services provides campus-wide alcohol and drug prevention, education and intervention for students. Examples of workshops include Drug Overdose Prevention Education, Recovery Ally Training, Recovery Messaging Training and Alcohol Skills Training Program. This includes a collaboration with the Office of Sorority and Fraternity Life where all new members are expected to attend workshops on alcohol and drug use and harm reduction skills. Substance Use Intervention Services also provides brief interventions for substance use and refers students to campus and community resources.

<table>
<thead>
<tr>
<th>Substance Use Intervention Services (812) 856-3898</th>
<th><a href="https://studentaffairs.indiana.edu/health-safety/get-help/drugs-alcohol/index.html">https://studentaffairs.indiana.edu/health-safety/get-help/drugs-alcohol/index.html</a></th>
</tr>
</thead>
</table>

### Step UP! IU
Step UP! IU bystander intervention workshops are a 90 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.

<table>
<thead>
<tr>
<th>Programs can be requested at email <a href="mailto:stepupiu@indiana.edu">stepupiu@indiana.edu</a></th>
</tr>
</thead>
</table>

### 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.

<table>
<thead>
<tr>
<th>Email: <a href="mailto:crcs@iu.edu">crcs@iu.edu</a></th>
</tr>
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</table>

### 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.

<table>
<thead>
<tr>
<th>Programs may be requested at: <a href="https://healthcenter.indiana.edu/counseling/">https://healthcenter.indiana.edu/counseling/</a></th>
</tr>
</thead>
</table>

### 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

<table>
<thead>
<tr>
<th>Programs may be requested at: <a href="https://fye.indiana.edu/index.cfm">https://fye.indiana.edu/index.cfm</a></th>
</tr>
</thead>
</table>

### 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.

<table>
<thead>
<tr>
<th>Programs may be requested at: <a href="https://studentaffairs.indiana.edu/student-conduct/">https://studentaffairs.indiana.edu/student-conduct/</a></th>
</tr>
</thead>
</table>
### Tobacco Cessation Services and Outreach
Staff in the Health and Wellness office in the IU Health Center offers tobacco cessation services 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](https://healthcenter.indiana.edu/contact/wellness-form.html)
(812) 855-5711

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling and Psychological Services (CAPS)</td>
<td><a href="http://healthcenter.indiana.edu/counseling/">http://healthcenter.indiana.edu/counseling/</a> (812) 855-5711</td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>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> (812) 855-8187</td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>Office of Alternative Screening and Intervention Services (OASIS)</td>
<td><a href="https://studentaffairs.indiana.edu/oasis/">https://studentaffairs.indiana.edu/oasis/</a> (812) 856-3898</td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>Student Health Center</td>
<td><a href="https://healthcenter.indiana.edu/index.html">https://healthcenter.indiana.edu/index.html</a> (812) 855-4011</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>Cocaine Anonymous</td>
<td><a href="http://indiana-ca.org">http://indiana-ca.org</a> (317) 909-4514</td>
<td>Community</td>
</tr>
<tr>
<td>The Recovery Engagement Center (Local drop-in center providing resources to individuals new to recovery or looking to maintain sobriety.)</td>
<td><a href="https://centerstone.org/service/addiction-recovery/">https://centerstone.org/service/addiction-recovery/</a> (812) 337-2424</td>
<td>Community</td>
</tr>
</tbody>
</table>
# East – Programs & Resources

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| **Educational Outreach**    | Center for Health Promotion  
Campus Life  
Dean of Students |
| Educational programming is ongoing and available upon request by various offices at the IUE campus. Contact the offices to the right for more information. |
| **Employee Assistance Program (EAP)** | University Human Resources  
Employee Assistance Program  
(888) 881-5462 |
| 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. |
| **MyStudentBody** | See article for more information at  
https://kb.iu.edu/d/avui |
<p>| 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. |
| <strong>Student Newsletter</strong> | <a href="https://www.studenthealth101.com/">https://www.studenthealth101.com/</a> |
| Student Health 101 Newsletter – the newsletter went out monthly by email to students covering a wide range of topics including drug and alcohol use. |</p>
<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
</table>
| Center for Health Promotion  | [http://www.iue.edu/health/](http://www.iue.edu/health/) Hayes Hall Room 064  
|                              | 2345 Chester Blvd., Richmond, IN 47374  
|                              | (765) 973-8216                                                                      | On-Campus/Students    |
| Employee Assistance Program  | [Employee Assistance Program](http://www.iue.edu/health/) (888) 881-5462             | University Resource/Full time faculty and staff |
| (EAP)                        | https://www.228clubinc.org  
|                              | 228 S. 6+ St., Richmond, IN 47374  
|                              | (765) 935-9801                                                                      | Community             |
| 228 Club                     | [http://www.al-anon.org](http://www.al-anon.org)  
|                              | 831 Dillon Dr., Richmond, IN 47374  
|                              | (800) 344-8802                                                                      | Community             |
| Centerstone Indiana          | https://www.centerstone.org/  
|                              | 3337 S. State Road 3, New Castle, IN 47362  
|                              | Phone: 765-521-3010                                                                | Community             |
| Community Mental Health      | 427 W Eads Pkwy, Lawrenceburg, IN 47025  
| Center                      | (812) 537-7375                                                                      | Community             |
| Narcotics Anonymous          | [http://www.naindiana.org](http://www.naindiana.org)  
|                              | (765) 983-3150                                                                      | Community             |
| Wayne County Social Services | [www.waynet.org/socialservices/aa.htm](http://www.waynet.org/socialservices/aa.htm) | 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>&lt;br&gt;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>Purdue University Fort Wayne&lt;br&gt;Office of the Dean of Students&lt;br&gt;260-481-6601&lt;br&gt;<a href="mailto:dos@pfw.edu">dos@pfw.edu</a></td>
</tr>
<tr>
<td><strong>Employee Assistance Program (EAP)</strong>&lt;br&gt;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>University Human Resources&lt;br&gt;Employee Assistance Program&lt;br&gt;(888) 881-5462</td>
</tr>
<tr>
<td><strong>MyStudentBody</strong>&lt;br&gt;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><a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a>&lt;br&gt;Jason Spratt&lt;br&gt;IUPUI Dean of Students,&lt;br&gt;Associate Vice Chancellor&lt;br&gt;317-274-4431&lt;br&gt;<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>&lt;br&gt;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>Purdue University Fort Wayne&lt;br&gt;Office of the Dean of Students&lt;br&gt;260-481-6601&lt;br&gt;<a href="mailto:dos@pfw.edu">dos@pfw.edu</a></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>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Counseling and Psychological Resources (CAPS)</strong></td>
<td>Walker Plaza</td>
<td>On IUPUI campus/students</td>
</tr>
<tr>
<td></td>
<td>719 Indiana Avenue, Suite 220, Indianapolis, IN 46202</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(317) 274-2548</td>
<td></td>
</tr>
<tr>
<td></td>
<td><a href="http://studentaffairs.iupui.edu/health-wellness/counseling-psychology/index.html">http://studentaffairs.iupui.edu/health-wellness/counseling-psychology/index.html</a></td>
<td></td>
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<tr>
<td><strong>Office of the Dean of Students</strong></td>
<td>Office of the Dean of Students</td>
<td>Students</td>
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<tr>
<td></td>
<td>Walb Student Union, Room 111</td>
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<tr>
<td></td>
<td>Fort Wayne, Indiana 46805</td>
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<tr>
<td></td>
<td>260-481-6601</td>
<td></td>
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<tr>
<td></td>
<td><a href="mailto:dos@pfw.edu">dos@pfw.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>Purdue Fort Wayne Student Assistance Program (SAP) – Counseling Services</strong></td>
<td>Campus Health Clinic</td>
<td>Students</td>
</tr>
<tr>
<td></td>
<td>Walb Student Union, Room 234</td>
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<tr>
<td></td>
<td>2101 East Coliseum Boulevard</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Fort Wayne, Indiana 46805</td>
<td></td>
</tr>
<tr>
<td></td>
<td>800-342-5653</td>
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</tr>
<tr>
<td><strong>Office of Health and Wellness Promotion</strong></td>
<td>IUPUI Campus Center</td>
<td>On IUPUI Campus/Students</td>
</tr>
<tr>
<td></td>
<td>420 University Blvd., Suite 350</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46202</td>
<td></td>
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<tr>
<td></td>
<td><a href="https://studentaffairs.iupui.edu/health-wellness-programs/index.html">https://studentaffairs.iupui.edu/health-wellness-programs/index.html</a></td>
<td></td>
</tr>
<tr>
<td></td>
<td>317-274-3699</td>
<td></td>
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<tr>
<td></td>
<td><a href="mailto:hwpindy@iupui.edu">hwpindy@iupui.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>Employee Assistance Program (EAP)</strong></td>
<td><a href="https://hr.iu.edu/benefits/eap.html">https://hr.iu.edu/benefits/eap.html</a></td>
<td>University/Full time academic and staff employees</td>
</tr>
<tr>
<td></td>
<td>(888) 881-5462</td>
<td></td>
</tr>
<tr>
<td><strong>Substance Abuse and Mental Health Services Administration (SAMHSA)</strong></td>
<td>24-hour Help Line: (800) 662-4357</td>
<td>Community</td>
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</tbody>
</table>
# IUPUC – Programs & Resources

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
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<tbody>
<tr>
<td><strong>Educational Outreach</strong></td>
<td></td>
</tr>
<tr>
<td>Educational programming is ongoing and available upon request by various offices at the IUPUC campus. Contact the Office of Student Affairs for more information. Corresponds to NIAAA CollegeAIM IND-1.</td>
<td><strong>Office of Student Affairs</strong>&lt;br&gt;Lori L. Montalbano, Ph.D&lt;br&gt;Assistant Vice Chancellor for Academic and Student Affairs and Dean of Students&lt;br&gt;(812) 348-7251&lt;br&gt;<a href="mailto:lmontal@iupuc.edu">lmontal@iupuc.edu</a>&lt;br&gt;Joan Poulsen, Ph.D.&lt;br&gt;Associate Dean for Academic and Student Affairs and Title IX Deputy Director&lt;br&gt;(812) 348-7256&lt;br&gt;<a href="mailto:jpoulsen@iupuc.edu">jpoulsen@iupuc.edu</a>&lt;br&gt;Bailey Moss&lt;br&gt;Assistant Director for Student Affairs&lt;br&gt;(812)375-7504&lt;br&gt;<a href="mailto:bkmoss@iu.edu">bkmoss@iu.edu</a></td>
</tr>
<tr>
<td><strong>Employee Assistance Program (EAP)</strong></td>
<td><strong>University Human Resources</strong>&lt;br&gt;Employee Assistance Program&lt;br&gt;(888) 881-5462</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></td>
</tr>
</tbody>
</table>
MyStudentBody Essentials
MyStudentBody Essentials is a third party online alcohol and other drug education and prevention course administered each Fall with incoming 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.

Joan Poulsen, Ph.D.
Associate Dean for Academic and Student Affairs and Title IX Deputy Director
(812) 348-7256
jpoulsen@iupuc.edu

Bailey Moss
Assistant Director for Student Affairs
(812) 375-7504
bkmoss@iupuc.edu

First Year Seminar Presentation
Drugs, Alcohol, and Your Degree – Prevention education presentation developed for first year student population and delivered during First Year Seminar (FYS) courses. Curriculum covers student conduct, compliance, effects of alcohol and drugs, and campus resources. Corresponds to NIAAA CollegeAIM IND-1.

Bailey Moss
Assistant Director for Student Affairs
(812) 375-7504
bkmoss@iupuc.edu

Arrive Alive Tour
Distracted driving, drunk driving, and driving under the influence of marijuana simulator. This prevention and education simulation is offered during the annual IUPUC Health Fair. Students, staff, and faculty are encouraged to participate. The simulation puts participants in the driver's seat of a full-sized vehicle and uses virtual reality glasses to simulate driving while under the influence. Corresponds to NIAAA CollegeAIM IND-1.

Bailey Moss
Assistant Director for Student Affairs
(812) 375-7504
bkmoss@iupuc.edu
https://arrivealivetour.com/unite/

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
</table>
| Counseling and Psychological Services (CAPS)  | https://studentaffairs.iupui.edu/health/index.html
Walker Plaza
719 Indiana Avenue, Suite 220
Indianapolis, IN 46202
(317) 274-2548                                      | On IUPUI Campus/Students                                                             |
| Office of Health and Wellness Promotion       | http://studentaffairs.iupui.edu/health-wellness/hw-promotion/index.shtml
IUPUI Campus Center
420 University Blvd., Suite 350
Indianapolis, IN 46202
(317) 274-4204
hwpindy@iupui.edu                                      | On IUPUI Campus/Students                                                             |
| Office of Student Affairs                     | https://www.iupuc.edu/campus-life/student-affairs.html
IUPUC: 4601 Central Ave.
Columbus, IN 47203-1769
(812) 348-7251                                         | Students                                                                             |
| Solutions Student Assistance Service (SAS)    | https://www.iupuc.edu/campus-life/counseling-services.html
IUPUC: 601 Washington St., Suite 102,
Columbus, IN
(812) 377-5074
(800) 766-0068                                         | Employees/Students                                                                  |
| **Employee Assistance Program (EAP)** | Employee Assistance Program  
(888) 881-5462 | University Resource/Full time faculty and staff |
|--------------------------------------|------------------------------------------------|--------------------------------------------------|
| **Centerstone Indiana**              | https://centerstone.org/locations/indiana/facilities/centerstone-columbus-north-marr-road/  
720 N. Marr Rd., Columbus, IN 47201  
(812) 314-3400 | Community |
| **Southeastern Indiana Intergroup Alcoholics Anonymous** | SEIG: PO Box 262  
Columbus, IN 47202  
(812) 663-0821 | Community |
| **Substance Abuse and Mental Health Services Administration (SAMHSA)** | http://www.samhsa.gov  
24 hour Help Line: (800) 662-4357 | Community |
| **Roudebush VA Medical Center – Mental Health Services** | http://www.indianapolis.va.gov/services/Mental_Health_Services.asp  
1481 W. 10th Street, D-wing, Room D5029, Indianapolis, IN 46202  
(317) 988-2770 | Community/Veterans |
## IUPUI – Programs & Resources

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| **Addiction Recovery Support**  
IUPUI's addiction recovery support initiatives include a Collegiate Recovery Community (CRC) student organization, free access to sessions with a professional Recovery Coach, weekly on-campus support meetings, opportunities to develop social support, and engagement with social norms, stigma reduction, and advocacy campaigns. | **Addiction Recovery Support**  
Assistant Director, Substance Abuse Prevention  
317-274-5199  
finked@iu.edu  
recovery@iupui.edu |
| **Anonymous Online Self-Screening Tools**  
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. | **Counseling and Psychological Services (CAPS)**  
(317) 274-2548  
capsindy@iupui.edu |
| **BASICS**  
BASICS-style motivational interviewing screening interventions are utilized in partial fulfillment of student sanctions for mid-level to elevated alcohol policy violations, and a similar format is utilized for brief motivational interviewing screenings for marijuana. Following a BASICS-style format, these interventions are confidential and conducted in a counseling setting. They include intake paperwork, 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. | **Office of Health & Wellness Promotion (HWP)**  
Assistant Director, Substance Abuse Prevention  
(317) 274-5199  
finked@iu.edu |
| **Perspectives Group Alcohol Class**  
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. | **Office of Health & Wellness Promotion (HWP)**  
Assistant Director, Substance Abuse Prevention  
(317) 274-5199  
finked@iu.edu |
**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.

**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 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.
<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
</table>
| IUPUI Campus Health                          | Coleman Hall  
1140 W. Michigan St.  
Indianapolis, IN 46202  
(317) 274-8214  
http://health.iupui.edu/                     | On campus/Students and employees     |
| Collegiate Recovery Community (CRC)          | Addiction Recovery Support  
Office of Health & Wellness Promotion (HWP)  
Campus Center, Suite 350  
Indianapolis, IN 46202  
(317) 274-4745  
recovery@iupui.edu                           | On campus/Students-current and prospective |
| Counseling and Psychological Services (CAPS) | http://caps.iupui.edu  
Walker Plaza  
719 Indiana Avenue, Suite 220  
Indianapolis, IN 46202  
(317) 274-2548                               | On-Campus/Students                   |
| Office of Health and Wellness Promotion      | http://studentaffairs.iupui.edu/health-wellness/  
hw-promotion/index.shtml  
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/  
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  
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/ 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.  
http://helpmeroar.iupui.edu                    | Student and community resource         |
## Kokomo – Programs & Resources

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>New/Transfer Student Orientation</strong></td>
<td></td>
</tr>
</tbody>
</table>
| New and Transfer students attend a session by the Dean of Students or her appointee that discussions drugs and alcohol in relation to Sexual Misconduct. In addition, the Code of Student Rights, Responsibilities, and Conduct is covered along with the Lifeline Law. At this time, it is shared with the incoming students that they will receive an email directly from the Dean of Students regarding their successful completion in the MyStudentBody online training. | Dean of Students  
765-455-9204  
IUPD-Kokomo |

| **Activities Fair**                                                                         |                                                          |
| During activities fair, students have an opportunity to engage with different clubs and organizations. At this fair, offices that provide information for student safety/wellness are also included. The offices of emergency management and IUPD educated students on how to watch out with their surroundings, how to engage in a safe and respectful manner at parties, especially as it relates to drugs and alcohol. | Environmental Health and Safety/  
Emergency Management  
765-455-9413  
Student Life/Dean of Students  
765-455-9203  
IUPD-Kokomo |

| **Federally Required Disclosures**                                                          |                                                          |
| Students are sent an email each semester notifying them of the federally required disclosures. Within these disclosures are the alcohol and drug resources. | Vice Chancellor of Student Affairs and  
Enrollment Management  
765-455-9360 |
| [https://www.iuk.edu/about/federally-required-disclosures/index.html](https://www.iuk.edu/about/federally-required-disclosures/index.html)  

| **Mental Health First Aid, Alcohol and Drug Impairment Interactive Activity**                |                                                          |
| The Director of Counseling and Psychological Services and the Dean of Students are certified to instruct an 8-hour Mental Health First Aid course in which Substance Abuse is covered in addition to other mental health concerns and disorders. Between the two of them, they are certified to teach the course to adults, Veteran population, Fire/EMS individuals, Police, and Higher Education populations. Coming Fall 2019, they will become certified to teach youth Mental Health First Aid to be able to certify education students and partner with area schools. | Counseling and Psychological Services (CAPS) Student Life  
Dean of Students and Director of CAPS  
765-455-9204 |
### Escalation Workshop through One Love
As a trained facilitator, the Dean of Students pairs a video with discussion to educate students on relationship violence. Within the video debrief, the group of students take part in a discussion involving drugs and alcohol including dangers, use, and misuse. There is a large component of how to make sure everyone is being safe and being a proactive bystander.

**Dean of Students**  
765-455-9204

### 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.

**University Human Resources**  
**Employee Assistance Program**  
(888) 881-5462

### MyStudentBody
MyStudentBody is an online risk reduction course, available 24/7, offered to all incoming IUK students. The course covers information on drugs, alcohol, sexual violence, and other health and wellness issues that can affect students and their success. MyStudentBody takes an evidence-based (BASICS), comprehensive approach to prevention, designed to reduce risky student behavior using strategies that research has shown are most effective.

**Dean of Students**  
765-455-9204

### Athlete Orientation
During Athlete Orientation, the Dean of Students and Director of Athletics discuss the Code of Student Rights, Responsibilities and Conduct, as well as Athletics statement on Drugs and Alcohol. The Director of Counseling and Psychological Services discusses the topic as it relates to them, as an athlete, individuals, and the effect it has on their bodies, relationships, and academics.

**Dean of Students**  
765-455-9204

### Drug Takeback Day!
Dean of Students and Resource Navigator belong to a listserve of individuals around Howard County that serve the population in many areas. Students are sent information about the Drug Takeback Day. In 2018, a grand total 1,058.5 pounds were safely collected and discarded in Howard County.

**Dean of Students**  
765-455-9204

### Resource Fair
Resource Navigator hosts an annual resource fair of local and community resources for students. Area providers for drug, alcohol, and mental health counseling will all be in attendance.

**Dean of Students**  
765-455-9204

### Junior Police Academy
IUPD-Kokomo along with Kokomo PD provide an educational session to youth of Kokomo on the dangers of drugs and alcohol as well as prevention.

**IUPD-Kokomo**
<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
</table>
| **Counseling and Psychological Services (CAPS)** | https://www.iuk.edu/counseling-and-psychological-services/  
Kelley Student Center Room 210D:  
2300 S Washington St.  
P.O. Box 9003, Kokomo, IN 46902-9003  
765-455-9203                                                                                   | On-Campus/Students |
| **Dean of Students Office**                   | Kelley Student Center, Room 201G:  
2300 S Washington St.  
P.O. Box 9003  
Kokomo, IN 46902-9003  
(765) 455-9204                                                                                   | On-Campus/Students |
| **IUPD-Kokomo**                               | Kelley Student Center, Room 106:  
2300 S Washington St.  
P.O. Box 9003  
Kokomo, IN 46902-9003  
(765) 455-9432                                                                                   | Campus Community |
| **Employee Assistance Program (EAP)**         | Employee Assistance Program  
(888) 881-5462                                                                                                                                            | University Resource/  
Full time faculty and  
staff |
| **Community Behavioral Health – Kokomo**      | 322 N. Main, Kokomo, IN 46901 | Map It  
Phone: 765-776-8555 (24-hour crisis) or 888-204-6242 (toll-free)  
Mon - Thurs: 8 a.m. to 7 p.m.  
Fri: 8 a.m. to 5 p.m.                                                                                   | Community |
| **Fairbanks Alcohol & Drug Addiction Treatment Center** | 8102 Clearavista Pkwy, Indianapolis, IN 46256  
(317) 849-8222  
(800) 225-4673                                                                                   | Community |
| **Four County Counseling**                    | https://fourcounty.org/  
Center for Children and Families  
1948 W. Boulevard, Kokomo  
(574) 722- 5151  
800 552-3106                                                                                   | Community |
| **Michiana Behavioral Health Center**         | 1800 North Oak Dr, Plymouth, IN 46563  
(574) 936-3784  
(800) 795-6252                                                                                   | Community |
| **The Gilead House**                          | 406 E. Sycamore St., Kokomo, IN 46901  
(765) 865-9427  
gileadhousekokomo@gmail.com                                                                   | Community |
| **St. Vincent Kokomo Trinity House**          | 1907 W Sycamore St., Kokomo, IN 46901  
(765) 456-5900  
(800-638-7844                                                                                   | Community |
| **Turning Point System of Care**              | 618 S. Main St., Kokomo, IN 46901  
765-860-8365                                                                                   | Community |
Northwest – Programs & Resources

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| **Employee Assistance Program (EAP)** | University Human Resources  
Employee Assistance Program  
(888) 881-5462 |

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.

| **Student Health 101** | See article for more information at https://kb.iu.edu/d/avui |

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** | See article for more information at https://kb.iu.edu/d/avui |

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.

<table>
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<tr>
<th><strong>Resource</strong></th>
<th><strong>Contact Information</strong></th>
<th><strong>Availability</strong></th>
</tr>
</thead>
</table>
| Dean of Students | Savannah 223; 3400 Broadway, Gary, IN 46408  
(219) 981-5660 | On-Campus/Students |
<table>
<thead>
<tr>
<th>Service</th>
<th>Address/Contact Information</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Office of Counseling Services</strong></td>
<td>Hawthorn Hall, Room 201 3400 Broadway, Gary, IN 46408 (219) 980-6741</td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td><strong>Employee Assistance Program (EAP)</strong></td>
<td>Employee Assistance Program (888) 881-5462</td>
<td>University Resource/Full time faculty and staff</td>
</tr>
<tr>
<td><strong>Edgewater Systems for Balanced Living (serving Gary)</strong></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) 690-7025</td>
<td>Community</td>
</tr>
<tr>
<td><strong>Heartland Recovery Center</strong></td>
<td><a href="http://heartlandrecoverycenter.com/">http://heartlandrecoverycenter.com/</a> 2068 Lucas Parkway, Lowell, IN 46356 (219) 641-3601</td>
<td>Community</td>
</tr>
<tr>
<td><strong>Porter Starke Services</strong></td>
<td><a href="http://www.porterstarke.org/">http://www.porterstarke.org/</a> 3229 Broadway, # 205, Gary, IN 46409 (219) 806-3000 3176 Lancer Street , Portage, IN 46368 (219) 762-9557 601 Wall Street, Valparaiso, IN 46383 (219) 531-3500</td>
<td>Community</td>
</tr>
<tr>
<td><strong>Regional Mental Health Center</strong></td>
<td><a href="http://www.regionalmentalhealth.org/index.html">http://www.regionalmentalhealth.org/index.html</a> Multiple locations (219) 769-4005 24-hour Hotline: (219) 736-7200</td>
<td>Community</td>
</tr>
</tbody>
</table>
## Southeast – Programs & Resources

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Educational Outreach</strong></td>
<td></td>
</tr>
<tr>
<td>Educational programming is ongoing and available upon request by various offices at the Southeast campus. Contact the offices to the right for more information.</td>
<td></td>
</tr>
<tr>
<td><strong>Employee Assistance Program (EAP)</strong></td>
<td></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><a href="#">University Human Resources</a> <a href="#">Employee Assistance Program (888) 881-5462</a></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, alcohol, sexual violence, and other health and wellness issues that can affect students and their success.</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>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
</table>
| **Personal Counseling**                          | [https://www.ius.edu/personal-counseling/](https://www.ius.edu/personal-counseling/)  
University Center South, Room 207  
(812) 941-2244 | On-Campus/Students                                        |
| **Employee Assistance Program (EAP)**            | [Employee Assistance Program](#)  
(888) 881-5462                          | University Resource/Full time faculty and staff         |
| **Baptist Hospital East-Chemical Dependency & Family Recovery** | 4000 Kresge Way, Louisville, KY 40207  
(502) 896-7105 | Community                                             |
| **Our Place—Drug & Alcohol Education Services**  | 400 East Spring Street, New Albany, IN 47150  
(812) 923-3400 | Community                                              |
| **Turning Point Center**                          | 1060 Sharon Drive, Jeffersonville, IN 47130  
(812) 283-7116 | Community                                              |
South Bend – Programs & Resources

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| **Educational Outreach**    | Health and Wellness Center  
Student Counseling Center |
| Educational programming is ongoing and available upon request by various offices at the South Bend campus. Contact the offices to the right for more information. | |
| **Employee Assistance Program (EAP)** | University Human Resources  
Employee Assistance Program  
(888) 881-5462 |
| 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. | |
| **MyStudentBody** | See article for more information at [https://kb.iu.edu/d/avui](https://kb.iu.edu/d/avui) |
| 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>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
</table>
| Student Counseling Center | Administration Building, Room 175A  
1700 Mishawaka Avenue  
South Bend, IN 46615  
(574) 520-4125 | On-Campus/Students |
| Employee Assistance Program (EAP) | Employee Assistance Program  
(888) 881-5462 | University Resource/  
Full time faculty and staff |
| Oaklawn | 415 E Madison St.  
South Bend, IN 46617  
(574) 283-1234  
2600 Oakland Ave., Elkhart, IN 46517  
(574) 533-1234 | Community |
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. There is an additional Definitions section for crimes based on the California Criminal Code for those students who attend our Los Angeles campus.

**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 [http://stopsexualviolence.iu.edu](http://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. Please note that all Title IX programming and resources for the Center for Art & Design in Columbus, Indiana and Raleigh Studios in Los Angeles, California are conducted out of the Bloomington campus — please see the Bloomington information in the tables below.
# Bloomington – 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>
<td></td>
</tr>
<tr>
<td><strong>It's On Us Workshop</strong></td>
<td>Office of the Vice Provost for Student Affairs and Dean of Students (812) 855-8187</td>
</tr>
<tr>
<td>The workshop focuses included discussion about what qualifies as consent before engaging in sexual activity, discussion of how alcohol affects the body at different levels of consumption, discussion about the university sexual misconduct policy, and how to intervene to diffuse incidents that could lead to sexual assault.</td>
<td></td>
</tr>
<tr>
<td><strong>Orientation: Welcome to College and Hoosier Experience Session</strong></td>
<td><a href="fye@indiana.edu">First Year Experience</a></td>
</tr>
<tr>
<td>The Welcome to College Musical and Hoosier Experience Sessions occur during new student orientation. The workshop discusses topics of sexual assault, substance use, respect/diversity and bystander intervention. It's followed by a more in-depth discussion facilitated by NSO orientation leaders that covers IU’s definition of consent, policies, and resources.</td>
<td></td>
</tr>
<tr>
<td><strong>Student-Athlete Orientation</strong></td>
<td>IU Excellence Academy (812) 855-9855</td>
</tr>
<tr>
<td>The Excellence Academy segment of athletics orientation includes a conversation about The Culture of Care, campus and departmental expectations as it relates to sexual misconduct, bystander intervention, the definition of consent, reporting guidelines and resources.</td>
<td></td>
</tr>
<tr>
<td>PRIMARY PREVENTION PROGRAMS FOR EMPLOYEES</td>
<td></td>
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<tr>
<td>-----------------------------------------</td>
<td></td>
</tr>
<tr>
<td><strong>Program Title &amp; Description</strong></td>
<td><strong>Contact Information</strong></td>
</tr>
<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>
<td></td>
</tr>
<tr>
<td><strong>Athletics Staff Training</strong></td>
<td>University Office of Institutional Equity <a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
</tr>
<tr>
<td>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.</td>
<td></td>
</tr>
<tr>
<td><strong>Supervisor Legal Compliance Training</strong></td>
<td>University Office of Institutional Equity <a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
</tr>
<tr>
<td>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.</td>
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</tbody>
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<table>
<thead>
<tr>
<th>SELECT EXAMPLES OF ONGING PROGRAMS FOR IU BLOOMINGTON STUDENTS &amp; EMPLOYEES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Program Title &amp; Description</strong></td>
</tr>
<tr>
<td><strong>Healthy Relationships</strong></td>
</tr>
<tr>
<td>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.</td>
</tr>
</tbody>
</table>
**Step UP! IU bystander intervention workshop**
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

<table>
<thead>
<tr>
<th><strong>Sex, Drugs, and Rock n Roll</strong></th>
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</thead>
<tbody>
<tr>
<td>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.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Sexual Misconduct Core Messaging Training</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Huddle Up</strong></th>
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<tbody>
<tr>
<td>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.</td>
</tr>
</tbody>
</table>

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

Office of First Year Experience Programs
(812) 855-4357

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

IU Excellence Academy
(812) 855-9855
### PRIMARY PREVENTION PROGRAMS FOR STUDENTS

<table>
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<td>See article for more information at: <a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a></td>
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<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. The sexual violence portion of MyStudentBody is required for first-year students; other portions are optional.</td>
<td></td>
</tr>
<tr>
<td><strong>Poster Display</strong></td>
<td>Deputy Title IX Coordinator/Director of Affirmative Action/EEOC Officer</td>
</tr>
<tr>
<td>Each poster is part of a public service campaign created to educate the public about Title IX and resources that are available in response to sexual misconduct. Posters are in every classroom, as well as other high traffic areas.</td>
<td>(765) 973-8402</td>
</tr>
<tr>
<td><strong>New Student Orientation</strong></td>
<td>Deputy Title IX Coordinator/Director of Affirmative Action/EEOC Officer</td>
</tr>
<tr>
<td>Annually, new and transfer students are required to attend New Student Orientation sessions. Included in this Orientation is a Resource Fair. Information provided to parents and students at the Resource Fair includes, but is not limited to, an introduction to the Deputy Title IX Coordinator, Title IX information and requirements, sexual violence prevention programming, reporting procedures, and climate survey information. Parents and students have access to the Sexual Misconduct Brochure and multiple other campus and community resources.</td>
<td>(765) 973-8402</td>
</tr>
</tbody>
</table>
**First Year Seminar**

This program provides students information about the University's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, sexual harassment, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, 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 program also explains reporting options and the specific reporting obligation of those employees designated as Responsible Employees.

Deputy Title IX Coordinator/Director of Affirmative Action/EEOC Officer  
(765) 973-8402

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

Annually, new faculty attend a New Faculty Orientation session. Included in this Orientation is a Responsible Employee training session. This training session provides detailed information regarding faculty member's roles and responsibilities as a designated Responsible Employee.

University Office of Institutional Equity  
titleix@iu.edu

**Athlete Training**

This program provides student-athletes information about the University's prohibition and response to all forms of sexual misconduct. This includes key definitions (including sexual assault, sexual harassment, dating violence, domestic violence, stalking, and consent), information on bystander intervention and risk reduction, 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 program also explains reporting options and the specific reporting obligation of those employees designated as Responsible Employees.

Deputy Title IX Coordinator/Director of Affirmative Action/EEOC Officer  
(765) 973-8402

### PRIMARY PREVENTION PROGRAMS FOR EMPLOYEES

<table>
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<tr>
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</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, 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**                                                   | 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. |
## New Faculty Orientation
Annually, new faculty attend a New Faculty Orientation session. Included in this Orientation is a Responsible Employee training session. This training provides detailed information regarding faculty member’s roles and responsibilities as a designated Responsible Employee.

Deputy Title IX Coordinator/ Director of Affirmative Action/EEOC Officer  
(765) 973-8402

## SELECT EXAMPLES OF ONGOING PROGRAMS FOR IU EAST STUDENTS & EMPLOYEES

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
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</tr>
</thead>
</table>
| **It’s On Us Day**          | Deputy Title IX Coordinator/Director of Affirmative Action/EEOC Officer  
(765) 973-8402 |

Tables are set up across campus to discuss the It’s On Us Campaign and to encourage faculty, staff, and students to take the It’s On Us online pledge to demonstrate their stand against sexual violence and their promise to stand-up against sexual assault.

| **The Clothesline Project** | Deputy Title IX Coordinator/Director of Affirmative Action/EEOC Officer  
(765) 973-8402 |

This event serves as a healing event where survivors and students decorate t-shirts to show their support for victims. The t-shirts are displayed on campus to bring awareness of the impact of sexual misconduct and assault to others on campus.

| **Online Title IX Scavenger Hunt** | Deputy Title IX Coordinator/Director of Affirmative Action/EEOC Officer  
(765) 973-8402 |

An online scavenger hunt was developed for IU East’s distance education students. The hunt tasked students to find various pieces of Title IX information on the IU East website. This activity provides an understanding of the University Sexual Misconduct Policy and procedures.

| **Sexual Assault Awareness Month Poetry Slam** | Deputy Title IX Coordinator/Director of Affirmative Action/EEOC Officer  
(765) 973-8402 |

An open-mic opportunity is held at a local restaurant. Attendees are invited to share a poem, reading or song. The program is intended to allow the power of spoken word to break the silence and help break down the culture surrounding sexual assault. This program serves as a healing event for survivors, as well as a way for our community to show support for victims.

| **Walk a Mile in Her Shoes** | Deputy Title IX Coordinator/Director of Affirmative Action/EEOC Officer  
(765) 973-8402 |

IU East and Earlham College, in partnership with local radio stations, hosts the annual Walk a Mile in Her Shoes event. Men from the IU East, Earlham College, and local community walk one mile around the IU East campus to demonstrate their stand against sexualized violence against women. This event benefits the Genesis of Richmond Women’s Shelter.
### IU Fort Wayne – Programs

<table>
<thead>
<tr>
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<tr>
<td><strong>MyStudentBody online educational program</strong></td>
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<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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<td>University Office of Institutional Equity</td>
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<td><a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
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**SELECT EXAMPLES OF ONGOING PROGRAMS FOR IU FORT WAYNE STUDENTS & EMPLOYEES**

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<tbody>
<tr>
<td>Please refer to the Purdue University Fort Wayne Annual Security and Fire Safety Report contained under Appendix D.</td>
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<td><a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a></td>
</tr>
<tr>
<td><strong>Orientation Sessions</strong></td>
<td>Office of Academic and Student Affairs</td>
</tr>
<tr>
<td>Information related to sexual misconduct and associated campus resources are included in orientation sessions.</td>
<td>(812)348-7251</td>
</tr>
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<td><a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
</tr>
<tr>
<td>Program Title &amp; Description</td>
<td>Contact Information</td>
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<tr>
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</tr>
<tr>
<td><strong>Student Health 101</strong></td>
<td>Office of Academic and Student Affairs (812)348-7251</td>
</tr>
<tr>
<td>Monthly resource sent to students that includes messaging and articles on bystander intervention and sexual assault prevention. <a href="https://he.studenthealth101.com/">https://he.studenthealth101.com/</a></td>
<td></td>
</tr>
<tr>
<td><strong>Poster Display</strong></td>
<td>Office of Academic and Student Affairs (812)348-7251</td>
</tr>
<tr>
<td>IU created posters promoting the Stop Sexual Violence website (stopsexualviolence.iu.edu) as well as resource information were placed in all bathroom stalls on campus and in other campus locations.</td>
<td></td>
</tr>
<tr>
<td><strong>Take Back the Night</strong></td>
<td>Office of Academic and Student Affairs (812)348-7251</td>
</tr>
<tr>
<td>A campus wide event promoting safety and consent and support of sexual assault survivors.</td>
<td></td>
</tr>
<tr>
<td><strong>Denim Day</strong></td>
<td>Office of Academic and Student Affairs (812)348-7251</td>
</tr>
<tr>
<td>IUS faculty, staff and students participate in the annual Denim Day, where millions of people across the world wear jeans with a purpose, support survivors, and educate themselves and others about all forms of sexual violence.</td>
<td></td>
</tr>
</tbody>
</table>
### IUPUI – Programs

#### PRIMARY PREVENTION PROGRAMS FOR STUDENTS

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<td>See article for more information at <a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a></td>
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<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</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>(317) 278-2533</td>
</tr>
<tr>
<td><strong>Athletics Training</strong></td>
<td>Assistant Director of Interpersonal Violence Prevention and Response</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>(317) 274-5715</td>
</tr>
</tbody>
</table>
### PRIMARY PREVENTION PROGRAMS FOR EMPLOYEES

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<td>University Office of Institutional Equity <a href="mailto:titlex@iu.edu">titlex@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>
<td></td>
</tr>
<tr>
<td><strong>New Employee Orientation</strong></td>
<td>IUPUI Office of Equal Opportunity (317)274-2306</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></td>
</tr>
<tr>
<td><strong>Athletics Staff Training</strong></td>
<td>IUPUI Office of Equal Opportunity (317) 274-2306</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>
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### SELECT EXAMPLES OF ONGOING PROGRAMS FOR IUPUI STUDENTS & EMPLOYEES

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<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>
<tr>
<td><strong>Take Off the Blindfold and STEP IN: Bystander Intervention Training</strong></td>
<td>Assistant Director of Interpersonal Violence Prevention and Response (317) 274-5715</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></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>
<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>Contact Information</td>
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<td>--------------------------------------------</td>
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</tr>
<tr>
<td><strong>Take Back the Night</strong></td>
<td>Assistant Director of Interpersonal Violence Prevention and Response (317) 274-5715</td>
</tr>
<tr>
<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>
<td></td>
</tr>
<tr>
<td><strong>Stalking Awareness Tabling</strong></td>
<td>Assistant Director of Interpersonal Violence Prevention and Response (317) 274-5715</td>
</tr>
<tr>
<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>
<td></td>
</tr>
<tr>
<td><strong>Clothesline Project</strong></td>
<td>Assistant Director of Interpersonal Violence Prevention and Response (317) 274-5715</td>
</tr>
</tbody>
</table>
| A public awareness education campaign, and a visual reminder of statistics of violence we often ignore. This event:  
  - Encourages students to express themselves and voice their thoughts regarding abuse  
  - Encourages student engagement as empowered bystanders  
  - Encourages individual and community support for recovery from victimization  
  - Increases awareness and connection with Campus and community IPV Resources  
  - Displays that most students have Healthy attitudes about Relationships  
Visual displays will be placed along the railings of the Campus Center for the duration of April sexual assault awareness Month to raise awareness. |
## Kokomo – Programs

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</tr>
<tr>
<td><strong>New Student Orientations</strong></td>
</tr>
<tr>
<td>Discussion with incoming students about IU’s Sexual Misconduct Policy, what constitutes sexual misconduct, the definition of consent, services available on campus and in the community, where to report any sexual misconduct concerns, as well as information on topics of drugs and alcohol. In addition, IUPD assists with making sure that students and families feel safe and secure on campus by sharing their resources, escorting students to and from their vehicles if needed, as well as safety walks that the Student Government Association completes with IUPD, Physical Facilities, and the Dean of Students to make sure lights are working at night and trees are trimmed up from the bottom. In addition, IUPD and the Dean of Students share the Indiana Lifeline Law.</td>
</tr>
<tr>
<td><strong>New Student Athlete Orientation</strong></td>
</tr>
<tr>
<td>Discussion with incoming student athletes about IU’s Sexual Misconduct Policy, what constitutes sexual misconduct, the definition of consent, services available on campus and in the community, where to report any sexual misconduct concerns, as well as information on topics of drugs and alcohol. In addition, bystander intervention and risk reduction strategies are covered through the Step Up materials. This presentation is followed up by the Director of CAPS educating students on their mental wellness and appropriate reactions to experiencing or hearing issues related to sexual misconduct.</td>
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<td>University Office of Institutional Equity <a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
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<td>University Office of Institutional Equity <a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
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<td>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.</td>
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<tr>
<td><strong>New Faculty Orientation</strong></td>
<td>Office of Affirmative Action (765) 455-9316</td>
</tr>
<tr>
<td>New resident faculty learn about a variety of services and offices on campus. Part of the program includes information on IU’s Sexual Misconduct Policy and serving as Responsible Employees with a duty to report information regarding incidents of sexual misconduct.</td>
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### SELECT EXAMPLES OF ONGOING PROGRAMS FOR IU KOKOMO STUDENTS & EMPLOYEES

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<tr>
<td><strong>One Love - “Escalation” Film Screening and Discussion</strong></td>
<td>Student Life &amp; Campus Diversity (765) 455-9204</td>
</tr>
<tr>
<td>The film “Escalation” developed by the One Love Foundation was shown on campus two times each semester. The film focuses on unhealthy relationships and dating violence. Participants are then led through an informative discussion following the film and learn to identify warning signs of unhealthy relationships and dating violence and ways to intervene.</td>
<td></td>
</tr>
<tr>
<td><strong>Resource Table and Sexual Assault Awareness Quiz</strong></td>
<td>Student Life &amp; Campus Diversity (765) 455-9204</td>
</tr>
<tr>
<td>A resource table is set up in a high student traffic area. Students are provided with lists of resources based on the county where they reside, and also received information on campus resources. This year students will be able to digitally grab lists of resources based on the county where they reside, and also received information on campus resources.</td>
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<tr>
<td>Red Flag Campaign</td>
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<tr>
<td>Posters provided by the Red Flag Campaign were placed around campus. The Red Flag Campaign focuses on healthy relationships and challenges people to say something if they see a red flag (unhealthy relationship issue).</td>
<td></td>
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| Student Life & Campus Diversity  
(765) 455-9204 |

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<tr>
<th>Not On Our Campus, Not In Our Community/Angel Walk and Rally</th>
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<tr>
<td>The rally and walk for domestic violence and sexual assault awareness has been a campus tradition for over 12 years. Due to COVID-19, the walk from spring 2020 was postponed to fall 2020. The now virtual walk will take place in October and have a social media campaign, virtual speakers, opportunity to raise money for the shelter and more. The purpose of “Not On Our Campus, Not In Our Community” is to spread awareness against all forms of violence towards women, children, and families. This collaborative event also brings campus and community agencies together to raise funds for the local domestic violence shelter and their sexual assault advocates program.</td>
</tr>
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| Student Life & Campus Diversity  
(765) 455-9204 |

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<th>Community of Care</th>
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<tr>
<td>A week-long programming initiative sponsored by Student Life that encourages students to care about themselves, one another and their campus and community. Activities helped students learn about the definitions of sexual misconduct and sexual assault, gain knowledge about bystander intervention skills and risk reduction behaviors, as well as gain awareness on the topics of drug and alcohol use. Students were also informed of resources available to victims of sexual misconduct.</td>
</tr>
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| Student Life & Campus Diversity  
(765) 455-9204 |
**Northwest – Programs**

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<td><strong>New Student Orientations</strong></td>
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</tr>
<tr>
<td>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.</td>
<td>(219) 981-5660</td>
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### PRIMARY PREVENTION PROGRAMS FOR EMPLOYEES

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<td><strong>University Employee Sexual Misconduct Training</strong></td>
<td>University Office of Institutional Equity</td>
</tr>
<tr>
<td>Beginning in July 2015, the University made available to all employees an online training</td>
<td><a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
</tr>
<tr>
<td>module titled “Sexual Misconduct Training: Understanding Title IX and the University's</td>
<td></td>
</tr>
<tr>
<td>Policies &amp; Procedures.” All employees are instructed on how to access and take the training</td>
<td></td>
</tr>
<tr>
<td>module. In addition, all employees that the University has designated as “Responsible</td>
<td></td>
</tr>
<tr>
<td>Employees” (based on Title IX guidance) are required to take the online module on an annual</td>
<td></td>
</tr>
<tr>
<td>basis, and new employees are notified to take the training upon joining the university. The</td>
<td></td>
</tr>
<tr>
<td>module contains important information to inform employees about the University’s prohibition</td>
<td></td>
</tr>
<tr>
<td>and response to all forms of sexual misconduct. This includes key definitions (including</td>
<td></td>
</tr>
<tr>
<td>sexual assault, dating violence, domestic violence, stalking, and consent), information on</td>
<td></td>
</tr>
<tr>
<td>bystander intervention and risk reduction, signs of abusive relationships, an overview of</td>
<td></td>
</tr>
<tr>
<td>the University process, and what happens when information regarding an incident of sexual</td>
<td></td>
</tr>
<tr>
<td>misconduct is brought to the University’s attention. The module also explains reporting</td>
<td></td>
</tr>
<tr>
<td>options and the specific reporting obligation of those employees designated as Responsible</td>
<td></td>
</tr>
<tr>
<td>Employees.</td>
<td></td>
</tr>
<tr>
<td><strong>Supervisor Legal Compliance Training</strong></td>
<td>University Office of Institutional Equity</td>
</tr>
<tr>
<td>The university encourages all supervisors to receive training on legal compliance. As part</td>
<td><a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
</tr>
<tr>
<td>of this training, information is provided about IU’s Sexual Misconduct Policy, including</td>
<td></td>
</tr>
<tr>
<td>definitions, and the reporting obligations of Responsible Employees.</td>
<td></td>
</tr>
<tr>
<td><strong>New Faculty Orientation</strong></td>
<td>Office of Equal Opportunity &amp; Affirmative Action</td>
</tr>
<tr>
<td>As part of New Faculty Orientation, the Office of Equal Opportunity and Affirmative Action</td>
<td>Programs</td>
</tr>
<tr>
<td>Programs presented information on Title IX and IU’s Sexual Misconduct policy, provisions,</td>
<td><a href="mailto:afaction@iun.edu">afaction@iun.edu</a></td>
</tr>
<tr>
<td>resources and the role of faculty as Responsible Employees. Time for Q&amp;A is included.</td>
<td></td>
</tr>
</tbody>
</table>

### SELECT EXAMPLES OF ONGOING PROGRAMS FOR IU NORTHWEST STUDENTS & EMPLOYEES

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

#### 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>See article for more information at:</td>
</tr>
<tr>
<td>MyStudentBody (MSB) offers a comprehensive approach to reducing the risk of drug and</td>
<td><a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a></td>
</tr>
<tr>
<td>alcohol abuse and sexual violence among college students. MSB is available 24/7, all</td>
<td></td>
</tr>
<tr>
<td>semester long, for information on drugs, alcohol, sexual violence, and other health and</td>
<td></td>
</tr>
<tr>
<td>wellness issues that can affect academic success. MSB's Essentials is an online prevention</td>
<td></td>
</tr>
<tr>
<td>education course intended for incoming students. It covers the three most significant</td>
<td></td>
</tr>
<tr>
<td>behavioral risks new college students face: alcohol, illicit and prescription drugs, and</td>
<td></td>
</tr>
<tr>
<td>sexual violence. Structured around a motivational self-assessment in each area, Essentials</td>
<td></td>
</tr>
<tr>
<td>incorporates audio, video, and interactive tools and lessons to teach students key concepts</td>
<td></td>
</tr>
<tr>
<td>and skills. All new students are expected to take the MyStudentBody Essentials course.</td>
<td></td>
</tr>
<tr>
<td><strong>First Year Seminar</strong></td>
<td>Dean of Student Life (812) 941-2316</td>
</tr>
<tr>
<td>This one credit course for new IUS students includes, but is not limited to, discussions</td>
<td></td>
</tr>
<tr>
<td>on sexual violence and the stopsexualviolence.iu.edu website (resource information),</td>
<td></td>
</tr>
<tr>
<td>consent, and dating violence. Discussed problems of stalking and rape, including rape</td>
<td></td>
</tr>
<tr>
<td>culture and myths surrounding it. The importance of bystander intervention was covered, and</td>
<td></td>
</tr>
<tr>
<td>students also discussed their previous education experiences revolving around the issues of</td>
<td></td>
</tr>
<tr>
<td>sexual violence. During the seminar students discussed a chapter in the textbook on “Diversity,</td>
<td></td>
</tr>
<tr>
<td>Differences, and Safety,” and definitions from the IU Sexual Misconduct Policy, including</td>
<td></td>
</tr>
<tr>
<td>consent, dating violence, domestic violence and stalking. Students are also given information</td>
<td></td>
</tr>
<tr>
<td>about the StopSexualViolence.iu.edu website.</td>
<td></td>
</tr>
<tr>
<td><strong>Orientation</strong></td>
<td>Dean of Student Life (812) 941-2316</td>
</tr>
<tr>
<td>Program for new students describing resources available to students as they may be dealing</td>
<td></td>
</tr>
<tr>
<td>with conflicts with peers, harassing behaviors, or sexual misconduct. Students are</td>
<td></td>
</tr>
<tr>
<td>introduced to the sexualviolence.iu.edu website as a resource as well as the available</td>
<td></td>
</tr>
<tr>
<td>supportive measures (such as no contact orders and changing course sections). The students</td>
<td></td>
</tr>
<tr>
<td>are also given information about the student conduct system.</td>
<td></td>
</tr>
</tbody>
</table>
**Poster Display**
Each poster is part of a public service campaign created to educate the public about Title IX and resources that are available in response to sexual misconduct. Posters are in every classroom, as well as other high traffic areas.

**Dean of Student Life**
(812) 941-2316

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## PRIMARY PREVENTION PROGRAMS FOR EMPLOYEES

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| **University Employee Sexual Misconduct Training**
Beginning in July 2015, the University made available to all employees an online training module titled *“Sexual Misconduct Training: Understanding Title IX and the University’s Policies & Procedures.”* All employees are instructed on how to access and take the training module. In addition, all employees that the University has designated as “Responsible Employees” (based on Title IX guidance) 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, 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 obligation of those employees designated as Responsible Employees. |

**University Office of Institutional Equity**
titleix@iu.edu

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**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.

**University Office of Institutional Equity**
titleix@iu.edu

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## SELECT EXAMPLES OF ONGOING PROGRAMS FOR IU SOUTHEAST STUDENTS & EMPLOYEES

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| **Bystander Intervention Course**
A course offered during the fall and spring semesters focusing on bystander intervention awareness, this course examines the “bystander effect” and intervention strategies. This course empowers students with knowledge to safely prevent sexual assault and learn about healthy sexual and dating relationships. Students will learn about various forms of sexual violence and the relevant resources and policies on IU Southeast’s campus. |

**Office of Campus Life**
seact@ius.edu

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**Domestic Violence Awareness Panel**
In conjunction with Domestic Violence Awareness Week, this panel will provide the opportunity to engage in discussion with panelists on the topic of domestic violence and sexual assault policies. As advocates on the front lines of these issues include police, EMS, SANE nurses, and lawyers, and each will be represented at this event. They will provide information on policies and procedures regarding sexual misconduct to enable better understanding in those who might encounter it.

**Office of Campus Life**
seact@ius.edu
<table>
<thead>
<tr>
<th><strong>Walk a Mile in Her Shoes</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Walk a Mile in Her Shoes, the international men’s march to stop rape, sexual assault, and gender violence, is coming to the IU Southeast campus. Step UP, don your prettiest shoes, and totter around the campus to show your support against sexual violence against women.</td>
<td>Office of Campus Life <a href="mailto:seact@ius.edu">seact@ius.edu</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Take Back the Night</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Take Back the Night is an annual rally to support victims of sexual misconduct and gather community efforts to unify our campus. Join us at Lakeview Circle, where we will join together for games, food, and music. At 6 pm, we will gather and march to McCullough Plaza where we will conduct the Take Back the Night rally. Feel free to come individually or as groups; you may bring posters, wear matching T-shirts, etc. to show support for victims of sexual assault, domestic violence and abuse, harassment, and other forms of sexual misconduct.</td>
<td>Office of Campus Life <a href="mailto:seact@ius.edu">seact@ius.edu</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Denim Day</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>IUS faculty, staff and students participate in the annual Denim Day, where millions of people across the world wear jeans with a purpose, support survivors, and educate themselves and others about all forms of sexual violence.</td>
<td>Office of Campus Life <a href="mailto:seact@ius.edu">seact@ius.edu</a></td>
</tr>
</tbody>
</table>
## South Bend – 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:</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 are required to complete both pre- and post- sections of MyStudentBody.</td>
<td><a href="https://kb.iu.edu/d/avui">https://kb.iu.edu/d/avui</a></td>
</tr>
<tr>
<td><strong>New Student Orientation</strong></td>
<td>Office of Institutional Equity and Inclusive Excellence (574) 520-5536</td>
</tr>
<tr>
<td>Information related to sexual misconduct and associated campus resources are included in orientation sessions for incoming students. Similar information was provided in a separate session to parents and family members.</td>
<td></td>
</tr>
<tr>
<td><strong>Student Athlete Orientation</strong></td>
<td>Office of Institutional Equity and Inclusive Excellence (574) 520-5536</td>
</tr>
<tr>
<td>Student athletes were given information about Title IX and IU’s Sexual Misconduct Policy. Students were given information about IU South Bend’s alcohol policies. Students were given information about consent, as well as given information about the effect of alcohol on the ability of a person to consent to sexual activity.</td>
<td></td>
</tr>
</tbody>
</table>
### New Student Move In Discussion Rounds

All new students moving in to the residence halls are required to attend an introductory meeting the first evening on campus. Representatives from IUPD, Student Conduct and Title IX speak with each residence hall group to remind students of the sexual misconduct policy, safety tips, and code of conduct on/off campus.

### PRIMARY PREVENTION PROGRAMS FOR EMPLOYEES

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>University Employee Sexual Misconduct Training</strong></td>
<td></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>University Office of Institutional Equity <a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
</tr>
<tr>
<td><strong>Supervisor Legal Compliance Training</strong></td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td>University Office of Institutional Equity <a href="mailto:titleix@iu.edu">titleix@iu.edu</a></td>
</tr>
<tr>
<td><strong>Coaching Staff Orientation</strong></td>
<td></td>
</tr>
<tr>
<td>An explanation of IU’s Sexual Misconduct Policy and reporting obligations of Responsible Employees.</td>
<td>Office of Institutional Equity and Inclusive Excellence (574) 520-5536</td>
</tr>
</tbody>
</table>

### SELECT EXAMPLES OF ONGOING PROGRAMS FOR IU SOUTH BEND STUDENTS & EMPLOYEES

<table>
<thead>
<tr>
<th>Program Title &amp; Description</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>The Clothesline Project</strong></td>
<td></td>
</tr>
<tr>
<td>The Clothesline Project invites students, faculty and staff to design T-shirts in honor of someone who has experienced gender violence, perhaps even themselves. The T-shirts are then exhibited in the Moraine Student Center as a visual representation of the lasting impact violence has on abusers, survivors, their families, and communities.</td>
<td>Office of Institutional Equity and Inclusive Excellence (574) 520-5536</td>
</tr>
<tr>
<td><strong>Take Back the Night</strong></td>
<td></td>
</tr>
<tr>
<td>Take Back the Night is an annual rally to support victims of sexual misconduct and gather community efforts to unify our campus.</td>
<td>Office of Institutional Equity and Inclusive Excellence (574) 520-5536</td>
</tr>
<tr>
<td><strong>IUSB BRAVE Bystander Intervention Training</strong></td>
<td></td>
</tr>
<tr>
<td>To create a caring campus community and teach IUSB students about sexual consent, rape culture, and how to become an active bystander who can safely interrupt/prevent potential sexual assaults/sexual violence.</td>
<td>Office of Institutional Equity and Inclusive Excellence (574) 520-5536</td>
</tr>
</tbody>
</table>
### Sex After Dark
Program for all students to explore healthy relationships and sex positive practice to reduce risk of sexual misconduct and dating violence. Offered on an annual basis by campus faculty and staff with scholarly work and experience in sexual health promotion and response.

**Office of Student Life**  
(574) 520-5533

### Bystander Moment Showing
The campus showed Jackson Katz’s film the Bystander Moment during April for sexual assault awareness month. Campus staff helped facilitate discussion on the immediate and long term impact of becoming a bystander, and strategies to engage in actively intervening when you see someone may become a victim or is a victim of sexual violence.

**Office of Institutional Equity and Inclusive Excellence**  
(574) 520-5536

### Campus Safety Week
This is a collaborative effort between the Titan Success Center, Office of Institutional Equity and Inclusive Excellence/Campus Deputy Title IX Coordinator and IUPD. This week included programs to assist with prevention and education of sexual violence: Sexual Health Fair with local community resources for health-related questions, Sex After Dark, and a self-defense workshop hosted by IUPD.

**Titan Success Center**  
(574) 520-5050

### Domestic Violence Awareness - Day of Community Service
Student Counseling Center hosts a series of speakers from the YWCA, Family Justice Center and SOS to give brief presentations on their services. Students, faculty, staff, and community members in attendance (on a drop-in basis) can create “awareness artwork” to promote domestic violence awareness and prevention. Finished works of art will be given to survivors at the IUSB Student Counseling Center and to the YWCA of North Central IN; and to decorate the halls of the YWCA locations in South Bend and Elkhart and used for future auctions.

**Student Counseling Center**  
(574) 520-4125
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 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 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.
## 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>
<tbody>
<tr>
<td><strong>Law Enforcement</strong></td>
<td><strong>Indiana University Police Department</strong>&lt;br&gt;1469 E. 17th Street, Bloomington, IN 47408&lt;br&gt;(812) 855-4111 or 9-1-1&lt;br&gt;<a href="mailto:iupd@indiana.edu">iupd@indiana.edu</a></td>
</tr>
<tr>
<td><strong>Campus Authorities</strong></td>
<td><strong>Office of Student Conduct</strong>&lt;br&gt;801 N. Jordan, Bloomington, IN 47405&lt;br&gt;(812) 855-5419&lt;br&gt;<a href="mailto:osc@indiana.edu">osc@indiana.edu</a></td>
</tr>
<tr>
<td><strong>Title IX Coordination</strong></td>
<td><strong>University Title IX Coordinator</strong>&lt;br&gt;Emily Springston, University Director of Institutional Equity &amp; Title IX&lt;br&gt;(812) 855-4889</td>
</tr>
<tr>
<td></td>
<td><strong>Title IX Deputy Coordinators</strong>&lt;br&gt;Director of the Office of Student Conduct&lt;br&gt;(812) 855-5419</td>
</tr>
<tr>
<td><strong>StopSexualViolence.iu.edu</strong></td>
<td>A report may be made online under the “Report an Incident” tab at StopSexualViolence.iu.edu.</td>
</tr>
<tr>
<td><strong>Protection Orders (can be obtained by contacting)</strong></td>
<td>Monroe County Clerk's Office:&lt;br&gt;301 N. College, Rm 201, Bloomington, IN 47404&lt;br&gt;(812) 349-2614&lt;br&gt;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.&lt;br&gt;(812) 855-4800 (emails and voicemails are checked regularly)&lt;br&gt;<a href="mailto:pop@indiana.edu">pop@indiana.edu</a></td>
</tr>
</tbody>
</table>

## East 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><strong>Law Enforcement</strong></td>
<td><strong>Indiana University Police Department</strong>&lt;br&gt;Whitewater Hall Room 110&lt;br&gt;2325 Chester Blvd., Richmond, IN 47374&lt;br&gt;Police Dispatch: (765) 973-8429&lt;br&gt;Chief: (765) 973-8435</td>
</tr>
<tr>
<td><strong>Campus Authorities</strong></td>
<td><strong>Dean of Students</strong>&lt;br&gt;Office of Dean of Students&lt;br&gt;Whitewater Hall, Room 101,&lt;br&gt;Richmond, IN 47374&lt;br&gt;(765) 973-8404</td>
</tr>
</tbody>
</table>
### Title IX Coordination

<table>
<thead>
<tr>
<th>University Title IX Coordinator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emily Springston, University Director of Institutional Equity &amp; Title IX (812) 855-7559</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Title IX Deputy Coordinator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Affirmative Action/EEOC Officer (765) 973-8402</td>
</tr>
</tbody>
</table>

### StopSexualViolence.iu.edu

A report can be made [online](https://www.stopsexualviolence.iu.edu) under the “Report an Incident” tab at: [StopSexualViolence.iu.edu](https://www.stopsexualviolence.iu.edu).

### Protection Orders (can be obtained by contacting)

- **IU East campus:**
  - Wayne County Clerk's Office
  - 301 East Main Street, Richmond, IN 47374
  - (765) 973-9220

- **At Lawrenceburg Center campus:**
  - Dearborn Co. Clerk's Office
  - 165 Mary St., Lawrenceburg, IN 47025
  - (812) 537-8877

### 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 Student Conduct, 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](https://www.stopsexualviolence.iu.edu) under the “Report an Incident” tab at: [StopSexualViolence.iu.edu](https://www.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 |
### IUPUC 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**        | **IUPUC Office of Public Safety**  
4601 Central Avenue, CC Room 105. Columbus, IN 47203-1769  
(812) 348-7388 or 9-1-1 |
| **Campus Authorities**     | **IUPUC Student Conduct**  
(812) 348-7251 |
| **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) 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)** | Bartholomew County Clerk’s Office:  
234 Washington Street, Columbus, IN 47201  
(812) 379-1600 |

### IUPUI 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) 274-7911 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 |
### Kokomo Reporting Options for Dating Violence, Domestic Violence, Sexual Assault, and Stalking

<table>
<thead>
<tr>
<th>Contact Type</th>
<th>Contact Information</th>
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</thead>
<tbody>
<tr>
<td><strong>Law Enforcement</strong></td>
<td><strong>Indiana University Police Department</strong></td>
</tr>
<tr>
<td></td>
<td>Kelley Student Center, KC 106:</td>
</tr>
<tr>
<td></td>
<td>2300 S. Washington, Kokomo, IN 46902</td>
</tr>
<tr>
<td></td>
<td>(765) 455-9363</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Campus Authorities</strong></th>
<th><strong>Dean of Students</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Kelley Student Center, KC210G: 2450 S. Washington St. Kokomo, IN 46902</td>
</tr>
<tr>
<td></td>
<td>(765) 455-9203</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Title IX Coordination</strong></th>
<th><strong>University Title IX Coordinator</strong></th>
</tr>
</thead>
<tbody>
<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>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Title IX Deputy Coordinator</strong></th>
<th><strong>Chief of Staff/Chief Diversity Officer</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(765) 455-9316</td>
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</tbody>
</table>

| **StopSexualViolence.iu.edu**  | A report can be made online under the “Report an Incident” tab at StopSexualViolence.iu.edu. |

<table>
<thead>
<tr>
<th><strong>Protection Orders (can be obtained by contacting)</strong></th>
<th>Howard County Clerk's Office: 104 N. Buckeye, Kokomo, IN 46901 (765) 456-2204</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Kokomo Police Department's Victim’s Assistance Advocate: 100 S. Union St., Kokomo, IN 46901 (765) 456-7506</td>
</tr>
</tbody>
</table>

### Northwest 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><strong>Law Enforcement</strong></td>
<td><strong>Indiana University Police Department</strong></td>
</tr>
<tr>
<td></td>
<td>Moraine Student Center, Room 116</td>
</tr>
<tr>
<td></td>
<td>3400 Broadway, Gary, IN 46408</td>
</tr>
<tr>
<td></td>
<td>(219) 980-6501 or 9-1-1</td>
</tr>
</tbody>
</table>
### 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

### 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)

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

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### Southeast 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  
University Center North, Room 027  
For help, dial 2400 from any campus phone or call  
(812) 941-2400 |
| Campus Authorities         | Office of the Dean of Student Life  
University Center South, Room 010  
(812) 941-2316 |
| 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 Equity and Diversity  
(812) 941-2306 |
| 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) | Floyd County Clerk’s Office:  
311 Hauss Square Ste 235, New Albany, IN 47150  
(812) 948-5411 |
# South Bend 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**  
IU South Bend Campus:  
2002 Mishawaka Ave., South Bend, IN  
(574) 520-4499 or 9-1-1  
<iupdsb@iusb.edu>  
Elkhart Center Security Office:  
(574) 520-4499 |
| **Campus Authorities**                | **Office of Institutional Equity and Inclusive Excellence/  
Campus Deputy Title IX Coordinator  
Administration Building, 234:  
1700 Mishawaka Avenue, South Bend, IN  
(574) 520-5536  
<ieie@iusb.edu>  
Office of Student Conduct  
Administration Building, 177A  
1700 Mishawaka Avenue, South Bend, IN  
(574) 520-5524  
conduct@iusb.edu |
| **Title IX Coordination**             | **University Title IX Coordinator**  
Emily Springston, University Director of Institutional Equity & Title IX  
(812) 855-7559  
**Title IX Deputy Coordinator**  
574-520-5536 |
| **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)** | Family Justice Center of St. Joseph County  
533 N. Niles Ave., South Bend, IN 46617  
(574) 234-6900  
Victim Assistance Services of Elkhart County  
301 S. Main St., #100, Elkhart, IN 46516  
(574) 523-2237 |
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)
<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> &lt;br&gt;600 N. Jordan Ave., Bloomington, IN 47405 &lt;br&gt;(812) 855-4011</td>
<td>On-Campus/Student only</td>
</tr>
<tr>
<td>IU Health Bloomington Hospital Emergency Department</td>
<td><a href="http://iuhealth.org/bloomington/">http://iuhealth.org/bloomington/</a> &lt;br&gt;601 W. 2nd St., Bloomington, IN 47403 &lt;br&gt;(812) 353-9515 Available 24 hours a day</td>
<td>Community</td>
</tr>
<tr>
<td><strong>Counseling and Mental Health Service</strong></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> &lt;br&gt;IU Health Center, 4th Floor &lt;br&gt;600 N. Jordan Ave., Bloomington, IN 47405 &lt;br&gt;(812) 855-8900, 24-hour sexual assault line &lt;br&gt;(812) 855-5711, for appointments</td>
<td>On-Campus/Student only</td>
</tr>
<tr>
<td>IU Sexual Assault Crisis Services (SACS)</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 &lt;br&gt;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>Employee Assistance Program</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 faculty and staff</td>
</tr>
<tr>
<td><strong>Advocate Service</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Advocates Office</td>
<td><a href="http://studentaffairs.indiana.edu/student-advocates/">http://studentaffairs.indiana.edu/student-advocates/</a> &lt;br&gt;Eigenmann Hall West 225 &lt;br&gt;1900 E. Tenth Street &lt;br&gt;Bloomington, IN 47406 &lt;br&gt;(812) 855-0761 &lt;br&gt;<a href="mailto:readvo@indiana.edu">readvo@indiana.edu</a></td>
<td>On-Campus/Student only</td>
</tr>
<tr>
<td><strong>Legal Resources</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Protective Order Project</td>
<td><a href="http://www.law.indiana.edu/pop/">http://www.law.indiana.edu/pop/</a> &lt;br&gt;Maurer School of Law, Room 010 &lt;br&gt;211 S. Indiana Avenue, Bloomington, IN 47405 &lt;br&gt;(812) 855-4800 &lt;br&gt;<a href="mailto:pop@indiana.edu">pop@indiana.edu</a></td>
<td>Community</td>
</tr>
<tr>
<td>Student Legal Services</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> &lt;br&gt;Poplars Building, Room 712 &lt;br&gt;400 E. Seventh Street &lt;br&gt;Bloomington, IN 47402 &lt;br&gt;(812) 855-7867 &lt;br&gt;<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>
<td>Community</td>
</tr>
<tr>
<td>Monroe County Bar Association</td>
<td><a href="http://monroecountybar.org/">http://monroecountybar.org/</a></td>
<td>Community</td>
</tr>
<tr>
<td><strong>Financial Aid Resources</strong></td>
<td></td>
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<tr>
<td>-----------------------------</td>
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</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>On-Campus/Students</td>
</tr>
<tr>
<td>408 N. Union Street, Bloomington, IN 47405</td>
<td>(812) 855-6500</td>
<td></td>
</tr>
<tr>
<td><strong>VISA and Immigration Resources</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Office of International Services</strong></td>
<td>Poplars 221</td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>400 E. Seventh Street</td>
<td>400 E. Seventh Street</td>
<td></td>
</tr>
<tr>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
<td></td>
</tr>
<tr>
<td>(812) 855-9086</td>
<td>(812) 855-9086</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:ois@iu.edu">ois@iu.edu</a></td>
<td><a href="mailto:ois@iu.edu">ois@iu.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>Indiana Legal Services</strong></td>
<td><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></td>
<td>Community</td>
</tr>
<tr>
<td>Immigration &amp; Language Rights Center</td>
<td>151 N. Delaware, St., Suite 1800</td>
<td></td>
</tr>
<tr>
<td>Bloomington, IN 46204</td>
<td>Bloomington, IN 46204</td>
<td></td>
</tr>
<tr>
<td>(866) 964-2138</td>
<td>(866) 964-2138</td>
<td></td>
</tr>
<tr>
<td><strong>Protective Measures Assistance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Office of Dean of Students, Division of Student Affairs</strong></td>
<td><a href="https://studentaffairs.indiana.edu/dean-students/">https://studentaffairs.indiana.edu/dean-students/</a></td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>Indiana Memorial Union M088</td>
<td>Indiana Memorial Union M088</td>
<td></td>
</tr>
<tr>
<td>900 E. 7th Street</td>
<td>900 E. 7th Street</td>
<td></td>
</tr>
<tr>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
<td></td>
</tr>
<tr>
<td>(812) 855-8187</td>
<td>(812) 855-8187</td>
<td></td>
</tr>
<tr>
<td><strong>Office of Student Conduct</strong></td>
<td><a href="https://studentaffairs.indiana.edu/student-conduct/index.shtml">https://studentaffairs.indiana.edu/student-conduct/index.shtml</a></td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>801 N. Jordan Avenue</td>
<td>801 N. Jordan Avenue</td>
<td></td>
</tr>
<tr>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
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</tr>
<tr>
<td>(812) 855-5419</td>
<td>(812) 855-5419</td>
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</tr>
<tr>
<td><strong>Office of Institutional Equity</strong></td>
<td><a href="https://equity.iu.edu/affirmative-action/index.html">https://equity.iu.edu/affirmative-action/index.html</a></td>
<td>On-Campus/Students, Faculty &amp; Staff</td>
</tr>
<tr>
<td>Residential Programs &amp; Services</td>
<td>Residential Programs &amp; Services</td>
<td></td>
</tr>
<tr>
<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>
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<tr>
<td>Bloomington, IN 47405</td>
<td>Bloomington, IN 47405</td>
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</tr>
<tr>
<td>(812) 855-1764</td>
<td>(812) 855-1764</td>
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</tr>
<tr>
<td><strong>Academic/Housing Resources</strong></td>
<td></td>
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<tr>
<td><strong>Office of Student Conduct</strong></td>
<td>Office of Student Conduct</td>
<td>On-Campus/Students, Faculty &amp; Staff</td>
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<tr>
<td>801 N. Jordan, Bloomington, IN 47405</td>
<td>801 N. Jordan, Bloomington, IN 47405</td>
<td></td>
</tr>
<tr>
<td>(812) 855-5419</td>
<td>(812) 855-5419</td>
<td></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></td>
</tr>
<tr>
<td><strong>Residential Programs &amp; Services</strong></td>
<td>Residential Programs &amp; Services</td>
<td>On-Campus/Students, Faculty &amp; Staff</td>
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<td>Nelson Administration Building</td>
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<td>801 N. Jordan Ave.</td>
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<td>Bloomington, IN 47405</td>
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<tr>
<td>(812) 855-1764</td>
<td>(812) 855-1764</td>
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</tr>
<tr>
<td><strong>Office of Institutional Equity</strong></td>
<td><a href="https://equity.iu.edu/affirmative-action/index.html">https://equity.iu.edu/affirmative-action/index.html</a></td>
<td>On-Campus/Students, Faculty &amp; Staff</td>
</tr>
<tr>
<td>Poplars 825, 400 E. Seventh Street, Bloomington, IN 47405-3085</td>
<td>Poplars 825, 400 E. Seventh Street, Bloomington, IN 47405-3085</td>
<td></td>
</tr>
<tr>
<td>(812) 855-7559</td>
<td>(812) 855-7559</td>
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</tr>
<tr>
<td>Resource</td>
<td>Contact Information</td>
<td>Availability</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
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</tr>
<tr>
<td><strong>Health Service</strong></td>
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</tr>
<tr>
<td>Reid Hospital</td>
<td><a href="https://www.reidhealth.org/">https://www.reidhealth.org/</a></td>
<td>Community</td>
</tr>
<tr>
<td></td>
<td>1100 Reid Parkway, Richmond, IN 47374</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(765) 983-3000</td>
<td></td>
</tr>
<tr>
<td><strong>Counseling and Mental Health Service</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Center for Health Promotion</td>
<td><a href="https://www.iue.edu/health/counseling.php">https://www.iue.edu/health/counseling.php</a></td>
<td>On-Campus/Student only</td>
</tr>
<tr>
<td></td>
<td>Center for Health Promotion</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Springwood Hall, Room 224</td>
<td></td>
</tr>
<tr>
<td></td>
<td>2325 Chester Boulevard</td>
<td></td>
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<tr>
<td></td>
<td>Richmond, IN 47374</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(765) 973-8646</td>
<td></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></td>
<td>University/Full-time faculty and staff</td>
</tr>
<tr>
<td></td>
<td>(888) 881-5462</td>
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<tr>
<td></td>
<td>Provides professional and confidential counseling to full-time employees, medical residents, and graduate appointees and their household members.</td>
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<tr>
<td><strong>Advocate Service</strong></td>
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<tr>
<td>Wayne County Victim Assistance Program</td>
<td><a href="https://www.co.wayne.in.us/web/dept/prosecutor/index.php">https://www.co.wayne.in.us/web/dept/prosecutor/index.php</a></td>
<td>Community</td>
</tr>
<tr>
<td></td>
<td>Wayne County Prosecutor</td>
<td></td>
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<tr>
<td></td>
<td>301 E. Main St.</td>
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<tr>
<td></td>
<td>Richmond, IN 47374</td>
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<tr>
<td></td>
<td>(765) 973-9285</td>
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<tr>
<td><strong>Legal Resources</strong></td>
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<tr>
<td>Wayne County Bar Association</td>
<td><a href="https://inbar.site-ym.com/?page=local_bars">https://inbar.site-ym.com/?page=local_bars</a></td>
<td>Community</td>
</tr>
<tr>
<td><strong>Financial Aid Resources</strong></td>
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<tr>
<td>Financial Aid &amp; Scholarships</td>
<td>Whitewater Hall 112</td>
<td>On-Campus/Students</td>
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<tr>
<td></td>
<td>2325 Chester Boulevard</td>
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<td></td>
<td>Richmond, IN 47374-1289</td>
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<tr>
<td></td>
<td>(765) 973-8206</td>
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<tr>
<td><strong>VISA and Immigration Resources</strong></td>
<td></td>
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</tr>
<tr>
<td>Office of International Services</td>
<td><a href="https://ois.iu.edu/index.html">https://ois.iu.edu/index.html</a></td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td></td>
<td>Poplars 221</td>
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<td></td>
<td>400 E. Seventh Street</td>
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<td></td>
<td>Bloomington, IN 47405</td>
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<tr>
<td></td>
<td>(812) 855-9086</td>
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<tr>
<td></td>
<td><a href="mailto:ois@iu.edu">ois@iu.edu</a></td>
<td></td>
</tr>
<tr>
<td>Immigration &amp; Language Rights Center</td>
<td>151 N. Delaware, St., Suite 1800</td>
<td></td>
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<tr>
<td></td>
<td>Indianapolis, IN 46204</td>
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<td></td>
<td>1-866-964-2138</td>
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</tr>
</tbody>
</table>
## Protective Measures Assistance

<table>
<thead>
<tr>
<th>Office of Dean of Students</th>
<th><a href="https://www.iue.edu/dos/">https://www.iue.edu/dos/</a></th>
<th>(765) 973-8525</th>
<th>On-Campus/Students</th>
</tr>
</thead>
</table>

| Office of Affirmative Action | https://www.iue.edu/hr/affirmative/ | Springwood Hall, Room 226 2325 Chester Blvd., Richmond, IN 47374 (765) 973-8402 | On-Campus/Students, Faculty, & Staff |

## Fort Wayne

### Health Service

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

### Counseling and Mental Health Service

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Assistance Program</td>
<td><a href="https://www.pfw.edu/counseling/">https://www.pfw.edu/counseling/</a> Walb Student Union, Room 113 2101 E. Coliseum Boulevard Fort Wayne, Indiana 46805 (574) 269-0583</td>
<td>Students</td>
</tr>
<tr>
<td>Purdue University Fort Wayne Student Assistance Program offers free counseling services to students in collaboration with Headwaters Counseling.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jennifer's Harbor</td>
<td><a href="http://www.iennifersharbor.org">http://www.iennifersharbor.org</a> (260) 443-2103</td>
<td>Community</td>
</tr>
<tr>
<td>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.</td>
<td></td>
<td></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</td>
<td>University/Full-time faculty and staff</td>
</tr>
<tr>
<td>Provides professional and confidential counseling to full time employees, medical residents, and graduate appointees and their household members.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women's bureau</td>
<td><a href="https://womensbureau.org/">https://womensbureau.org/</a> 2417 Fairfield Avenue, Fort Wayne, IN 46807 (260) 424-7977 (260) 426-7273 24-hour hotline</td>
<td>Community</td>
</tr>
<tr>
<td>Free counseling services for women, teens, children, men and entire families who are victims of sexual violence.</td>
<td></td>
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<tr>
<td><strong>Advocate Service</strong></td>
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<tr>
<td>YWCA Northeast Indiana</td>
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<tr>
<td><a href="https://ywcan.com">https://ywcan.com</a></td>
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<tr>
<td>5920 Decatur Road, Fort Wayne, IN 46816</td>
<td></td>
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<tr>
<td>(260) 424-4908 ext. 224</td>
<td></td>
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<tr>
<td>Crisis Director</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(800) 441-4073 Toll Free</td>
<td></td>
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</tr>
<tr>
<td>24 Hour Crisis Line</td>
<td></td>
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<tr>
<td><strong>domestic violence services</strong>, (260) 426-7273:</td>
<td></td>
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<tr>
<td>• sexual assault services</td>
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<tr>
<td>(listen in the midst of crisis, resource referral to community resources, free counseling)</td>
<td></td>
<td></td>
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<tr>
<td>• residential programs for addiction.</td>
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</tbody>
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<table>
<thead>
<tr>
<th><strong>Legal Resources</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Allen County Bar Association</td>
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<table>
<thead>
<tr>
<th><strong>Financial Aid Resources</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of Student Financial Services</td>
</tr>
<tr>
<td>Neff Hall 110</td>
</tr>
<tr>
<td>2101 E. Coliseum Blvd.</td>
</tr>
<tr>
<td>Fort Wayne, IN 46805</td>
</tr>
<tr>
<td>(844) 448.9281</td>
</tr>
<tr>
<td><a href="mailto:fwfinaid@iufw.edu">fwfinaid@iufw.edu</a></td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th><strong>VISA and Immigration Resources</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of International Affairs</td>
</tr>
<tr>
<td>Education and Social Work Building, Rm. 2126</td>
</tr>
<tr>
<td>902 W. New York Street</td>
</tr>
<tr>
<td>Indianapolis, IN 46202</td>
</tr>
<tr>
<td>(317) 274-7000</td>
</tr>
<tr>
<td><a href="mailto:oia@iupui.edu">oia@iupui.edu</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Indiana Legal Services Immigration &amp; Language Rights Center</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>151 N. Delaware, St., Suite 1800</td>
</tr>
<tr>
<td>Indianapolis, IN 46204</td>
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<tr>
<td>1-866-964-2138</td>
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</table>

<table>
<thead>
<tr>
<th><strong>Protective Measures Assistance</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Fort Wayne Police Dept. Victim Rights and Assistance</td>
</tr>
<tr>
<td>1 E. Main St., Suite 108</td>
</tr>
<tr>
<td>Rousseau Centre</td>
</tr>
<tr>
<td>Fort Wayne, IN 46802</td>
</tr>
<tr>
<td>(260) 427-1205</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Office of Equal Opportunity</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Lockefield Village, Suite 1164</td>
</tr>
<tr>
<td>980 Indiana Ave.</td>
</tr>
<tr>
<td>Indianapolis, Indiana 46202</td>
</tr>
<tr>
<td>(317) 278-9230</td>
</tr>
<tr>
<td>Resource</td>
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<tr>
<td>-------------------------------------------------------------------------</td>
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<tr>
<td><strong>Health Service</strong></td>
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<tr>
<td>VIMCare Clinic</td>
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<tr>
<td>Columbus Regional Health</td>
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<tr>
<td><strong>Counseling and Mental Health Service</strong></td>
</tr>
</tbody>
</table>
| Solutions Student Assistance Service (SAS)                              | https://www.iupuc.edu/campus-life/counseling-services.html
Tuesdays, from 8 am until noon
Learning Center, #1204
4555 Central Ave., Columbus, IN 47203
(800) 766-0068
Provides free, local, professional, and confidential consultations for IUPUC students. Solutions SAS is a service of Centerstone Indiana. | On-Campus/Students            |
| Employee Assistance Program                                             | 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 employees, medical residents, and graduate appointees and their household members. |
| **Legal Resources**                                                     |                                                                                      |                         |
| Bartholomew County Bar Association                                       | http://www.columbusindianalawyers.com                                                | Community/Everyone      |
| **Financial Aid Resources**                                             |                                                                                      |                         |
4601 Central Ave. Room CC156 Columbus, IN 47203
(812) 348-7231                                                        | On-Campus/Students            |
| **VISA and Immigration Resources**                                      |                                                                                      |                         |
| Office of International Affairs                                        | Education and Social Work Building, Rm. 2126
902 W. New York Street
Indianapolis, IN 46202
(317) 274-7000
oia@iupui.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
1-866-964-2138                                                        | Community                  |
### Protective Measures Assistance

<table>
<thead>
<tr>
<th>Service</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adaptive Educational Services</td>
<td><a href="https://www.iupuc.edu/academics/advising-support/adaptive-education-services/index.html">https://www.iupuc.edu/academics/advising-support/adaptive-education-services/index.html</a> Learning Center, #1620 4555 Central Ave., Columbus, IN 47203 (812) 375-7528</td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>Office of Equal Opportunity</td>
<td><a href="https://oeo.iupui.edu/">https://oeo.iupui.edu/</a> 980 Indiana Avenue, Suite 4443 Indianapolis, IN 46202 (317) 274-2306</td>
<td>On-Campus/Students, Faculty &amp; Staff</td>
</tr>
<tr>
<td>IUPUC Personnel Administration</td>
<td>Learning Center, #2108 4555 Central Ave., Columbus, IN 47203 (812) 348-7204</td>
<td>On-Campus/Employees</td>
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</tbody>
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### IUPUI

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
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<tbody>
<tr>
<td>Health Service</td>
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<tr>
<td>Campus Center Student Health</td>
<td><a href="http://health.iupui.edu/">http://health.iupui.edu/</a> Campus Center, Suite 213 420 University Blvd., Indianapolis, IN 46202 (317) 274-2274</td>
<td>On-Campus/IUPUI students</td>
</tr>
<tr>
<td>Campus Health</td>
<td>Coleman Hall, Room 100 1140 W. Michigan Street, Indianapolis, IN 46202 (317) 274-8214</td>
<td>On-Campus/IUPUI students</td>
</tr>
<tr>
<td>IU Health Methodist Hospital Center of Hope</td>
<td>1701 N Senate Blvd., Indianapolis, IN 46202 (317) 963-3394 (available 24/7)</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td>Eskenazi Health Center of Hope</td>
<td>720 Eskenazi Avenue (near Ball Residence) (317) 880-8006</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td>Center of Hope at St. Franciscan Health</td>
<td>8111 S. Emerson Ave., Indianapolis, IN 46237 (317) 528-5261</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td>Other Center of Hope locations in Indianapolis</td>
<td>St. Vincent Hospital: 2001 West 86th St. Indianapolis, IN 46260 (317) 338-1956</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td></td>
<td>Riley Hospital for Children: 705 Riley Hospital Drive. Indianapolis, IN 46202 (317) 274-2617</td>
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<tr>
<td></td>
<td>Community Hospital East: 1500 N. Ritter Avenue Indianapolis, IN 46219 (317) 355-HOPE (4673)</td>
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<tr>
<td><strong>Counseling and Mental Health Service</strong></td>
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</tbody>
</table>
| **IUPUI Counseling & Psychological Services (CAPS)** | [http://caps.iupui.edu](http://caps.iupui.edu)  
719 Indiana Avenue, Walker Plaza, Suite 220  
(317) 274-2548 | On-Campus/IUPUI students |
| **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 employees, medical residents, and graduate appointees and their household members |
| **24-Hour Crisis & Suicide Hotline** | Families First  
(317) 251-7575 | Community/Everyone |
| **Community Health Network Behavioral Care Services** | [http://www.ecommunity.com/behavioralcare](http://www.ecommunity.com/behavioralcare)  
7165 Clearvista Way  
Indianapolis, IN 46256  
(317) 621-5700 | Community/Everyone |

<table>
<thead>
<tr>
<th><strong>Advocate Service</strong></th>
<th></th>
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</thead>
</table>
| **Assistant Director for Interpersonal Violence Prevention and Response** | Walker Plaza, 719 Indiana Ave., Suite 220  
(317) 274-5715 | On-Campus/IUPUI students |
| **Sexual Assault Prevention, Intervention & Response Team (SAPIR)** | [http://sapir.iupui.edu](http://sapir.iupui.edu)  
(317) 274-5715 | On-Campus/IUPUI students |

<table>
<thead>
<tr>
<th><strong>Legal Resources</strong></th>
<th></th>
</tr>
</thead>
</table>
| **Indiana Coalition Against Domestic Violence** | 1915 W. 18th Street, Suite B  
Indianapolis, IN 46202  
(317) 917-3685  
24-hour hotline (800) 332-7385 | Community/Everyone |

<table>
<thead>
<tr>
<th><strong>Financial Aid Resources</strong></th>
<th></th>
</tr>
</thead>
</table>
| **Office of Student Financial Services** | 420 University Blvd., CE 250, Indianapolis, IN 46202  
P: (317) 274-4162  
F: (317) 274-3664  
finaid@iupui.edu | On-Campus/IUPUI students |

<table>
<thead>
<tr>
<th><strong>VISA and Immigration Resources</strong></th>
<th></th>
</tr>
</thead>
</table>
| **Office of International Affairs** | 902 W. New York St.  
Education and Social Work building, Rm. 2126  
Indianapolis, IN 46202  
(317) 274-7000  
oia@iupui.edu | On-Campus/IUPUI students |
151 N. Delaware, St., Suite 1800  
Indianapolis, IN 46204  
1-866-964-2138 | Community |
### Protective Measures Assistance

<table>
<thead>
<tr>
<th>Office of Equal Opportunity</th>
<th><a href="https://oeo.iupui.edu/">https://oeo.iupui.edu/</a></th>
<th>(317) 274-2306</th>
<th>On-Campus/Everyone</th>
</tr>
</thead>
</table>

### Academic Housing Resources

<table>
<thead>
<tr>
<th>Office of Housing &amp; Residential Life</th>
<th><a href="https://housing.iupui.edu/">Housing and Residential Life</a></th>
<th>415 Porto Alegre Street, Suite 150</th>
<th>Indianapolis, IN 46202</th>
<th><a href="mailto:reslife@iupui.edu">reslife@iupui.edu</a></th>
<th>(317) 274-7200</th>
<th>On-Campus/Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of Equal Opportunity</td>
<td><a href="https://oeo.iupui.edu/">https://oeo.iupui.edu/</a></td>
<td>980 Indiana Avenue, Suite 4443</td>
<td>Indianapolis, IN 46202</td>
<td>(317) 274-2306</td>
<td></td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td>Division of Student Affairs</td>
<td><a href="https://www.iupui.edu/division-of-student-affairs/">Division of Student Affairs</a></td>
<td>Campus Center, Suite 270</td>
<td>317-278-8511</td>
<td><a href="mailto:osc@iupui.edu">osc@iupui.edu</a></td>
<td></td>
<td>On-Campus/Students</td>
</tr>
</tbody>
</table>

### Kokomo

<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>St. Vincent Hospital</td>
<td>1907 W. Sycamore St., Kokomo, IN 46901</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td></td>
<td>(765) 456-5433</td>
<td></td>
</tr>
<tr>
<td>Community Howard Regional Health</td>
<td>3500 S. Lafountain St., Kokomo, IN 46902</td>
<td>Community/Everyone</td>
</tr>
<tr>
<td></td>
<td>(765) 776-8000</td>
<td></td>
</tr>
</tbody>
</table>

<p>| <strong>Counseling and Mental Health Service</strong> | | |
| Counseling and Psychological Services (CAPS) | <a href="https://www.iuk.edu/counseling-and-psychological-services/">https://www.iuk.edu/counseling-and-psychological-services/</a> | Kelley Student Center, Room 210D | 2300 S Washington St., Kokomo, IN 46904 | (765) 455-9203 | On-Campus/Students |
| Employee Assistance Program | <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. | | University/Full time faculty &amp; staff |
| St. Vincent Kokomo Trinity House Behavioral Services | 1907 W. Sycamore St., Kokomo, IN 46901 | Community/Everyone |
| | (765) 456-5900 | |
| Community Howard Regional Health Behavioral Health Services | (866) 621-5719 | 322 N. Main St., Kokomo, IN 46901 | 24/7 crisis hotline (800) 273-8255 | Community/Everyone |</p>
<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Family Service Association of Howard County</strong>&lt;br&gt;618 S. Main St., Kokomo, IN 46901&lt;br&gt;(765) 457-9313&lt;br&gt;(765) 868-3154 (24 hours)</td>
<td>Community/Everyone</td>
<td></td>
</tr>
<tr>
<td><strong>Victim's Assistance Advocate</strong>&lt;br&gt;Kokomo Police Department:&lt;br&gt;100 S. Union St., Kokomo, IN 46901&lt;br&gt;(765) 456-7506</td>
<td>Community/Everyone</td>
<td></td>
</tr>
<tr>
<td><strong>Howard County Bar Association</strong>&lt;br&gt;<a href="https://inbar.site-ym.com/?page=local_bars">https://inbar.site-ym.com/?page=local_bars</a></td>
<td>Community/Everyone</td>
<td></td>
</tr>
<tr>
<td><strong>Office of Scholarships and Financial Aid</strong>&lt;br&gt;Kelley Student Center, Room 230:&lt;br&gt;2300 S. Washington Street, Kokomo, IN 46904&lt;br&gt;(765) 455-9216&lt;br&gt;<a href="mailto:finaidko@iuk.edu">finaidko@iuk.edu</a></td>
<td>On-Campus/Students</td>
<td></td>
</tr>
<tr>
<td><strong>Director of International Student Services</strong>&lt;br&gt;<a href="https://www.iuk.edu/international-student-services/index.html">https://www.iuk.edu/international-student-services/index.html</a>&lt;br&gt;Kelley Student Center, Room 230&lt;br&gt;2300 S. Washington Street, Kokomo, IN 46904&lt;br&gt;(765) 455-9535</td>
<td>On-Campus/Students</td>
<td></td>
</tr>
<tr>
<td><strong>Indiana Legal Services Immigration &amp; Language Rights Center</strong>&lt;br&gt;<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>&lt;br&gt;151 N. Delaware, St., Suite 1800&lt;br&gt;Indianapolis, IN 46204&lt;br&gt;1-866-964-2138</td>
<td>Community</td>
<td></td>
</tr>
<tr>
<td><strong>Office of Dean of Students</strong>&lt;br&gt;<a href="http://www.iuk.edu/campus-life/dean-of-students/index.php">http://www.iuk.edu/campus-life/dean-of-students/index.php</a>&lt;br&gt;Kelley Student Center, Room 210G&lt;br&gt;2300 S. Washington Street&lt;br&gt;Kokomo, IN 46904&lt;br&gt;(765) 455-9204</td>
<td>On-Campus/Students</td>
<td></td>
</tr>
<tr>
<td><strong>Office of Affirmative Action &amp; Equal Opportunity</strong>&lt;br&gt;<a href="http://www.iuk.edu/affirmative-action/index.php">http://www.iuk.edu/affirmative-action/index.php</a>&lt;br&gt;Hunt Hall, Room 212&lt;br&gt;2300 S. Washington Street&lt;br&gt;Kokomo, IN 46904&lt;br&gt;(765) 455-9316</td>
<td>On-Campus/Everyone</td>
<td></td>
</tr>
</tbody>
</table>

**Northwest**

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>IU Northwest Campus Health and Wellness Center</strong>&lt;br&gt;<a href="https://www.iun.edu/chhs/health-wellness-center-clinic/index.htm">https://www.iun.edu/chhs/health-wellness-center-clinic/index.htm</a>&lt;br&gt;Dunes Medical/Professional Building, Rm 1027&lt;br&gt;210 W 35th Ave., Gary, IN 46408&lt;br&gt;(219) 980-7250</td>
<td>On-Campus/Students</td>
<td></td>
</tr>
<tr>
<td>Methodist Hospital</td>
<td>Northlake: 600 Grant Street, Gary, IN 46402 (219) 886-4000</td>
<td>Community</td>
</tr>
<tr>
<td>------------------------------------</td>
<td>----------------------------------------------------------</td>
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</tr>
<tr>
<td></td>
<td>Southlake: 8701 Broadway, Merrillville, IN 46410 (219) 738-5500</td>
<td>Community</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Counseling and Mental Health Service</strong></th>
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<tbody>
<tr>
<td><strong>Office of Counseling Services</strong></td>
</tr>
<tr>
<td><strong>Employee Assistance Program</strong></td>
</tr>
<tr>
<td><strong>Beacon of Hope Rape Crisis Center (serving Lake County)</strong></td>
</tr>
<tr>
<td><strong>Edgewater Behavioral Health Services</strong></td>
</tr>
<tr>
<td><strong>Porter Starke Services (serving Porter and Starke Counties)</strong></td>
</tr>
<tr>
<td><strong>Swanson Center (serving LaPorte County)</strong></td>
</tr>
<tr>
<td><strong>Regional Mental Health Center (serving Lake County)</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Legal Resources</strong></th>
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<tbody>
<tr>
<td><strong>Lake County Bar Association</strong></td>
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<thead>
<tr>
<th><strong>Financial Aid Resources</strong></th>
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<tbody>
<tr>
<td><strong>Office of Financial Aid and Scholarship</strong></td>
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</table>
### VISA and Immigration Resources

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of International Services</td>
<td><a href="https://ois.iu.edu/index.html">https://ois.iu.edu/index.html</a></td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td></td>
<td>(812) 855-9086</td>
<td></td>
</tr>
<tr>
<td></td>
<td><a href="mailto:ois@iu.edu">ois@iu.edu</a></td>
<td></td>
</tr>
<tr>
<td></td>
<td>151 N. Delaware, St., Suite 1800</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46204</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1-866-964-2138</td>
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</tbody>
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### Protective Measures Assistance

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dean of Students</td>
<td><a href="https://www.iun.edu/student-affairs/dean-of-students/index.htm">https://www.iun.edu/student-affairs/dean-of-students/index.htm</a></td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td></td>
<td>(219) 981-5660</td>
<td></td>
</tr>
<tr>
<td>Office of Equal Opportunity &amp; Affirmative Action Programs</td>
<td><a href="https://www.iun.edu/eoaa-programs/index.htm">https://www.iun.edu/eoaa-programs/index.htm</a></td>
<td>On-Campus/Everyone</td>
</tr>
<tr>
<td></td>
<td>Raintree Hall, Room 213</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3415 Adams Street, Gary, Indiana 46408</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(219) 980-6705</td>
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### Southeast

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<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
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<tbody>
<tr>
<td><strong>Health Service</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baptist Health Floyd Hospital</td>
<td>1850 State Street, New Albany, IN 47150</td>
<td>Community</td>
</tr>
<tr>
<td></td>
<td>(812) 944-7701</td>
<td></td>
</tr>
<tr>
<td><strong>Counseling and Mental Health Service</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IU Personal Counseling</td>
<td><a href="https://www.ius.edu/personal-counseling/">https://www.ius.edu/personal-counseling/</a></td>
<td>On-Campus/Students</td>
</tr>
<tr>
<td></td>
<td>University Center South, Room 207</td>
<td></td>
</tr>
<tr>
<td></td>
<td>4201 Grant Line Road, New Albany, IN 47150</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(812) 941-2244</td>
<td></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></td>
<td>University/Full time faculty &amp; staff</td>
</tr>
<tr>
<td></td>
<td>(888) 881-5462</td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>Provides professional and confidential counseling to full time employees, medical residents, and graduate appointees and their household members.</em></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Southern Indiana Campus</td>
<td></td>
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<tr>
<td></td>
<td>(844) 237-2331 (24-hour crisis line)</td>
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### Legal Resources

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Floyd County Bar Association</td>
<td><a href="https://inbar.site-vm.com/?page=local_bars">https://inbar.site-vm.com/?page=local_bars</a></td>
<td>Community</td>
</tr>
<tr>
<td><strong>Financial Aid Resources</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------------------</td>
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<td>------------------</td>
</tr>
</tbody>
</table>
| **Office of Financial Aid** | University Center South Rm 103  
4201 Grant Line Road  
New Albany, IN 47150-6405  
(812) 941-2100  
sesc@ius.edu | On-Campus/Students |
| **VISA and Immigration Resources** |  |  |
| **Office of International Services** | Poplars 221  
400 E. Seventh Street  
Bloomington, IN 47405  
(812) 855-9086  
ois@iu.edu | On-Campus/Students |
151 N. Delaware, St., Suite 1800  
Indianapolis, IN 46204  
1-866-964-2138 | Community |
| **Protective Measures Assistance** |  |  |
| **Division of Enrollment Management & Student Affairs** | [https://www.ius.edu/student-affairs/index.php](https://www.ius.edu/student-affairs/index.php)  
University Center South, Room 155  
4201 Grant Line Road  
New Albany, IN 47150-6405  
(812) 941-2420 | On-Campus/Students |
| **Office of Equity & Diversity** | [https://www.ius.edu/diversity/staff/welcome.php](https://www.ius.edu/diversity/staff/welcome.php)  
University Center South, Room 010  
4201 Grant Line Road  
New Albany, IN 47150-6405  
(812) 941-2306 | On-Campus/Everyone |
| **Academic/Housing Resources** |  |  |
| **Office of Residence Life and Housing** | **Housing**  
Meadow Lodge 103  
4201 Grant Line Road  
New Albany, IN 47150  
liveon@ius.edu  
(812) 941-2115 | On-Campus/Everyone |
| **Office of Diversity** | [https://www.ius.edu/diversity/index.php](https://www.ius.edu/diversity/index.php)  
Dean of Student Life  
University Center South  
Room 010  
4201 Grant Line Road  
New Albany, IN 47150-6405  
(812) 941-2319 | On-Campus/Everyone |
| **Office of Student Affairs** | **Office of Student Affairs**  
University Center South  
Room 155  
4201 Grant Line Road  
New Albany, IN 47150-6405  
(812) 941-2420  
sestuaf@ius.edu | On-Campus/Everyone |
## South Bend

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health Service</strong></td>
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</tr>
</tbody>
</table>
| Health and Wellness Center      | [https://healthscience.iusb.edu/health-and-wellness-center/index.html](https://healthscience.iusb.edu/health-and-wellness-center/index.html)  
Vera Z. Dwyer Hall  
1960 Northside Blvd., South Bend, IN 46615  
(574) 520-5557 | On-Campus/Students, employees, and local community members                          |
| Memorial Hospital and Health Systems | 615 N Michigan St., South Bend, IN 46601  
(574) 647-7458 | Community                                                                         |
| Saint Joseph Regional Medical Center | 5215 Holy Cross Parkway, Mishawaka, IN 46545  
(574) 335-5000 | Community                                                                         |
| **Counseling and Mental Health Service** |                                                                                     |                                    |
| IU Student Counseling Center    | [https://students.iusb.edu/student-support-services/counseling-center/index.html](https://students.iusb.edu/student-support-services/counseling-center/index.html)  
Administrative Building, Suite 175A,  
1700 Mishawaka Ave., South Bend, IN 46601  
(574) 520-4125 | On-Campus/Students                                                                 |
| Employee Assistance Program     | [http://www.indiana.edu/~uhrs/benefits/eap.html](http://www.indiana.edu/~uhrs/benefits/eap.html)  
(888) 881-5462 | University/Full time employees, medical residents, and graduate appointees and their household members. |
| S-O-S Family Justice Center     | 533 N. Niles Ave., South Bend, IN 46617  
(574) 234-6900  
(574) 289-4357 (24-hour crisis line) | Community                                                                         |
| **Legal Resources**             |                                                                                     |                                    |
101 S. Main St., South Bend, IN 46601  
(574) 235-9657 | Community                                                                         |
| Elkhart County Bar Association  | [https://www.elkhartcitybar.com/](https://www.elkhartcitybar.com/)                  | Community                                                                         |
| **Financial Aid Resources**     |                                                                                     |                                    |
Administration Building 116:  
1700 Mishawaka Ave., Post Office Box 7111  
South Bend, IN 46634  
(574) 520-4357  
sbfinaid@iusb.edu | On-Campus                                                                         |
<table>
<thead>
<tr>
<th><strong>VISA and Immigration Resources</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Office of International Student Services</strong></td>
<td><strong><a href="https://admissions.iusb.edu/oiss/">https://admissions.iusb.edu/oiss/</a></strong> Administration Building 140 1700 Mishawaka Ave., Post Office Box 7111, South Bend, IN 46634 (574) 520-4419 <a href="mailto:oiss@iusb.edu">oiss@iusb.edu</a></td>
</tr>
<tr>
<td><strong>Indiana Legal Services Immigration &amp; Language Rights Center</strong></td>
<td><strong><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></strong> 151 N. Delaware, St., Suite 1800 Indianapolis, IN 46204 1-866-964-2138</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Protective Measures Assistance</strong></th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Office of Institutional Equity and Inclusive Excellence/ Campus Deputy Title IX Coordinator</strong></td>
<td><strong><a href="https://www.iusb.edu/affirmative-action/contact-us.html">https://www.iusb.edu/affirmative-action/contact-us.html</a></strong> Administration Building, Room 234 1700 Mishawaka Avenue, South Bend, IN (574) 520-5536 <a href="mailto:ieie@iusb.edu">ieie@iusb.edu</a></td>
</tr>
<tr>
<td><strong>Office of Student Conduct</strong></td>
<td><strong><a href="https://students.iusb.edu/student-support-services/office-of-student-conduct/index.html">https://students.iusb.edu/student-support-services/office-of-student-conduct/index.html</a></strong> 1700 Mishawaka Ave., Post Office Box 7111, South Bend, IN 46634 (574) 520-5524 <a href="mailto:conduct@iusb.edu">conduct@iusb.edu</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Academic/Housing Resources</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Office of Housing &amp; Student Life</strong></td>
<td>Student Activities Center 201 1700 Mishawaka Ave., PO Box 7111 South Bend, IN 46634 (574) 520-5533 <a href="mailto:sblife@iusb.edu">sblife@iusb.edu</a></td>
</tr>
<tr>
<td><strong>Office of Institutional Equity and Inclusive Excellence</strong></td>
<td>Administration Building, Room 234 Post Office Box 7111 1700 Mishawaka Avenue South Bend, Indiana 46634-7111 (574) 520-5536 <a href="mailto:ieie@iusb.edu">ieie@iusb.edu</a></td>
</tr>
<tr>
<td><strong>Office of Student Engagement &amp; Success</strong></td>
<td>Gateway Information Center 1700 Mishawaka Avenue South Bend, Indiana 46634-7111 (574) 520-4270 (877) 462-4872 Ext. 4270</td>
</tr>
</tbody>
</table>
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.
### Bloomington

<table>
<thead>
<tr>
<th>Contact Type</th>
<th>Contact Information</th>
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<tr>
<td>Counseling and Psychological Services (CAPS)</td>
<td><a href="http://healthcenter.indiana.edu/counseling/">http://healthcenter.indiana.edu/counseling/</a></td>
</tr>
<tr>
<td>Sexual Assault Crisis Services (SACS)</td>
<td>IU Health Center, 4th Floor: 600 N Jordan Ave., Bloomington, IN 47405  (812) 855-5711, for appointments  (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>IU Health Center</td>
<td><a href="http://healthcenter.indiana.edu/">http://healthcenter.indiana.edu/</a> 600 N Jordan Ave., Bloomington, IN 47405 (812) 855-4011</td>
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### East

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<tr>
<td>Counseling Services</td>
<td><a href="https://www.iue.edu/healthy/mind/index.html">https://www.iue.edu/healthy/mind/index.html</a></td>
</tr>
<tr>
<td>Center for Health Promotion</td>
<td>Springwood Hall, Room 224  2345 Chester Blvd., Richmond, IN 47374  (765) 973-8646</td>
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### Fort Wayne

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<td><a href="https://www.pfw.edu/departments/cepp/depts/professional-studies/counsel-or-education/community-counseling-center.html">https://www.pfw.edu/departments/cepp/depts/professional-studies/counsel-or-education/community-counseling-center.html</a></td>
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<tr>
<td>Purdue University Fort Wayne Community Counseling Center</td>
<td>Dolnick Learning Center  100 Baker Drive N., Fort Wayne, IN 46835  (260) 481-5405</td>
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### IUPUC

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<td>Solutions Student Assistance Service (SAS)</td>
<td><a href="https://www.iupuc.edu/campus-life/counseling-services.html">https://www.iupuc.edu/campus-life/counseling-services.html</a></td>
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</table>
| 601 Washington St., Suite 102, Columbus, IN 47201 | (800) 766-0068  
Provides free, local, professional, and confidential consultations for IUPUC students. Solutions SAS is a service of Centerstone Indiana. |

### IUPUI

<table>
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<td>Counseling and Psychological Services (CAPS)</td>
<td><a href="http://caps.iupui.edu">http://caps.iupui.edu</a></td>
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<tr>
<td>Walker Plaza, Suite 220</td>
<td>719 Indiana Ave., Indianapolis, IN 46202  (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>
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</table>
| Walker Plaza, Suite 220  
719 Indiana Ave., Indianapolis, IN 46202  
(317) 274-5715 | |
| IUPUI Student Health Center | http://health.iupui.edu/ |
| Campus Center, Suite 213  
420 University Blvd., Indianapolis, IN 46202  
(317) 274-2274  
Coleman Hall, Room 100  
1140 W. Michigan St., Indianapolis, IN 46202  
(317) 274-8214 | |

**Kokomo**

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| Kelley Student Center, KC 210D  
2300 S. Washington St., Kokomo, IN 46904  
(765) 455-9203 | |

**Northwest**

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<td><a href="https://www.iun.edu/counseling-services/">https://www.iun.edu/counseling-services/</a></td>
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| Hawthorn Hall, Room 201  
3400 Broadway, Gary, IN 46408  
(219) 980-6741 | |

<table>
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<tr>
<th>IU Northwest Campus Health and Wellness Clinic</th>
<th><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></th>
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</table>
| Dunes Medical/Professional Building, Rm. 1027  
210 W. 35th Ave., Gary, IN 46408  
(219) 980-7250  
health4u@iun.edu | |

**Southeast**

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<td>Counseling and Psychological Services</td>
<td><a href="https://www.ius.edu/personal-counseling/">https://www.ius.edu/personal-counseling/</a></td>
</tr>
</tbody>
</table>
| University Center South, Room 207  
4201 Grant Line Road, New Albany, IN 47150  
(812) 941-2244 | |

**South Bend**

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<td>Counseling and Psychological Services</td>
<td><a href="https://students.iusb.edu/student-support-services/counseling-center/index.html">https://students.iusb.edu/student-support-services/counseling-center/index.html</a></td>
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</table>
| Administration Building, Suite 175A  
1700 Mishawaka Ave., South Bend, IN 46634  
(574) 520-4125 | |

<table>
<thead>
<tr>
<th>Campus Health and Wellness Center</th>
<th><a href="https://healthscience.iusb.edu/health-and-wellness-center/index.html">https://healthscience.iusb.edu/health-and-wellness-center/index.html</a></th>
</tr>
</thead>
</table>
| Student Activities Center, Rm. 130  
(574) 520-5557 | |
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
- East—Dean of Students at (765) 973-8525
- IUPUC—Dean of Students at (812) 348-7251
- IUPUI—Office of Student Conduct at (317) 274-4431
- Kokomo—Office of the Dean of Students at (765) 455-9204.
- Northwest—Office of the Vice Chancellor of Student Affairs at (219) 980-6586.
- Southeast—Office of Dean of Student Life at (812) 941-2316
- South Bend—Office of Student Conduct at (574) 520-5524.

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 may be accessed via: http://www.icrimewatch.net/indiana.php.

For students at our LA campus, California’s sex offender registry, named Megan’s Law, may be accessed here: https://www.meganslaw.ca.gov/Default.aspx

The National Sex Offender Registry links public state, territorial, and tribal sex offender registries together and may be accessed via: http://www.nsopr.gov/.
**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.

**Consent:** The State of Indiana does not have a legal definition of consent.

**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.

**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.
### Local Clue Categories

#### Offense

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<tr>
<th>Offense</th>
<th>On-Campus</th>
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One (1) vandalism characterized by a bias of sexual orientation occurred On-Campus. |
| 2018 | Two (2) crimes of Vandalism characterized by a bias of race occurred On-Campus.  
One (1) crime of vandalism characterized by a bias of sexual Orientation that occurred on campus in an on-campus residential facility.  
One (1) crime of simple assault characterized by a bias of sexual orientation occurred on campus in an on-campus residential facility. |
| 2017 | One (1) intimidation characterized by a bias of sexual orientation that occurred on campus in an on campus residential facility.  
One (1) intimidation characterized by a bias of ethnicity on public property.  
One (1) vandalism characterized by a bias of religion on campus.  
One (1) simple assault characterized by a bias of religion on public property. |
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* The Columbus Center for Art & Design opened in 2018
## Bloomington – Los Angeles

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### Unfounded Crimes

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

### Hate Crimes

- **2019**: Zero (0) Reported hate crimes.
- **2018**: N/A
- **2017**: N/A

* The Media School Los Angeles program opened in 2019
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### Indiana University Annual Security & Fire Safety Report
### East – Lawrenceburg Center

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### Unfounded Crimes

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

### Hate Crimes

- **2019**: Zero (0) reported hate crimes.
- **2018**: Zero (0) reported hate crimes.
- **2017**: Zero (0) reported hate crimes.
Fort Wayne

IU Fort Wayne students at Fort Wayne have full campus privileges at Indiana University-Fort Wayne (IUFW) and 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 IU Fort Wayne and IUPUI separate campus program students.

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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
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Unfounded Crimes

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

- **2019**: Zero (0) reported hate crimes.
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| Hate Crimes | | | | | |
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| 2018 | Zero (0) reported hate crimes. |
| 2017 | Zero (0) reported hate crimes. |
### IUPUI – Park 100 Learning Center*

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### Unfounded Crimes

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

### Hate Crimes

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

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*IUPUI stopped using the Park 100 Learning Center in March of 2020. Park 100 Learning Center did not have any Non-Campus locations.*
### Kokomo

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#### Unfounded Crimes
- **2019**: Zero (0) unfounded crimes.
- **2018**: One (1) unfounded crime.
- **2017**: Zero (0) unfounded crimes.

#### Hate Crimes
- **2019**: Zero (0) reported hate crimes.
- **2018**: Zero (0) reported hate crimes.
- **2017**: Zero (0) reported hate crimes.
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### Unfounded Crimes

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

### Hate Crimes

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

*Increased from five (5) last year to six (6) due to omitted case.
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* This fondling case was reported on 6/20/2019; however, the victim reported the act occurred sometime during September 1982.

### Unfounded Crimes

**2019** Two (2) unfounded crimes.

**2018** Zero (0) unfounded crimes.

**2017** Three (3) unfounded crimes.

### Hate Crimes

**2019** Zero (0) reported hate crimes.

**2018** Zero (0) reported hate crimes.

**2017** Zero (0) reported hate crimes.
### South Bend

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### Unfounded Crimes
- 2019: One (1) unfounded crime.
- 2018: One (1) unfounded crime.
- 2017: Three (3) unfounded crimes.

### Hate Crimes
- 2019: Zero (0) reported hate crimes.
- 2018: One (1) theft characterized by a bias of sexual orientation on campus and one (1) vandalism with a bias of sexual orientation on campus.
- 2017: Zero (0) reported hate crimes.
### South Bend – Elkhart Center

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#### Unfounded Crimes
- 2019: Zero (0) unfounded crimes.
- 2018: Zero (0) unfounded crimes.
- 2017: Zero (0) unfounded crimes.

#### Hate Crimes
- 2019: Zero (0) reported hate crimes.
- 2018: Zero (0) reported hate crimes.
- 2017: Zero (0) reported hate crimes.
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.
**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.

**Bloomington Residential Facilities**

The procedures are located here: [http://www.rps.indiana.edu/resources/Residential%20Guides/AtoZ/index.html](http://www.rps.indiana.edu/resources/Residential%20Guides/AtoZ/index.html).

See your RA or or CM for specific fire evacuation instructions.

**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.

**Southeast Residential Facilities**


See your Community Advisor for specific fire evacuation instructions. Residents should familiarize themselves with the fire safety and evacuation instructions affixed to the back of apartment doors.

**South Bend Residential Facilities**

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

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 devises, or items designed or altered for the use of illegal drugs.
- Fog machines.
- Hookah.
- Lofts/Loft kits.

Southeast-Additional Prohibited Items

- Deep fryers.
- Electrical power strips without circuit breakers.
**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.

**Southeast Housing**

- Each lodge is equipped with a functioning gas-log fireplace. Extreme care should be exercised when using the fireplace. Residents using the fireplace are responsible for keeping the glass doors or screens open while the fire is burning and closing them when finished. Foreign objects or materials may not be placed into the fireplace at any time. If a resident is found misusing or abusing the fireplace, they may be subject to disciplinary action.

**South Bend Housing**

- Park grills are placed around the units for resident use. Residents are encouraged to purchase charcoal and lighter fluid intended for one time use or store said items in the trunk of their car. Residents may not keep grills within the apartment or on patios or balconies.

**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](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](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. For data on IU Fort Wayne, please refer to the [Purdue University Fort Wayne Annual Security and Fire Safety Report](#) contained under Appendix D.

**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.
## Bloomington – Fire Safety Systems

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<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>
<td>Yes</td>
<td>Full</td>
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<td>Ashton-Barnes</td>
<td>1786 E. 10th St.</td>
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<td>Ashton-Griggs</td>
<td>1776 E. 10th St.</td>
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<td>Ashton-Hershey</td>
<td>1788 E. 10th St.</td>
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<td>Ashton-Johnston</td>
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<td>Collins-Cravens</td>
<td>541 N. Woodlawn Ave.</td>
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<td>Has Card Access</td>
<td>Has Storage Area</td>
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* Torn down in 2020
**Inadvertently omitted from 2019 Annual Security & Fire Safety Report
## Bloomington – Fire Statistics

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<td>Unintentional–cigarette discarded in trash can in bathroom</td>
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<td>1</td>
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<td>Unintentional–grill fire in dining hall kitchen</td>
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<td>Intentional–student lit poster on fire</td>
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<td>Foster-Harper 1000 N. Fee Ln.</td>
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<td>Fire in 2nd floor trash room</td>
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<td>2017</td>
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<td>Unintentional – AC unit overheated</td>
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<td>Unintentional – blower motor in mechanical room</td>
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<td>Unintentional – burning candle caught curtains on fire</td>
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<td>Intentional–fire set in corridor</td>
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<td>McNutt South 1101 N. Fee Ln.</td>
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<td>Intentional–student set textbook on fire</td>
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<td>Unintentional–backpack accidentally set on fire by lighter stored inside</td>
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<td>Unintentional–cooking fire</td>
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<td>Unintentional–student attempting to “blow fire” using alcohol</td>
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*Updated from 0 to 2 to reflect injuries from accidental fire.
**Inadvertently omitted from 2019 Annual Security & Fire Safety Report
### IUPUI – Fire Safety Systems

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### IUPUI – Fire Statistics

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Ball Annex 1232 W Michigan St.

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Ball Residence 1226 W Michigan St.

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Blackford House 1327 W Michigan St.

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<td>Graduate Townhouse C - 402 Lansing St., 404 Lansing St., 406 Lansing St., 408 Lansing St., 410 Lansing St., 412 Lansing St., 405 Limestone St., 407 Limestone St.</td>
<td>0</td>
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<td>N/A</td>
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<tr>
<td>Graduate Townhouse D - 420 Lansing St., 422 Lansing St., 424 Lansing St., 426 Lansing St., 428 Lansing St., 430 Lansing St., 425 Limestone St., 427 Limestone St.</td>
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<td>N/A</td>
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<tr>
<td>McCormick House 1335 Hine St.</td>
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<tr>
<td>Montgomery House 1325 Hine St.</td>
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<td>North Hall 820 W North St.</td>
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<tr>
<td>Orvis House 1345 Hine St.</td>
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<td>N/A</td>
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<td></td>
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<tr>
<td>Park Place City Center 1150 N White River Parkway – vacated in 2018</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
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<tr>
<td>Location</td>
<td>Incidents</td>
<td>Firearm</td>
<td>Cause</td>
<td>Damage</td>
<td>Value</td>
<td></td>
</tr>
<tr>
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<td>Ransom House 410 Limestone St.</td>
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<td>Rubins House 420 Limestone St.</td>
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<tr>
<td>Sewall House 1344 Hine St.</td>
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<tr>
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<tr>
<td>Stout House 1324 Hine St.</td>
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<td>Thornbrough House 435 Porto Alegre St.</td>
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<td>University Tower 911 W North St.</td>
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<td>1</td>
<td>Intentional – Student lit hairspray from an aerosol can on fire with a lighter</td>
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<tr>
<td>Walker House 1341 W Vermont St.</td>
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<tr>
<td>Warthin House 333 Porto Alegre St.</td>
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<tr>
<td>The Tyler 1201 Indiana Ave. – 2019 only</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Candlewood Suites 1152 N White River Parkway W. Dr. – starting in 2018</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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</tbody>
</table>
### Southeast – Fire Safety Systems

<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>
</tr>
</thead>
<tbody>
<tr>
<td>Forest Lodge</td>
<td>4201 Grant Line Rd</td>
<td>Yes</td>
<td>Full</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Grove Lodge</td>
<td>4201 Grant Line Rd</td>
<td>Yes</td>
<td>Full</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Meadow Lodge</td>
<td>4201 Grant Line Rd</td>
<td>Yes</td>
<td>Full</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Orchard Lodge</td>
<td>4201 Grant Line Rd</td>
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<td>Full</td>
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<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Woodland Lodge</td>
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<td>Yes</td>
<td>Full</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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</table>

### Southeast – 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>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Forest Lodge 4201 Grant Line Rd</td>
<td>2019</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<td>Grove Lodge 4201 Grant Line Rd</td>
<td>2019</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
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<td></td>
<td>Meadow Lodge 4201 Grant Line Rd</td>
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<td>0</td>
<td>N/A</td>
<td>N/A</td>
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<td>Orchard Lodge 4201 Grant Line Rd</td>
<td>2019</td>
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<td>N/A</td>
<td>N/A</td>
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<td>2019</td>
<td>0</td>
<td>N/A</td>
<td>N/A</td>
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### South Bend – Fire Safety Systems

<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>
</tr>
</thead>
<tbody>
<tr>
<td>River Crossing-Bridge</td>
<td>1735 Titan Dr</td>
<td>Yes</td>
<td>Full</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>River Crossing-Creek</td>
<td>1735 Titan Dr</td>
<td>Yes</td>
<td>Full</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>River Crossing-Crew</td>
<td>1735 Titan Dr</td>
<td>Yes</td>
<td>Full</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>River Crossing-Oxbow</td>
<td>1735 Titan Dr</td>
<td>Yes</td>
<td>Full</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>River Crossing-Portage</td>
<td>1735 Titan Dr</td>
<td>Yes</td>
<td>Full</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>River Crossing-Riverview</td>
<td>1735 Titan Dr</td>
<td>Yes</td>
<td>Full</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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</table>
### South Bend – 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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</thead>
<tbody>
<tr>
<td>2019</td>
<td>0</td>
<td>River Crossing-Bridge 1735 Titan Dr</td>
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<tr>
<td>2017</td>
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<td>N/A</td>
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<tr>
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<td>River Crossing-Creek 1735 Titan Dr</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>2018</td>
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<td>River Crossing-Creek 1735 Titan Dr</td>
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<td>River Crossing-Portage 1735 Titan Dr</td>
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<td>River Crossing-Riverview 1735 Titan Dr</td>
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<td>N/A</td>
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<td>River Crossing-Riverview 1735 Titan Dr</td>
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<tr>
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<td>River Crossing-Whitewater 1735 Titan Dr</td>
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<td>N/A</td>
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</tbody>
</table>
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 and Title IX**
Email: titleix@iu.edu
Webpage: http://stopsexualviolence.iu.edu/
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
oie@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.

l. 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.
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 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.
      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**
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 will 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 conduct 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 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 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.

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, need not 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 who 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.

**Discrimination:**[see above]

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 an 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>
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<th>Institution</th>
<th>Name</th>
<th>Phone</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>Libby Spotts, Director, Office of Student Conduct</td>
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<td>Sara Dickey Associate Dean of Students and Director of Student Conduct</td>
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**IU Police Departments**

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<tr>
<th>Department</th>
<th>Name</th>
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<tbody>
<tr>
<td>Superintendent of Public Safety</td>
<td>Benjamin Hunter</td>
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<td>IU Office of Public Safety</td>
<td>Yvonna Daily</td>
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<td>IUB Police</td>
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<td>IUPUI Police</td>
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<td>IUE Police</td>
<td>Scott Dunning, Chief of Police</td>
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<td>IUN Police</td>
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**Campus Student Affairs**

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<th>Campus</th>
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<tr>
<td></td>
<td>Vice Provost for Student</td>
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<td></td>
<td>Affairs and Dean of Students</td>
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<tr>
<td>IUPUI</td>
<td>Eric Weldy, Vice Chancellor</td>
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<td>Division of Student Affairs</td>
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<td>IUE</td>
<td>Amy Jarecki, Dean of Students</td>
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<td></td>
<td>Chancellor for Student</td>
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<td>IUS</td>
<td>Amanda Stonecipher, Vice</td>
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<td>Chancellor for Enrollment</td>
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<td>Campus Academic 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>
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<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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History

This policy was established in 2015. It incorporates and supercedes the Indiana University Policy Against Sexual Harassment, 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
Americans with Disabilities Act (ADA)
Appendix B State Criminal Code Definitions

Indiana Criminal Code

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 step-grandchild;
(5) a grandparent or step-grandparent;
(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).
(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.
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.
   (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;
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.
California Criminal Code – specific definitions for LA campus

Rape (California Penal Code §261)

Rape is an act of sexual intercourse accomplished with a person not the spouse of the perpetrator, under any of the following circumstances:

(1) Where a person is incapable, because of a mental disorder or developmental or physical disability, of giving legal consent, and this is known or reasonably should be known to the person committing the act.

(2) Where it is accomplished against a person's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury on the person or another.

(3) Where a person is prevented from resisting by any intoxicating or anesthetic substance, or any controlled substance, and this condition was known, or reasonably should have been known by the accused.

(4) Where a person is at the time unconscious of the nature of the act, and this is known to the accused. As used in this paragraph, “unconscious of the nature of the act” means incapable of resisting because the victim meets any one of the following conditions:

(A) Was unconscious or asleep.

(B) Was not aware, knowing, perceiving, or cognizant that the act occurred.

(C) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator's fraud in fact.

(D) Was not aware, knowing, perceiving, or cognizant of the essential characteristics of the act due to the perpetrator’s fraudulent representation that the sexual penetration served a professional purpose when it served no professional purpose.

(5) Where a person submits under the belief that the person committing the act is someone known to the victim other than the accused, and this belief is induced by any artifice, pretense, or concealment practiced by the accused, with intent to induce the belief.

(6) Where the act is accomplished against the victim’s will by threatening to retaliate in the future against the victim or any other person, and there is a reasonable possibility that the perpetrator will execute the threat. As used in this paragraph, “threatening to retaliate” means a threat to kidnap or falsely imprison, or to inflict extreme pain, serious bodily injury, or death.

(7) Where the act is accomplished against the victim’s will by threatening to use the authority of a public official to incarcerate, arrest, or deport the victim or another, and the victim has a reasonable belief that the perpetrator is a public official. As used in this paragraph, “public official” means a person employed by a governmental agency who has the authority, as part of that position, to incarcerate, arrest, or deport another. The perpetrator does not actually have to be a public official.

(b) As used in this section, “duress” means a direct or implied threat of force, violence, danger, or retribution sufficient to coerce a reasonable person of ordinary susceptibilities to perform an act which otherwise would not have been performed, or acquiesce in an act to which one otherwise would not have submitted. The total circumstances, including the age of the victim, and his or her relationship to the defendant, are factors to consider in appraising the existence of duress.

(c) As used in this section, “menace” means any threat, declaration, or act which shows an intention to inflict an injury upon another.

Sexual Battery (California Penal Code §243.4)

(a) Any person who touches an intimate part of another person while that person is unlawfully restrained by the accused or an accomplice, and if the touching is against the will of the person touched and is for the purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of sexual battery.

(b) Any person who touches an intimate part of another person who is institutionalized for medical treatment and who is seriously disabled or medically incapacitated, if the touching is against the will of the person touched, and if the touching is for the purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of sexual battery.

(c) Any person who touches an intimate part of another person for the purpose of sexual arousal, sexual gratification, or sexual abuse, and the victim is at the time unconscious of the nature of the act because the perpetrator fraudulently repre-
sentenced that the touching served a professional purpose, is guilty of sexual battery.

(d) Any person who, for the purpose of sexual arousal, sexual gratification, or sexual abuse, causes another, against that person’s will while that person is unlawfully restrained either by the accused or an accomplice, or is institutionalized for medical treatment and is seriously disabled or medically incapacitated, to masturbate or touch an intimate part of either of those persons or a third person, is guilty of sexual battery.

(e) (1) Any person who touches an intimate part of another person, if the touching is against the will of the person touched, and is for the specific purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of misdemeanor sexual battery.

**Incest (California Penal Code §285)**

Persons being within the degrees of consanguinity within which marriages are declared by law to be incestuous and void, who intermarry with each other, or who being 14 years of age or older, commit fornication or adultery with each other.

**Statutory Rape (California Penal Code §261.5)**

Unlawful sexual intercourse is an act of sexual intercourse accomplished with a person who is not the spouse of the perpetrator, if the person is a minor. For the purposes of this section, a “minor” is a person under the age of 18 years and an “adult” is a person who is at least 18 years of age.

**Domestic Violence & Dating Violence (California Penal Code §243e1)**

When a battery is committed against a spouse, a person with whom the defendant is cohabiting, a person who is the parent of the defendant’s child, former spouse, fiancé, or fiancée, or a person with whom the defendant currently has, or has previously had, a dating or engagement relationship, the battery is punishable by a fine not exceeding two thousand dollars ($2,000), or by imprisonment in a county jail for a period of not more than one year, or by both that fine and imprisonment. If probation is granted, or the execution or imposition of the sentence is suspended, it shall be a condition thereof that the defendant participate in, for no less than one year, and successfully complete, a batterer’s treatment program, as described in Section 1203.097, or if none is available, another appropriate counseling program designated by the court. However, this provision shall not be construed as requiring a city, a county, or a city and county to provide a new program or higher level of service as contemplated by Section 6 of Article XIII B of the California Constitution.

“Dating relationship” means frequent, intimate associations primarily characterized by the expectation of affectional or sexual involvement independent of financial considerations.

**Stalking (California Penal Code §646.9)**

Any person who willfully, maliciously, and repeatedly follows or willfully and maliciously harasses another person and who makes a credible threat with the intent to place that person in reasonable fear for his or her safety, or the safety of his or her immediate family is guilty of the crime of stalking.

**Consent (California Penal Code §261.6)**

Positive cooperation in act or attitude pursuant to an exercise of free will. The person must act freely and voluntarily and have knowledge of the nature of the act or transaction involved. A current or previous dating or marital relationship shall not be sufficient to constitute consent. Consent is informed. Consent is an affirmative, unambiguous, and conscious decision by each participant to engage in mutually agreed-upon sexual activity. Consent is voluntary. It must be given without coercion, force, threats, or intimidation. Consent means positive cooperation in the act or expression of intent to engage in the act pursuant to an exercise of free will.
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.
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
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
If you have experienced 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 STATE RIGHTS FOR VICTIMS OF DOMESTIC AND FAMILY VIOLENCE
Alleged victims of domestic and family violence are provided the additional rights under Indiana IC 15-31-1-1-5. If you 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 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 the 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 48 hours of the arrest. It is important to stay in contact with your local County Prosecutor’s Office to determine when this hearing, and other hearings will be held.

Indiana University Annual Security & Fire Safety Report
Indiana University East

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

Resources

WHERE TO REPORT

Law Enforcement

Indiana University Police Department-East (IUPD-East)
Responds to incidents on campus.
765-973-8429 or 911

Richmond Police Department
Responds to incidents in the city of Richmond.
765-983-7247 or 911

Wayne County Sheriff's Office
Responds to incidents in Wayne County, outside the city of Richmond.
765-973-9393 or 911

Dean of Students
The Dean of Students provides wide-ranging support to the students of Indiana University East, and assists students in resolving problems that arise within the university.

The Dean of Students also serves as the chief student judicial officer for issues relating to the Code of Student Rights, Responsibilities, and Conduct, and maintains all disciplinary records for the campus.

Whitewater Hall, Room 101
765-973-8525

MEDICAL SERVICES

Reid Hospital
Services available include: collection of evidence (rape kit) for report to the police, infection and injury evaluation and treatment.

1100 Reid Parkway
765-983-3000

CONFIDENTIAL COUNSELING SERVICES

Behavioral Health
Provides free, quality mental health services to students.
Springwood Hall 224
765-973-8046

Centerstone Counseling Services
Provides a wide range of services, recognizing that every individual is unique. They work with each client to personalize treatment plans to meet recovery goals.
831 Dillon Drive
765-983-8000

Genesis of Richmond, Inc.
Genesis of Richmond, Inc. services Wayne, Fayette, and Union Counties. All services are offered to the victims of domestic violence, sexual assault and homelessness. All services that Genesis provides are free of charge.
15 South 11th Street
765-966-0538

SupportLinC Employee Assistance Program
Provides professional and confidential counseling to all employees, medical residents, graduate appointees, fellowship recipients, and their household members.
888-888-LINC (5462) (24/7 confidential help)

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:

Dean of Students 765-973-8525
Title IX Office 765-973-8402

Office of International Services
The Office of International Services can assist students with visa and immigration advising and provide additional support services for international students.
812-855-9086 or ois@iu.edu

Office of Accessibility Services
Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the Office of Accessibility Services.
765-973-8675
jrippley@iu.edu

COMMUNITY RESOURCES

Legal Services
Legal assistance and representation information can also be obtained by contacting the Wayne County Bar Association.

https://inbar.site-ym.com/?page=local_bars

Protection Orders
Wayne County Clerk's Office
If you need to file a Petition for an Order of Protection, you can do so at the Wayne County Clerk's Office.
301 East Main Street Richmond, IN 47374
765-973-9220

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/porefsp7/
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 incapacible 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 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 complies publicly available recordkeeping, including Clery Act reporting, without including personally identifying information.

**Responsible Employees**

Most employees are considered Responsible Employees, which means they have shared authority and responsibility to know whether an incident of sexual misconduct has occurred. The responsibilities of Responsible Employees include, but are not limited to, employees in the University’s libraries, the Residential and Hospitality Services, and employees in University offices that serve students.

**Confidential Employees**

There are employees who 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, 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 the 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

**INDIANA UNIVERSITY EAST**

**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.

- 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.

**SECURITY 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 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. Significant sanctions for 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.

**RETAILATION**

Retailation 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 laws within an investigation into a report of sexual misconduct, are 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.

**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 incapacible 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.

**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 complies publicly available recordkeeping, including Clery Act reporting, without including personally identifying information.

**Responsible Employees**

Most employees are considered Responsible Employees, which means they have shared authority and responsibility to know whether 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).
For emergencies dial 9-1-1
StopSexualViolence.iu.edu

For additional information on available resources on your campus and in the community, as well as a link to the University Discrimination, Harassment, & Sexual Misconduct Policy and Procedures, please visit: http://stopsexualviolence.iu.edu

Resources

WHERE TO REPORT

Law Enforcement
Fort Wayne Police Department
1 East Main Street, Suite 108
Rousseau Centre
Fort Wayne, IN 46802
http://www.fwpd.org
911
260-427-1205 Victim Assistance

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@iupui.edu

MEDICAL SERVICES

Dupont Hospital
2520 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

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
oeo.iupui@iupui.edu

Other Campus Resources
Supportive & Remedial Measures

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 AEO office.
317-274-3241
aes@iupui.edu

CONFIDENTIAL COUNSELING SERVICES

Student Assistance Program
Students have access to a variety of confidential short-term counseling services at no charge.
Walb 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.
260-243-2103

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
s 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/porefps#/

Oregon University does not tolerate sexual misconduct in any form, including sexual harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation and stalking.

Sexual Misconduct: Rights, Options, and Resource Guide

Indiana University does not tolerate sexual misconduct in any form, including sexual harassment, sexual violence, sexual assault, domestic violence, sexual exploitation and stalking.

For emergencies dial 9-1-1
StopSexualViolence.iu.edu

Indiana University Annual Security & Fire Safety Report
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 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 Deputv Sexual Misconduct Coordinator, filing a report 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.

Ssexual Misconduct:
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<th>Complaint Resolution Processes at IU</th>
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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 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 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 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 in violation of the Title IX criteria for sexual misconduct. Sanctions for sexual misconduct violations may include, but are not limited to, separation from the university, including suspension, expulsion or termination. Protective measures may include separating the parties, placing limitations on contact between the parties, or making alternative living, class-placement, or workplace arrangements.

PRIVATE & 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 university employee providing a service to you and 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.

Confidential Employees
Most employees are considered Responsible Employees, which means they are not required to share any information they know about an incident of sexual misconduct with the University or Deputv 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.

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-35-45-3-5, 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 and abuse; and
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 perpetuated 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 prisoner’s post-conviction 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 the release of the 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 domestic case 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.

10/16/20
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

Resources

WHERE TO REPORT

Law Enforcement
IUPUC Office of Public Safety
4061 Central Avenue, CC Room 105.
Columbus, IN 47201-1769
812-348-7388 or 911

Columbus Police Department
Responds to incidents in the city of Columbus
812-379-1089 or 911

Bartholomew County Sheriff’s Department
Responds to incidents in Bartholomew County outside the city of Columbus
812-379-1630 or 911

IUPUC Student Conduct
Dean of Students
812-348-7521

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

MEDICAL SERVICES

Columbus Regional Health
2400 East 17th St.
860-841-4938

VIM Care
Columbus Regional Hospital
2400 East 17th St.
812-376-9750

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

IUPUC Personnel Administration
812-314-8506

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

CONFIDENTIAL COUNSELING SERVICES

Solutions Student Assistance Service (SAS)
Provides free, local, professional, and confidential consultations for IUPUC students. Solutions SAS is a service of Centerstone Indiana.
601 Washington St., Suite 102
Columbus, IN 47201
800-766-0068

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)

COMMUNITY RESOURCES

Legal Services
Legal assistance and representation information can also be obtained by contacting the Bartholomew County Bar Association.
http://www.columbusindianalawyers.com

Protection Orders
If you need to file a Petition for an Order of Protection, you can do so at the Bartholomew County Clerk’s Office.
Bartholomew County Clerk’s Office
234 Washington Street
Columbus, IN 47201
812-379-1600

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/posefps/

Turning Point Domestic Violence Shelter
Domestic violence shelter & support for victims and children.
1-800-221-4331 (24 Hour Crisis Line)
When a formal complaint of sexual misconduct is filed with the University, a preliminary inquiry, and if appropriate, 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 and, 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. 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 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 individual to criminal prosecution, which may also be found to be criminal acts following a law enforcement investigation, which may also subject the individual to criminal prosecution.

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 clear and reasonable.
- 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.

Consent does not exist when the individual initiating sexual activity knew or should have known of the other person’s incapacity.

The individual who is accused of sexual misconduct is responsible to provide information to the Title IX Coordinator about potential retaliation in connection with a report of sexual misconduct, provided information, or participated in procedures or an investigation into a report of sexual misconduct. The individual accused of sexual misconduct, when appropriate, is protected by the University, and will not be tolerated. Concerns about potential retaliation in connection with a report of sexual misconduct, procedures or an investigation into a report of sexual misconduct should be reported to the Deputy Sexual Misconduct & Title IX Coordinator.

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 who share 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 compiles publicly available records of the law enforcement investigation, which may also include 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, residence 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).
**IUPUI**

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.

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**Resources**

**WHERE TO REPORT**

<table>
<thead>
<tr>
<th>Law Enforcement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana University Police Department (IUPD)</td>
</tr>
<tr>
<td>317-274-7011 or 911</td>
</tr>
<tr>
<td>Indianapolis Metropolitan Police Department</td>
</tr>
<tr>
<td>317-327-7811 or 911</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IUPUI Office of Student Conduct</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
</tr>
<tr>
<td>Responds to reports of student misconduct.</td>
</tr>
<tr>
<td>317-274-4431</td>
</tr>
<tr>
<td><a href="http://www.conduct.iupui.edu">www.conduct.iupui.edu</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>IUPUI Office of Equal Opportunity</th>
</tr>
</thead>
<tbody>
<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>
</tr>
<tr>
<td>317-274-2066</td>
</tr>
<tr>
<td><a href="mailto:oeoiupui@iupui.edu">oeoiupui@iupui.edu</a></td>
</tr>
</tbody>
</table>

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**SEXUAL MISCONDUCT & TITLE IX COORDINATION**

You may make 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>
</tr>
</thead>
<tbody>
<tr>
<td>Emily Springton</td>
</tr>
<tr>
<td>812-855-4889</td>
</tr>
<tr>
<td><a href="mailto:oie@iu.edu">oie@iu.edu</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Deputy Sexual Misconduct &amp; Title IX Coordinators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sara Dickie</td>
</tr>
<tr>
<td>317-274-4431</td>
</tr>
<tr>
<td>conduct.iupui.edu</td>
</tr>
</tbody>
</table>

| Anne Mitchell | Director of the Office of Equal Opportunity |
| 317-274-9230 |
| oeoiupui@iupui.edu |

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**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>
</tr>
</thead>
<tbody>
<tr>
<td>317-274-3755</td>
</tr>
<tr>
<td>ivp.iupui.edu</td>
</tr>
</tbody>
</table>

**MEDICAL SERVICES**

<table>
<thead>
<tr>
<th>IUPUI Student Health</th>
</tr>
</thead>
<tbody>
<tr>
<td>The IUPUI Student Health Center offers confidential medical services in two locations:</td>
</tr>
<tr>
<td>Campus Center Student Health</td>
</tr>
<tr>
<td>Campus Center, Suite 213</td>
</tr>
<tr>
<td>420 University Blvd</td>
</tr>
<tr>
<td>317-274-2724</td>
</tr>
</tbody>
</table>

| Campus Health |
| Coleman Hall, Room 100 |
| 1140 West Michigan Street |
| 317-274-8214 |

<table>
<thead>
<tr>
<th>Centers of Hope</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff specially trained to conduct medical exam, collect forensic evidence, provide crisis support and help arrange follow-up care.</td>
</tr>
<tr>
<td>IU Health Methodist Hospital Center of Hope</td>
</tr>
<tr>
<td>1701 N Senate Blvd</td>
</tr>
<tr>
<td>317-840-1145 (available 24/7)</td>
</tr>
</tbody>
</table>

| Eskenazi Health Center of Hope |
| 720 Eskenazi Avenue (near Ball Residence) |
| 317-880-6161 |

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**LEGAL SERVICES**

For assistance with legal options, contact:

| Indiana Coalition Against Domestic Violence |
| 317-917-3609 |
| http://www.indacdv.org/ |

| Center for Victim and Human Rights |
| 317-610-3247 |
| http://www cvhr.org/ |

**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 |
| 317-327-8577 |

**Protection Order Filing**

Information about filing for a protection order as well as advocate information can be found at:

| public.courts.in.gov/porefpsa/ |

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**COMMUNITY RESOURCES**

**Confidential Counseling Services**

| IUPUI Counseling & Psychological Services (CAPS) |
| CAPS provides professional psychological services for IUPUI students free or at minimal charge. |
| 719 Indiana Avenue, Walker Plaza 220 |
| 317-274-2548 |
| capsindy@iupui.edu |

| IUSM Mental Health Services |
| 317-278-4337 |
| https://medicine.iu.edu/education/mental-health-services/ |

**24 Hour Crisis & Suicide Hotline**

| 317-251-7575 or text CSS to 839863 |

**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) |

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**COMMUNITY HEALTH NETWORK BEHAVIORAL CARE SERVICES**

24 hour crisis line: 800-273-8255 or 317-621-5700 |

**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:

| 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 (SAPR)**

The task force coordinates sexual assault prevention and education efforts for students, faculty and staff.

| sapir.iupui.edu |

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**FOR ADDITIONAL INFORMATION ON AVAILABLE RESOURCES ON YOUR CAMPUS AND IN THE COMMUNITY, AS WELL AS A LINK TO THE UNIVERSITY DISCRIMINATION, HARASSMENT, & SEXUAL MISCONDUCT POLICY AND PROCEDURES, PLEASE VISIT: HTTP://STOPSEXUALVIOLENCE.IU.EDU**

For emergencies dial 9-1-1

StopSexualViolence.iu.edu

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**IUPUI**

Discrimination, 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. You may also want to consider keeping any evidence, something 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 victim’s Office
- Move anything the offender may have touched

It is best not 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 of 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.

SCHOLARSHIP & ADVISOR

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.

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 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.

RETAILTATION

Retaliation against anyone who has reported an incident of sexual misconduct, provided information, or participated in procedures or 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.

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 1-800-332-7855.

SCHOLARSHIP & ADVISOR

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:

- Consent is about communication and respect. Sexual activity without consent is sexual misconduct.

University Policy on Sexual Misconduct

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 done before any sexual activity occurs.
- 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, 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 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).

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 1-800-332-7855.

CONSENT

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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-25-40-5, 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 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; and
   (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 an oral or written statement to be used in a pre-sentence report.
   (a) You have a right to read a Victim’s Pre-Sentence Report; and
   (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 city, 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
# 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.

**StopSexualViolence.iu.edu**

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<tr>
<th>Law Enforcement</th>
<th>WHERE TO REPORT</th>
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</thead>
<tbody>
<tr>
<td>Indiana University Police Department (IUPD)</td>
<td>Responds to incidents on campus. 765-855-4111 or 911</td>
</tr>
<tr>
<td>Kokomo Police Department</td>
<td>Responds to incidents in the city of Kokomo. 765-457-1105 or 911</td>
</tr>
<tr>
<td>Howard County Sheriff’s Office</td>
<td>Responds to incidents in Howard County outside the city of Kokomo. 765-457-1105 or 911</td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>The Office of the Dean of Students adjudicates violations of the Indiana University Code of Student Rights, Responsibility, and Conduct. 765-455-9204 iu dos iu.eku</td>
</tr>
<tr>
<td>Office of Institutional Equity</td>
<td>Responds to discrimination/harassment complaints regarding employees and third parties. 812-855-4889 <a href="mailto:oie@iu.edu">oie@iu.edu</a></td>
</tr>
</tbody>
</table>

**Title IX Coordinator**

Emily Springer 
University Director of Institutional Equity & Title IX 
812-855-4889 
oie@iu.edu

Sarah Sarber 
Chief of Staff/Chief Diversity Officer 
765-455-9316

<table>
<thead>
<tr>
<th>MEDICAL SERVICES</th>
<th></th>
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<tbody>
<tr>
<td>Both hospitals listed below can provide services for those affected by sexual assault/violence including infection treatment, injury evaluation, treatment, and access to trained SANE (Sexual Assault Nurse Examiner) nurses available 24 hours a day to perform forensic exams.</td>
<td></td>
</tr>
<tr>
<td>Community Howard Regional Hospital</td>
<td>3500 South Lafountain 765-453-8444</td>
</tr>
<tr>
<td>St. Vincent Hospital</td>
<td>1907 West Sycamore 765-456-5433</td>
</tr>
</tbody>
</table>

**CONFIDENTIAL COUNSELING SERVICES**

Counseling and Psychological Services (CAPS)
Confidential counseling sessions are available at no charge to currently registered IU Kokomo students. Appointments are available on campus with the Mental Health Counselor. 765-455-9394 iu caps@iu.eku

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)

Family Service Association of Howard County
A trained sexual assault advocate is there to offer you support, answer your questions and help you through the process. An advocate can accompany you to the hospital, go with you to the police (if desired) as well as talk with you about your options, including decisions around reporting. Assistance with protection orders is also offered.
(877) 482-4222 or 765-868-3154 (24 hours)

Community Howard Regional Health Behavioral Health Services
866-621-5719 317-621-5700 (24-Hour Crisis Line)

St. Vincent Kokomo Trinity House Behavioral Services
765-456-5900

**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 the Dean of Students 765-457-9204 Office of Affirmative Action 765-455-9316

International Services
The Director of International Student Services can assist students with visa and immigration advising and other support services for international students.
765-455-9335

Accessibility Center
Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the Accessibility Center.
765-455-9301 dis parent@iu.eku

**COMMUNITY RESOURCES**

Legal Services
Legal assistance and representation information can also be obtained by contacting the Howard County Bar Association. https://inbar.site-yem.com/?page=local_bars

Protection Orders
Howard County Clerk’s Office
If you need to file a Petition for an Order of Protection, you can do so at the Howard County Clerk’s Office.
104 North Buckeye
Kokomo, IN 46901
765-456-2004

Protection Order E-filing Service
Information about filing for a protection order as well as advocate information can be found at:
public. courts.gov/porefsp/

For additional information on available resources on your campus and in the community, as well as a link to the University Discrimination, Harassment, & Sexual Misconduct Policy and Procedures, please visit: http://stopssexualviolence.iu.edu

For emergencies dial 9-1-1

Indiana University Annual Security & Fire Safety Report 224
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 that 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 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.in.edu. Campus authorities can assist in notifying law enforcement if requested, however, you may also decline to notify law enforcement.

INDIANA UNIVERSITY
kokomo

SEXUAL MISCONDUCT: COMPLAINT RESOLUTION PROCESSES AT IU

When a formal complaint of sexual misconduct is filed with the University, a preliminary factual 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.in.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 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.

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 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.

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 fact, nature, extent, or implications of the situation due to drugs, alcohol, a mental disability, being asleep or unconscious, or based on 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 incapacity.

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 an attorney or 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 criminal pre-adjudications, including Clery Act reporting, without including personally identifying information.

Responsible Employees
Most employees are considered Responsible Employees, which means they have 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, superintendents, 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 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-35-40-5-7, 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 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, the 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.

10/16/20
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.

For emergencies dial 9-1-1
StopSexualViolence.iu.edu

Resources

WHERE TO REPORT

Law Enforcement
Indiana University Police Department (IUPD)
Responds to incidents on campus.
219-980-6501 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 a report and/or file a complaint of sexual misconduct by contacting one of the coordinators below:

University Sexual Misconduct & Title IX Coordinator
Emily Springer
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
cjhartley@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 NORTHSHORE

600 Grant Street
Gary, IN 46402
219-880-4000

CONFIDENTIAL COUNSELING SERVICES

IUN Office of Counseling Services
The Counseling Center provides students access to a range of treatments and referrals to outside resources.

Hawthorne Hall, Room 201
Call 219-980-6741 for appointment

Fair Haven Center
2645 Ridge Road, Highland, IN 46322
219-961-4357 or axasreport.org
219-218-2552 (24-hour hotline)

Edgewater Systems for Balanced Living (serving Gary)
1100 W. 6th Avenue, Gary, IN 46402
219-885-4264

Porter Starke Services (serving Porter and Starke Counties)
601 Wall Street, Valparaiso, IN 46383
219-531-3500

Swanson Center (serving LaPorte County)
Toll Free Number 800-982-7123
After Hours Crisis Line 855-325-6934

La Porte location
1230 State Rd. 2 West
La Porte, 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

Support & 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.
812-855-9080 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
fs@iun.edu

nwass@iun.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.
2293 N. Main Street, Courts Building 1st Floor
Crown Point, IN 46307
219-755-3465

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/

Indiana University Annual Security & Fire Safety Report
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.

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 a duty to share 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, advisors, 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).
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

Resources

WHERE TO REPORT

Law Enforcement
Indiana University Police Department (IUPD)
Responds to incidents on campus.
812-941-2400 or ext. 2400

New Albany Police Department
Responds to incidents in the city of New Albany.
812-948-5300 or 911

Floyd County Sheriff’s Office
Responds to incidents in Floyd County outside the city of New Albany.
812-948-5400 or 911

Office of Dean of Student Life
Pursues charges through campus judicial system when the accused is a student. (There may be other avenues of assistance available when the accused is not a student.)
UC South Room 010
812-941-2316

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
oei@iu.edu

Deputy Sexual Misconduct & Title IX Coordinator
James J. Wilkerson
Director
Office of Equity and Diversity
812-941-2599
EqDivIX@ius.edu

MEDICAL SERVICES

Baptist Health Floyd Hospital
Offers help with physical or sexual abuse and trauma treatment in a confidential setting. Will perform a free and private exam in a safe and comfortable exam room.
1850 State Street, New Albany
812-944-7701

CONFIDENTIAL COUNSELING SERVICES

Counseling and Psychological Services (CAPS)
IU Southeast CAPS provides counseling to all IU Southeast students (part or full time) at no fee. Counselors are all professionally trained and have specific skills related to work with college students.

UC South Room 207
812-941-2244
http://www.ius.edu/personalcounseling/

The Center for Women and Families
Provides a confidential hotline at 877-803-7577 and advocacy services 24 hours a day, seven days a week. Emergency shelter is also available.
812-944-6743
http://www.thecenteronline.org/

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)

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:

Division of Enrollment Management & Student Affairs 812-941-2420
Office of Equity and Diversity 812-941-2599

International Services
The Office of Admissions can assist students with visa and immigration advising and other support services for international students.
812-941-2212 or admissions@ius.edu

Office of Disability Services
Students needing accommodation during any sexual misconduct complaint resolution process may request one through Disability Services.
UC South, Rm. 207
812-941-2243
mtspring@ius.edu

COMMUNITY RESOURCES

Legal Services
Legal assistance and representation information can also be obtained by contacting the Floyd County Bar Association.
https://inbar.site-ym.com/?page=local_bars

Protection Orders
Floyd County Clerk’s Office
If you need to file a Petition for an Order of Protection, you can do so at the Floyd County Clerk’s Office.
311 Hauss Square
Room 235
New Albany, IN 47150
812-948-5311

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/protectsp/

For additional information on available resources on your campus and in the community, as well as a link to the University Discrimination, Harassment, & Sexual Misconduct Policy and Procedures, please visit: http://stopsexualviolence.iu.edu

For additional information on available resources on your campus and in the community, as well as a link to the University Discrimination, Harassment, & Sexual Misconduct Policy and Procedures, please visit: http://stopsexualviolence.iu.edu
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 every piece of evidence you may decide you should pursue a university or criminal complaint, or obtain a protective order. Physical evidence is best collected as soon as possible or at least within 60 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.

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 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.

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 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 the University’s 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 who can talk to confidentiality, who do not have the same reporting obligations as a Responsible Employee. Confidential Employees include those designated on your campus. To contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at 1-800-332-7385.

INDIANA UNIVERSITY ETHICS CODE

An important part of our mission is to foster a culture of ethical behavior. We value respect, integrity, accountability, and honesty. As members of the University community, we are committed to acting with integrity in all of our interactions and transactions. We strive to be fair, ethical, and responsible in our conduct, both on and off campus. We are committed to preventing, detecting, and responding to violations of the Ethics Code.

In order to promote ethical behavior, we encourage employees to report any violations of the Ethics Code. Employees may report violations to their supervisor, human resources, or the Ethics Officer. Employees may also report violations to the Office of Equity and Diversity, which is responsible for investigating and responding to reports of sexual misconduct.

INDIANA UNIVERSITY STATE RIGHTS FOR VICTIMS OF DOMESTIC AND FAMILY VIOLENCE

Alleged victims of domestic and family violence are protected under Indiana law and have the right to seek various types of legal remedies. These remedies are designed to provide protection and support for victims of domestic and family violence.

1. Right to a Protection Order
   - The victim has the right to seek a Protection Order, which is a court-ordered legal document that can prohibit the abuser from coming within a specified distance of the victim. Protection Orders can include no contact orders; assistance in changing academic, housing or employment status; counseling; and other support services. Protection Orders can be obtained by contacting the Floyd County Clerk’s Office or the Floyd County Bar Association.

2. Right to Restitution
   - The victim has the right to seek restitution for any financial losses incurred as a result of the abuse. Restitution can include compensation for medical expenses, property damage, or lost wages.

3. Right to Pursue Criminal Charges
   - The victim has the right to pursue criminal charges against the abuser. The victim has the right to attend all court proceedings, including the trial and sentencing.

4. Right to Pursue Civil Action
   - The victim has the right to pursue civil action against the abuser, such as seeking monetary compensation for emotional distress, pain and suffering, or punitive damages.

5. Right to Receive Services
   - The victim has the right to receive services from domestic violence advocates and other support organizations.

6. Right to Privacy
   - The victim has the right to maintain their privacy and confidentiality, and to be able to control information about themselves.

7. Right to Receive Support
   - The victim has the right to receive support from friends, family, and community organizations.

INDIANA UNIVERSITY ANNUAL SECURITY & FIRE SAFETY REPORT

The Campus Safety and Fire Safety Report is required by the Clery Act, a federal law that provides information to the campus community about crime and fire safety. This report includes information about criminal offenses that occurred on campus, as well as on-campus and off-campus crime and fire statistics. The report is available online at www.indiana.edu/~safetyreport. It is also available in print format at the Office of Student Affairs and at the Public Safety Office.

The Office of Student Affairs and the Public Safety Office are responsible for ensuring compliance with the Clery Act. Employees at the Office of Student Affairs and the Public Safety Office are responsible for obtaining and providing the information required by the Clery Act. The report is reviewed and updated annually by the Office of Student Affairs and the Public Safety Office. The report is made available to the campus community through various means, including email, campus publications, and the University’s website.
### Indiana University South Bend

**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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### Resources

<table>
<thead>
<tr>
<th>WHERE TO REPORT</th>
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<tbody>
<tr>
<td><strong>Law Enforcement</strong></td>
</tr>
<tr>
<td>Indiana University Police Department (IUPD) Responds to incidents on campus. 574-520-4239 or 911</td>
</tr>
<tr>
<td>South Bend Police Department Responds to incidents in the city of South Bend. 574-235-9201 or 911</td>
</tr>
<tr>
<td>St. Joseph County Sheriff's Office Responds to incidents in St. Joseph County outside the city of South Bend. 574-235-9611 or 911</td>
</tr>
<tr>
<td>St. Joseph County Special Victims Unit Responds to incidents in St. Joseph County. 574-235-7818 or 911</td>
</tr>
<tr>
<td>Elkhart City Police Department Responds to incidents in the city of Elkhart. 574-293-7070 or 911</td>
</tr>
<tr>
<td>Elkhart County Sheriff's Office Responds to incidents in Elkhart County. 574-891-2100 or 911</td>
</tr>
<tr>
<td>Office of Student Conduct Pursues charges through campus student conduct system, which is an administrative/education process, when the accused is a student (other avenues may be available when the accused is not a student). Araceli Lepe Moreno Director of Student Conduct Administration Building 177 574-520-5524 <a href="mailto:conduct@iusb.edu">conduct@iusb.edu</a></td>
</tr>
</tbody>
</table>

### MEDICAL SERVICES

- **Campus Health and Wellness Center**
  - The IUSB Health and Wellness Center is an all-inclusive facility-located in Riverside Hall. Our clinic contains a full-service medical clinic, lab and pharmacy.
  - Vera Z. Dwyer Hall
  - 1960 Northside Blvd., South Bend 574-520-5577
- **Memorial Hospital and Health Systems**
  - 615 N. Michigan St., South Bend 574-647-1000
- **Saint Joseph Regional Medical Center**
  - 325 Holy Cross Parkway, Mishawaka 574-355-5000
  - Forensic Department: 574-335-2332

### SNAPSHOT: CONFIDENTIAL COUNSELING SERVICES

- **IU Indiana University South Bend Student Counseling Center**
  - The Student Counseling Center provides free and confidential help to IU South Bend students for a variety of personal and emotional difficulties.
  - Administration Building 177
  - 1700 Mishawaka Avenue
  - 574-520-4125

### S-O-S of the Family Justice Center

- S-O-S provides a 24-Hour Crisis Line, free medical and legal advocacy and accompaniment, and free counseling and support groups for survivors of sexual assault or relationship violence.
- 533 North Niles Ave.
- South Bend, IN 46617
- Phone: 574-234-6900
- 24 Hour Crisis Line: 574-289-HELP (4357)

### 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)

### 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:
  - Laura Harlow
  - Director of Institutional Equity and Inclusive Excellence
  - 574-520-5536
  - iiec@iusb.edu
- **Office of International Student Services**
  - The Office of International Student Services can assist students with visa and immigration advising and provides additional support services for international students.
  - 574-520-4419
  - oiss@iusb.edu
- **Office of Disability Support Services**
  - Students needing an accommodation during any sexual misconduct complaint resolution process may request one through the office of Disability Support Services.
  - 574-520-4206
  - sbdss@iusb.edu

### COMMUNITY RESOURCES

- **Legal Services**
  - Legal assistance and representation information can also be obtained by contacting the St. Joseph County Bar Association or the Elkhart County Bar Association.
  - St. Joseph County Bar Association
    - 101 South Main Street, South Bend
    - 574-235-9657
    - stjoebar@gmail.com
  - Elkhart County Victim Assistance Services
    - 301 South Main Street, Suite 100
    - Elkhart, IN 46516
    - 574-533-2337
- **Protection Orders**
  - S.O.S can assist you in obtaining a protective order. You can also do so at the St. Joseph or the Elkhart County Clerk’s Office.
  - St. Joseph County Bar Association
    - 101 South Main Street, South Bend
    - 574-235-9657
    - stjoebar@gmail.com
  - Elkhart County Victim Assistance Services
    - 301 South Main Street, Suite 100
    - Elkhart, IN 46516
    - 574-533-2337

**Protection Order E-filing Service**

Information about filing for a protection order as well as advocate information can be found at:

public.suits.in.gov/protects/

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For additional information on available resources on your campus and in the community, as well as a link to the University Discrimination, Harassment, & Sexual Misconduct Policy and Procedures, please visit: [http://stopsexualviolence.iu.edu](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 protection 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.

St. Joseph County Bar Association
600 North Main Street, Suite 100
South Bend, IN 46617
Phone: 574-234-6900

Discrimination, Harassment, & Sexual Misconduct Policy and Procedures, please visit: http://stopsexualviolence.iu.edu

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- Consent cannot be given by someone who is incapacitated, as defined below.
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Incapacitation
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, disability, being asleep, 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 only with 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 they understand your sharing obligations and what information they may be required to share. As a note, the University completes public and pre-sentence reports, including Preliminary Hearing, without including personally identifying information.

Responsible Employees
Most employees are considered Responsible Employees, which means they may have access to 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, 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).

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), IUPD 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 1-800-332-7957.

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-35-40-3-1, 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;
   (b) convicted of committing a crime perpetrated directly against you is released from custody under a forensic diversion program.

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.

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 a right to be informed of your constitutional and legal 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
### National & State Resources

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Domestic Violence Hotline</td>
<td>1-800-799-7233</td>
</tr>
<tr>
<td>National Immigrant Justice Center</td>
<td><a href="http://www.immigrantjustice.org">www.immigrantjustice.org</a></td>
</tr>
<tr>
<td>Center for the Prevention of Sexual &amp; Domestic Violence</td>
<td><a href="http://www.cpsdv.org">www.cpsdv.org</a></td>
</tr>
<tr>
<td>National Coalition Against Domestic Violence</td>
<td><a href="http://www.ncadv.org">www.ncadv.org</a></td>
</tr>
<tr>
<td>Indiana Coalition Against Domestic Violence</td>
<td><a href="http://www.icadvinc.org">www.icadvinc.org</a></td>
</tr>
<tr>
<td>Indiana Latino Coalition Against Domestic Violence &amp; Sexual Assault</td>
<td><a href="http://www.indianalatinocoalition.com">www.indianalatinocoalition.com</a></td>
</tr>
<tr>
<td>Center for Victim and Human Rights</td>
<td><a href="http://www.cvhr.org">www.cvhr.org</a></td>
</tr>
<tr>
<td>Indiana Legal Services</td>
<td><a href="http://www.indianalegalservices.org">www.indianalegalservices.org</a></td>
</tr>
<tr>
<td>ILS Immigration &amp; Language Rights Center</td>
<td>1-866-964-2138</td>
</tr>
</tbody>
</table>

### University Resources

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>IU Sexual Violence Resource Page</td>
<td><a href="http://www.stopsexualviolence.iu.edu">www.stopsexualviolence.iu.edu</a></td>
</tr>
<tr>
<td>Office of International Services</td>
<td>812-855-9086 <a href="http://www.ois.iu.edu">www.ois.iu.edu</a></td>
</tr>
<tr>
<td>Office of International Affairs</td>
<td>317-274-7000 <a href="http://www.international.iupui.edu">www.international.iupui.edu</a></td>
</tr>
<tr>
<td>Office of International Student Services</td>
<td>574-520-4419 <a href="http://www.iusb.edu/oiss">www.iusb.edu/oiss</a></td>
</tr>
<tr>
<td>Office of Vice President and General Counsel</td>
<td>317-274-7460 <a href="http://www.indiana.edu/~vpgc/">www.indiana.edu/~vpgc/</a></td>
</tr>
<tr>
<td>Student Affairs</td>
<td>IU Bloomington <a href="http://www.studentaffairs.indiana.edu">www.studentaffairs.indiana.edu</a></td>
</tr>
<tr>
<td></td>
<td>IUPUI <a href="http://www.studentaffairs.iupui.edu">www.studentaffairs.iupui.edu</a></td>
</tr>
<tr>
<td></td>
<td>IU East <a href="http://www.iue.edu/academics/dos/">www.iue.edu/academics/dos/</a></td>
</tr>
<tr>
<td></td>
<td>IU Kokomo <a href="http://www.iuk.edu/admin-services/student-affairs/">www.iuk.edu/admin-services/student-affairs/</a></td>
</tr>
<tr>
<td></td>
<td>IU Northwest <a href="http://www.iun.edu/student-affairs/">www.iun.edu/student-affairs/</a></td>
</tr>
<tr>
<td></td>
<td>IU South Bend <a href="http://www.iusb.edu/stu-serv/">www.iusb.edu/stu-serv/</a></td>
</tr>
<tr>
<td></td>
<td>IU Southeast <a href="http://www.ius.edu/studentaffairs/">www.ius.edu/studentaffairs/</a></td>
</tr>
<tr>
<td></td>
<td>IUPUC <a href="http://www.iupuc.edu/campus-life/student-affairs/">www.iupuc.edu/campus-life/student-affairs/</a></td>
</tr>
<tr>
<td>Indiana University Campus Diversity Offices</td>
<td><a href="http://www.indiana.edu/~demar/resources/">www.indiana.edu/~demar/resources/</a></td>
</tr>
<tr>
<td></td>
<td>campus_diversity_ofcs.shtml</td>
</tr>
<tr>
<td>Indiana University Police Department</td>
<td><a href="http://www.protect.iu.edu/iupd/divisions">www.protect.iu.edu/iupd/divisions</a></td>
</tr>
</tbody>
</table>

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
## 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
- Abduction
- Torture
- Kidnapping
- Trafficking
- Being held hostage
- Abusive sexual contact
- False imprisonment
- Rape
- Blackmail
- Incest
- Extortion
- Forced prostitution
- Obstruction of justice
- Sexual exploitation
- Witness tampering
- Peonage
- Manslaughter
- Female genital mutilation
- 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](http://www.stopsexualviolence.iu.edu)
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
Walb 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
in.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).

<table>
<thead>
<tr>
<th>Campus Crime Statistics, 2017-2019</th>
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</thead>
<tbody>
<tr>
<td><strong>Primary Crimes</strong></td>
</tr>
<tr>
<td><strong>Year</strong></td>
</tr>
<tr>
<td><strong>On-Campus Property</strong></td>
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<tr>
<td><strong>On-Campus Student Housing</strong></td>
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<tr>
<td><strong>Noncampus Property</strong></td>
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<tr>
<td><strong>Public Property</strong></td>
</tr>
<tr>
<td><strong>Unfounded</strong></td>
</tr>
<tr>
<td><strong>Murder/Non-Negligent Manslaughter</strong></td>
</tr>
<tr>
<td>2019 0 0 0 0 0</td>
</tr>
<tr>
<td>2018 0 0 0 0 0</td>
</tr>
<tr>
<td>2017 0 0 0 1 0</td>
</tr>
<tr>
<td><strong>Negligent Manslaughter</strong></td>
</tr>
<tr>
<td>2019 0 0 0 0 0</td>
</tr>
<tr>
<td>2018 0 0 0 0 0</td>
</tr>
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<tr>
<td>Disciplinary Referrals and Arrests</td>
</tr>
<tr>
<td>Weapons Law Violations</td>
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<tr>
<td>(Arrests)</td>
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<tr>
<td>Weapons Law Violations</td>
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<td>(Disciplinary Referrals)</td>
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<tr>
<td>Drug Law Violations</td>
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<td>(Arrests)</td>
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<td>Drug Law Violations</td>
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<td>(Disciplinary Referrals)</td>
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<tr>
<td>Liquor Law Violations</td>
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<td>(Arrests)</td>
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<tr>
<td>Liquor Law Violations</td>
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<tr>
<td>(Disciplinary Referrals)</td>
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</tbody>
</table>

**Hate Crimes**[^1] 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>Noncampus Property</th>
<th>Public Property</th>
<th>Unfounded</th>
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</table>

**RACE**

**GENDER**

**RELIGION**

**SEXUAL ORIENTATION**

**Criminal Mischief**

<table>
<thead>
<tr>
<th>Year</th>
<th>On-Campus Property</th>
<th>On-Campus Student Housing</th>
<th>Noncampus Property</th>
<th>Public Property</th>
<th>Unfounded</th>
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</thead>
<tbody>
<tr>
<td>2019</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</table>

**DISABILITY**

**NATIONAL ORIGIN**

**GENDER IDENTITY**

**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>Noncampus Property</th>
<th>Public Property</th>
<th>Unfounded</th>
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</table>

**Dating Violence**

<table>
<thead>
<tr>
<th>Year</th>
<th>On-Campus Property</th>
<th>On-Campus Student Housing</th>
<th>Noncampus Property</th>
<th>Public Property</th>
<th>Unfounded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2018</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2017</td>
<td>3</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**Domestic Violence**

<table>
<thead>
<tr>
<th>Year</th>
<th>On-Campus Property</th>
<th>On-Campus Student Housing</th>
<th>Noncampus Property</th>
<th>Public Property</th>
<th>Unfounded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td>2</td>
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<tr>
<td>2017</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</tbody>
</table>

**Stalking**

<table>
<thead>
<tr>
<th>Year</th>
<th>On-Campus Property</th>
<th>On-Campus Student Housing</th>
<th>Noncampus Property</th>
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</tr>
</thead>
<tbody>
<tr>
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<td>1</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>2018</td>
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<td>2</td>
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<tr>
<td>2017</td>
<td>5</td>
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</tbody>
</table>
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:

<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>Walb Student Union, Room 111</td>
<td>260-481-6601</td>
</tr>
<tr>
<td>Office of Human Resources</td>
<td>Doermer School of Business #300</td>
<td>260-481-6840</td>
</tr>
<tr>
<td>Office of Institutional Equity</td>
<td>Doermer School of Business #300</td>
<td>260-481-6679</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>Doermer School of Business #312</td>
<td>260-481-6107</td>
</tr>
<tr>
<td>Director Univ. Residences</td>
<td>Student Housing Clubhouse</td>
<td>260-481-4180</td>
</tr>
</tbody>
</table>

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.

**OFFICIAL ADDRESS PHONE NUMBER**

<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>Walb Student Union, Room 111</td>
<td>260-481-6601</td>
</tr>
<tr>
<td>Office of Human Resources</td>
<td>Doermer School of Business #300</td>
<td>260-481-6840</td>
</tr>
<tr>
<td>Office of Institutional Equity</td>
<td>Doermer School of Business #300</td>
<td>260-481-6679</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>Doermer School of Business #312</td>
<td>260-481-6107</td>
</tr>
<tr>
<td>Director Univ. Residences</td>
<td>Student Housing Clubhouse</td>
<td>260-481-4180</td>
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</tbody>
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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.
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.

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 Ethical 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.

**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.
- 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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<tr>
<th>RESIDENTIAL FACILITIES</th>
<th>TOTAL FIRES IN EACH BUILDING</th>
<th>FIRE NUMBER</th>
<th>CAUSE OF FIRE</th>
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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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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

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<th>Title/Office</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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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.

\textit{Campus Security and Crime Statistics Policy}
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).
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.
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.
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
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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

Operating Procedures for Gathering and Reporting Crime Statistics
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,
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Operating Procedures for Gathering and Reporting Crime Statistics

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).
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Operating Procedures for Gathering and Reporting Crime Statistics

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.
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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...
Appendix C

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.

 Procedures for Resolving Complaints of Discrimination and Harassment
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.
• 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
Appendix C

procedures for resolving complaints of discrimination and harassment

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.
Appendix C

Procedures for Resolving Complaints of Discrimination and Harassment

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 Resolving Complaints of Discrimination and Harassment.
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

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<thead>
<tr>
<th>Confidential Reporting Resources</th>
<th>Hammond Campus</th>
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<tbody>
<tr>
<td>Health Services Center</td>
<td>Gyte Annex, Room 34</td>
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<tr>
<td>Counseling Center</td>
<td>Gyte Building, Room 005</td>
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<tr>
<th>Non-Confidential Reporting Resources</th>
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<tbody>
<tr>
<td>Title IX Coordinator</td>
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<tr>
<td>Office of Equity &amp; Diversity</td>
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<td>Police Department</td>
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<tr>
<td>Office of the Dean of Students</td>
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<td>Housing</td>
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<tr>
<th>Medical Services (Confidential)</th>
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<tbody>
<tr>
<td>Health Services Center</td>
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<tr>
<td>Methodist Hospital</td>
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<tr>
<td>Advocate South Suburban Hospital</td>
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</tbody>
</table>
## Appendix C

Procedures for Resolving Complaints of Discrimination and Harassment

### St. Margaret Health — Hammond Emergency Dept.
- Address: 5454 Hohman Ave. Hammond, IN
- Phone: 219-933-2077

### St. Margaret Health — Dyer Emergency Dept.
- Address: 24 Joliet St. Dyer, IN
- Phone: 219-864-2077

### St. Anthony Health — Crown Point Emergency Dept.
- Address: 1201 S. Main St. Crown Point, IN
- Phone: 219-757-6310

### St. Anthony Health — Michigan City Emergency Dept.
- Address: 301 W. Homer St. Michigan City, IN
- Phone: 219-877-1616

### Chesterton Health & Emergency Center
- Address: 770 Indian Boundary Rd. Chesterton, IN
- Phone: 219-921-2012

### Counseling Services (Confidential)

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
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<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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### Advocacy and Support Services

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<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
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<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>
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### Community Resources

<table>
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<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</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>
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### Law Enforcement Resources

<table>
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<th>Service</th>
<th>Location</th>
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<th>Phone</th>
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<tbody>
<tr>
<td>Police Department</td>
<td>6930 Wicker Ave. Hammond, IN</td>
<td>24/7</td>
<td>219-989-2220</td>
</tr>
<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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<th>Service</th>
<th>Location</th>
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</tr>
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<tbody>
<tr>
<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>Purdue Fort Wayne Student Assistance Program</td>
<td>Walb Student Union, Room 113</td>
<td>M-F, 8:30 a.m.-4:30 p.m.</td>
<td>260-481-6601</td>
</tr>
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#### Non-Confidential Reporting Resources

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<tr>
<th>Service</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>
</table>

#### Medical Services (Confidential)

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<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>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</th>
<th>Location</th>
<th>Hours</th>
<th>Phone</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>
</tr>
</tbody>
</table>

---

**Procedures for Resolving Complaints of Discrimination and Harassment**

**Indiana University Annual Security & Fire Safety Report**
| **Purdue University Fort Wayne Student Assistance Program** | Walb Student Union, Room 113 | M-F, 8:30 a.m.-4:30 p.m. | 260-481-6601 |
| **Bowen Center** | 2100 Goshen Road | M-F, 9:00 a.m.-5:00 p.m. 24/7 via phone | 800-342-5653 |

**Advocacy and Support Services**

| **Office of the Dean of Students** | Walb Student Union, Room 111 | M-F, 8 a.m.-5 p.m. | 260-481-6601 |

**Community Resources**

| **Sexual Assault Treatment Center** | 1420 Kernway Fort Wayne, IN | 24/7 | 260-423-2222 |
| **National Suicide Prevention Hotline** | 24/7 | 1-800-273-8255 |
| **Fort Wayne Women’s Bureau Rape Crisis Hotline** | 2417 Fairfield Fort Wayne, IN | 24/7 | 260-426-7273 888-311-7273 |
| **YWCA Domestic Violence Crisis Line** | 1610 Spy Run Fort Wayne, IN | 24/7 | 260-447-7233 800-441-4073 |

**Law Enforcement Resources**

| **Police Department** | Support Services Building | 24/7 | 260-481-6827 |
| **Fort Wayne Police Department** | 1 E. Main Street Fort Wayne, IN | 24/7 | 260-427-1222 |

**Westville Campus**

| **Confidential Resources** | Technology Building, Room 101 | M-F, 9 a.m.-3:00 p.m. | 219-989-2366 |

**Non-Confidential Reporting Resources**

| **Title IX Coordinator** | Schwarz Hall, Room 25D | M-F, 8 a.m.-4:30 p.m. | 219-785-5545 |
| **Police Department** | Physical Facility/Campus Police Building, Room 101 | 24/7 | 219-785-5220 |
| **Office of the Dean of Students** | Library-Student-Faculty Building, Room 103 | M-F, 8 a.m.-4:30 p.m. | 219-785-5368 |

**Medical Services (Confidential)**

| **Chesterton Health & Emergency Center** | 770 Indian Boundary Rd. Chesterton, IN | 24/7 | 219-921-2000 |
| **IU Health LaPorte Hospital** | 1007 Lincolnway LaPorte, IN | 24/7 | 219-326-1234 |
| **IU Health Starke Hospital** | 102 E. Culver Road Knox, IN | 24/7 | 574-772-6231 |
| **Porter Hospital** | 85 E. U.S. 6 Frontage Rd. Valparaiso, IN | 24/7 | 219-263-4600 |
| **Methodist Hospital** | 8701 Broadway Merrillville, IN | 24/7 | 219-738-5510 |
| **St. Anthony’s** | 301 W. Homer St. Michigan City, IN | 24/7 | 219-879-8511 |

**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>Service</th>
<th>Contact Information</th>
<th>Hours</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Domestic Violence Hotline</td>
<td>N/A</td>
<td>24/7</td>
<td>800-799-SAFE (7233)</td>
</tr>
<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, 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, 800-933-0466</td>
</tr>
<tr>
<td><strong>Law Enforcement Resources</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PNW Westville Campus Police Department</td>
<td>Physical Facility/ Campus Police Building, Room 101</td>
<td>24/7</td>
<td>219-785-5220</td>
</tr>
<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>
<tr>
<td><strong>Confidential Resources</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purdue Crisis Line</td>
<td>N/A</td>
<td>24/7</td>
<td>765-495-HELP (4357)</td>
</tr>
<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) 24/7</td>
</tr>
<tr>
<td><strong>Non-Confidential Reporting Resources</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<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>
<tr>
<td><strong>Medical Services (Confidential)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<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.</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>
<tr>
<td><strong>Counseling Services (Confidential)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CAPS</td>
<td>PUSH</td>
<td>M-F, 8 a.m.-5 p.m.</td>
<td>765-494-6995</td>
</tr>
<tr>
<td><strong>Advocacy and Support Services</strong></td>
<td></td>
<td></td>
<td></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>
</tbody>
</table>
### Community Resources

<table>
<thead>
<tr>
<th>Resource</th>
<th>Address</th>
<th>Hours</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health America Crisis Center</td>
<td>1244 N. 15th Street</td>
<td>24/7</td>
<td>765-742-0244/765-877-419-1632</td>
</tr>
<tr>
<td>YWCA Domestic Violence Intervention</td>
<td>N/A</td>
<td>24/7</td>
<td>765-423-1118* accepts collect calls</td>
</tr>
<tr>
<td>and Prevention Hotline</td>
<td></td>
<td></td>
<td>888-345-1118</td>
</tr>
</tbody>
</table>

### Law Enforcement Resources

<table>
<thead>
<tr>
<th>Resource</th>
<th>Address</th>
<th>Hours</th>
<th>Phone Numbers</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.</td>
<td>24/7</td>
<td>765-775-5200</td>
</tr>
<tr>
<td>Tippecanoe County Sheriff</td>
<td>2640 Duncan Road</td>
<td>24/7</td>
<td>765-423-9388</td>
</tr>
<tr>
<td>Lafayette Police Dept.</td>
<td>20 N 6th Street</td>
<td>24/7</td>
<td>765-807-1200</td>
</tr>
</tbody>
</table>
Appendix D

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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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

<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>
## Reports of Sexual Violence or Sexual Misconduct

<table>
<thead>
<tr>
<th>Title/Office</th>
<th>Telephone</th>
<th>Email/Webpage</th>
</tr>
</thead>
<tbody>
<tr>
<td>For all emergencies, dial 911.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-emergency reports may be made</td>
<td></td>
<td></td>
</tr>
<tr>
<td>using the contacts below.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Fort Wayne:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title IX Coordinator – Christine M.</td>
<td>260-481-6107</td>
<td>Doermer School, Room 312</td>
</tr>
<tr>
<td>Marcuccilli</td>
<td></td>
<td>2101 E. Coliseum Blvd.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Fort Wayne, IN 46805</td>
</tr>
<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>
</tr>
<tr>
<td></td>
<td></td>
<td>2200 169th St.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Hammond, IN 46323</td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="mailto:lbknox@pnw.edu">lbknox@pnw.edu</a></td>
</tr>
<tr>
<td><strong>PNW Westville Campus:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Title IX Coordinator – Laura Odom</td>
<td>219-785-5545</td>
<td>Schwarz Hall, Room 25</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1401 S. U.S. Highway 421</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Westville, IN 46391</td>
</tr>
<tr>
<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></td>
<td></td>
</tr>
<tr>
<td>Title IX Coordinator – Christina Wright</td>
<td>765-494-7255</td>
<td>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>
<tr>
<td></td>
<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
- 260-481-6827
- 260-481-6601
- 260-481-4180
- 260-481-5748
- www.pfw.edu/police/
- www.pfw.edu/offices/dean-of-students/
- www.pfw.edu/housing/
- www.pfw.edu/clinic/

**PNW Hammond Campus:**
- Police Department
- Office of the Dean of Students
- Housing
- Community Care Network Health Clinic
- 219-989-2220
- 219-989-4141
- 219-989-4150
- 219-989-1235
- www.pnw.edu/public-safety/
- www.pnw.edu/dean-of-students
- www.pnw.edu/housing/
- www.pnw.edu/health-care-facilities/

**PNW Westville Campus:**
- Police Department
- 219-785-5220
- 219-785-5230
- www.pnw.edu/public-safety/
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

Anti-Harassment, Interim
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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 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
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- 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.
Appendix D

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:
• 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

• 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


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.
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.
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
Appendix E

Procedures for Resolving Title IX Harassment Complaints

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
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.
Appendix E

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.
Appendix E

Procedures for Resolving Title IX Harassment Complaints

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:
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:

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;

As. 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;

Procedures for Resolving Title IX Harassment Complaints
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.

Procedures for Resolving Title IX Harassment Complaints
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


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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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

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></td>
</tr>
<tr>
<td></td>
<td></td>
<td><a href="http://www.purdue.edu/ethics">www.purdue.edu/ethics</a></td>
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<tr>
<td></td>
<td></td>
<td>Office address:</td>
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<tr>
<td></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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Title IX Harassment Complaints

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<tr>
<th>Title/Office</th>
<th>Telephone</th>
<th>Email/Webpage</th>
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<tbody>
<tr>
<td>Fort Wayne: Human Resources and Institutional Equity</td>
<td>260-481-6107</td>
<td><a href="http://www.pfw.edu/equity">www.pfw.edu/equity</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/diversity">www.pnw.edu/diversity</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/diversity">www.pnw.edu/diversity</a></td>
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</table>
# Appendix F

**West Lafayette:**
Office of Institutional Equity  
765-494-7255  
equity@purdue.edu  
www.purdue.edu/oie

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### Reports of Sexual Violence

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<th>Title/Office</th>
<th>Telephone</th>
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<tr>
<td><strong>Fort Wayne:</strong></td>
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</tbody>
</table>
| Title IX Coordinator – Christine M. Marcuccilli | 260-481-6107 | Doermer School of Business, Rm 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 |

**Fort Wayne:**
- Police Department
- Office of the Dean of Students
- Student Housing
- Health and Wellness Clinic
- 260-481-6827  
- 260-481-6601  
- 260-481-4180  
- 260-481-5748

**PNW Hammond Campus:**
- Police Department
- Office of the Dean of Students
- Housing
- Regional Health Clinic
- 219-989-2220  
- 219-989-4141  
- 219-989-4150  
- 219-989-1235

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*Title IX 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 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.
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.
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.
• 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

- [Amorous Relationships (III.A.1)](www.purdue.edu/policies/ethics/iiia1.html)
- [Anti-Harassment (III.C.1)](www.purdue.edu/policies/ethics/iiic1.html)
- [University Nondiscrimination Policy Statement](www.purdue.edu/purdue/ea_eou_statement.html)


Sexual Violence Awareness website: [www.purdue.edu/sexual_assault/](www.purdue.edu/sexual_assault/)

University Title IX website: [www.purdue.edu/titleix/index.php](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)
- [U.S. Equal Employment Opportunity Commission](www.eeoc.gov)

WEBSITE ADDRESS FOR THIS POLICY

[www.purdue.edu/policies/ethics/iiic4.html](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

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

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>
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<th>Contact</th>
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<td>Questions</td>
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<td>219-785-5400</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>
<td></td>
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<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>
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West Lafayette Campus

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</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>
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.

Violent Behavior
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
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.
Appendix H

Alcohol- and Drug Free Workplace Policy

- 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
Appendix H

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 stepparent;
(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;

comits 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.
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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.
   (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.
      (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).

Ind. Code § 35-42-4-1: Rape
(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.