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Indiana University School of Medicine Special Statement

The Indiana University School of Medicine (IUSM)-Lafayette campus is considered a separate campus from the larger Indiana University Purdue University Indianapolis (IUPUI) campus for Clery Act reporting and is located on the campus of Purdue University. IUSM students completing coursework on the Purdue campus and are considered “Guest Students” of Purdue and may be subject to both IUPUI and Purdue policies, procedures, and disciplinary processes depending on the nature and/or location of an incident. Guest Students have full campus privileges, including the option to reside in on-campus housing and other resources on the Purdue campus. IU employees working at the IUSM-Lafayette campus may also be subject to both Purdue and IUPUI policies, procedures and disciplinary action depending on the nature and/or location of an incident.

The IUSM-Lafayette facilities, located on the Purdue campus, are subject to the safety and security policies and procedures of Purdue. There are no IU police or security personnel on site. In order to provide IUSM-Lafayette 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 IUPUI and Purdue University.

Annual Security Report

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act) and the safety-related requirements of the Higher Education Opportunity Act, the Indiana University Police Department (IUPD) on each Indiana (IU) campus produces an Annual Security Report. Each report includes policy statements and specific information regarding the University’s procedures, practices, and programs concerning safety and security (e.g. policies for responding to emergency situations and sexual offenses). Each report also includes three years’ worth of 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 the campus.

These reports are available online at http://protect.iu.edu/police/cleryreports/iupui. You may also request a paper copy from your campus IUPD contact at:

Ball Annex
1232 W. Michigan Street
Indianapolis, IN 46202
(317) 274-2058 (Administrative)
(317) 274-7911 (Emergency)

Policy Statements

This section of the Annual Security Report discloses the procedures, practices, and programs IU has implemented to keep its students and employees safe and its facilities secure.
I. Reporting Crimes and Other Emergencies

All community members, including students, faculty, staff, and guests, are encouraged to accurately and promptly report all criminal or suspicious actions and any potential emergencies to the Indiana University Police Department (IUPD) or appropriate law enforcement agency, including when the victim of a crime elects to, or is unable to, make such a report. Situations occurring on campus should be reported to the IUPD. For emergencies, dial 9-1-1; if you are using a cell phone, immediately state your location. Incidents may also be reported in any of the following ways:

- By a campus telephone to IUPD - Indianapolis at phone number 911.
- By a non-campus telephone to IUPD - Indianapolis at phone number (317) 274-7911.
- In person to IUPD - Indianapolis at 1232 W. Michigan Street, Indianapolis, IN 46202 (Ball Annex building).
- Via the blue light emergency telephones located on campus property.
- To a police officer, security officer, or cadet officer when encountered.
- Using the online Campus Security Authority Crime Report form at: [https://protect.iu.edu/machform/view.php?id=11507](https://protect.iu.edu/machform/view.php?id=11507)

For crimes or emergencies occurring off-campus, reports should be made to local law enforcement by either dialing 9-1-1 or visiting in person. Crimes should be reported to the IUPD for inclusion in the annual statistical disclosure of crimes, if appropriate, and for assessment for Timely Warning notifications.

Response to Report

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, which offices may include:

- Office of the Vice President and General Counsel
- University Title IX Coordinator
- Deputy Title IX Coordinator
- Human Resources
- Academic Affairs
- Office of Insurance, Loss, Control and Claims
- Environmental Health and Safety
- Chancellor
- Vice Chancellor for Finance and Administration
- Vice Chancellor of Student Affairs
- Dean of Students
- Office of Housing and Residence Life
- Campus Facility Services

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 described in the Daily Crime...
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 timely warning notifications without using any personally identifiable information.

Campus Security Authorities

Many individuals throughout the University have been identified as Campus Security Authorities (CSA) 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 whom at the University may qualify to be a CSA can be found at https://protect.iu.edu/police-safety/clery/csa.html.

Pastoral and Professional Counselors

Any pastoral counselors and licensed professional counselors on campus, working in that capacity, are not considered campus security authorities (CSA). Therefore, they are not required to report crimes for inclusion into the annual disclosure of crime statistics. However, if they deem it appropriate, these counselors may inform students about the University’s policies and procedures about reporting crimes on a voluntary basis and seeking help if they are the victim of a crime (see above section on Voluntary, Confidential Reporting).

II. Timely Warnings (Crime Alerts) about Crimes

In order to promptly alert students and employees of dangerous situations on or near campus and provide them with enough time and information to take necessary precautions, IU has instituted a timely warning system. Timely Warnings at IU are called Crime Alerts and may be issued for any of the Clery Act crimes, as described in Appendix A 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. Crime Alerts may also be distributed for other crimes if deemed necessary by the campus IUPD Chief or his/her designee.

Crime alerts will be provided to students and employees in a manner that is timely, that withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences. For a Crime Alert to be issued, the crime must be considered a serious or continuing threat to students or employees. The campus IUPD Chief or his/her designee is responsible for determining the necessity of a Crime Alert and for issuing the alert to members of the IU community. 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 Section III below.

In deciding whether or not to issue a Crime Alert, the campus IUPD Chief or his/her designee 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 Alert would likely not be distributed.

Crime Alerts are generally written and issued by the campus IUPD Chief or his/her designee. Certain details may be withheld from a message if the information would compromise law enforcement efforts. Any details that could disclose the identity of the victim are withheld from Crime Alerts. IU-Notify is generally used to send Crime Alerts and to provide any updates to members of the University community. Email is the primary method of Crime Alert communication, however, other means of distribution may be used, including:
• Text messages
• Posting to Protect IU webpage updates (http://protect.iu.edu/)
• Posted on http://emergency.iu.edu
• Posted at: http://police.iupui.edu

More information on IU-Notify and instructions on how to update your contact information can be found at https://protect.iu.edu/emergency-planning/communication/iu-notify.html. 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 notifications and alerts. You should update and verify your information regularly.

III. Emergency Notifications

When IU receives a report of a potential emergency or other dangerous situation occurring on 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. University officials authorized to send messages via the emergency notification process will, without delay and taking into account the safety of the community, collaborate to determine the content of the message. 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, or other hazards could also warrant the use of this protocol.

University officials authorized to send messages via the emergency notification process include the following staff: Public Safety and Institutional Assurance officials (including IUPD, Emergency Management and Continuity personnel, and Environmental Health and Safety personnel) and Communications/Marketing personnel. These officials will use their discretion to determine the content of the message, specific method(s) of notification, recipients of the notification, and the sending authority. Usually, such 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 all of the following: text messages, telephone calls, email, 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:

• Posted to the IU Protect website at https://protect.iu.edu,
• Posted on http://emergency.iu.edu
• Posted at: http://police.iupui.edu
• Posted to Facebook at: https://www.facebook.com/IUEMC?fref=ts
• Posted to Twitter at: https://twitter.com/IUEMC
• Distributed to local news agencies,
• Posted to http://emergency.iu.edu
• Posted to WebEOC (which provides selected information to surrounding public safety jurisdictions and the Indiana Department of Homeland Security).
• Posted as a web banner at: http://www.iupui.edu/index.html
• Posters and flyers in campus buildings.
The purpose of initial emergency notifications is to put the campus community on alert. Initial messages 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.

More information on IU-Notify and instructions on how to update your contact information can be found at https://protect.iu.edu/emergency-planning/communication/iu-notify.html. 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 notifications and alerts. You should update and verify your information regularly.

IV. Emergency Response and Evacuation Procedures and Tests

Emergency Procedures

IU Emergency Management and Continuity (IU EMC) 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. IU EMC is responsible for assisting with and coordinating the University’s overarching mitigation, preparedness, response and recovery programs.


Tests, Drills, and Exercises

Announced and/or unannounced drills are scheduled and executed annually to test evacuation and emergency procedures.

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

Each test, drill, and exercise is designed to evaluate IU’s emergency plans and capabilities and is documented in writing. The documentation includes a description of the test/drill/exercise, the date held, the time started and ended, whether the test/drill/exercise was announced or unannounced, and includes any follow-through activities designed for assessment and evaluation of emergency plans and capabilities.

Campus tests, drills, and exercises performed in the calendar year for this report include:

<table>
<thead>
<tr>
<th>Description of Event (ie name of exercise)</th>
<th>Date</th>
<th>Start Time</th>
<th>End Time</th>
<th>Announced or Unannounced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operation Stormy Weather – Tornado Drill</td>
<td>3/20/14</td>
<td>1000</td>
<td>1030</td>
<td>Announced</td>
</tr>
<tr>
<td>Operation Stormy Weather – Tornado Drill</td>
<td>3/20/14</td>
<td>1900</td>
<td>1930</td>
<td>Announced</td>
</tr>
<tr>
<td>Indy Thunder Table Top Exercise</td>
<td>4/9/14</td>
<td>0800</td>
<td>1530</td>
<td>Announced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Inlow Hall</td>
<td>9/15/14</td>
<td>1035</td>
<td>1042</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Informatics &amp; Communications Complex (ICTC)</td>
<td>9/15/14</td>
<td>1057</td>
<td>1104</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Event Description</td>
<td>Date</td>
<td>Time</td>
<td>Time</td>
<td>Status</td>
</tr>
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</tr>
<tr>
<td>Fire/Evacuation Drill – Engineering Science &amp; Technology; Science Building</td>
<td>9/15/14</td>
<td>1117</td>
<td>1123</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Science and Engineering Laboratories</td>
<td>9/15/14</td>
<td>1144</td>
<td>1153</td>
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</tr>
<tr>
<td>Fire/Evacuation Drill – Eskenazi Hall</td>
<td>9/15/14</td>
<td>1207</td>
<td>1212</td>
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</tr>
<tr>
<td>Fire/Evacuation Drill – Engineering and Technology</td>
<td>9/15/14</td>
<td>1228</td>
<td>1233</td>
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</tr>
<tr>
<td>Fire/Evacuation Drill – Oral Health</td>
<td>9/16/14</td>
<td>1110</td>
<td>1114</td>
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</tr>
<tr>
<td>Fire/Evacuation Drill – Administration</td>
<td>9/16/14</td>
<td>1121</td>
<td>1124</td>
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</tr>
<tr>
<td>Fire/Evacuation Drill – Rotary</td>
<td>9/16/14</td>
<td>1141</td>
<td>1148</td>
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</tr>
<tr>
<td>Fire/Evacuation Drill – Physical Plant</td>
<td>9/16/14</td>
<td>1157</td>
<td>1203</td>
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</tr>
<tr>
<td>Fire/Evacuation Drill – Vermont Street Garage</td>
<td>9/16/14</td>
<td>1407</td>
<td>1409</td>
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<tr>
<td>Fire/Evacuation Drill – Riley Research</td>
<td>9/16/14</td>
<td>1424</td>
<td>1430</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Biotechnology Research &amp; Training Center</td>
<td>9/16/14</td>
<td>1448</td>
<td>1452</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Glick Eye Clinic</td>
<td>9/17/14</td>
<td>1002</td>
<td>1009</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Coleman Hall</td>
<td>9/17/14</td>
<td>1021</td>
<td>1027</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Fesler Hall</td>
<td>9/17/14</td>
<td>1038</td>
<td>1044</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Gatch Hall</td>
<td>9/17/14</td>
<td>1045</td>
<td>1057</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Nursing School</td>
<td>9/17/14</td>
<td>1109</td>
<td>1116</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Long Hall</td>
<td>9/17/14</td>
<td>1305</td>
<td>1308</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Cavanaugh Hall</td>
<td>9/17/14</td>
<td>1335</td>
<td>1338</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Lecture Hall</td>
<td>9/17/14</td>
<td>1340</td>
<td>1344</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Hine Hall</td>
<td>9/17/14</td>
<td>1424</td>
<td>1431</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Campus Center</td>
<td>9/18/14</td>
<td>0952</td>
<td>1000</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Dental School</td>
<td>9/18/14</td>
<td>1019</td>
<td>1026</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Location</td>
<td>Date</td>
<td>Time 1</td>
<td>Time 2</td>
<td>Type</td>
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</tr>
<tr>
<td>Fire/Evacuation Drill – Ball Annex</td>
<td>9/18/14</td>
<td>1045</td>
<td>1049</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Education and Social Work</td>
<td>9/18/14</td>
<td>1236</td>
<td>1243</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Business/SPEA</td>
<td>9/18/14</td>
<td>1303</td>
<td>1311</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Taylor Hall</td>
<td>9/18/14</td>
<td>1326</td>
<td>1333</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – 1000 Waterway</td>
<td>9/18/14</td>
<td>1355</td>
<td>1359</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – 1200 Waterway</td>
<td>9/18/14</td>
<td>1416</td>
<td>1421</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Eskenazi Fine Arts Center/Campus Services 3</td>
<td>9/23/14</td>
<td>0946</td>
<td>0950</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – 1430 Indiana Ave</td>
<td>9/23/14</td>
<td>1001</td>
<td>1003</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Campus Services 4</td>
<td>9/23/14</td>
<td>1040</td>
<td>1042</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Lockefield Village</td>
<td>9/23/14</td>
<td>1056</td>
<td>1101</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Regenstrief</td>
<td>9/24/14</td>
<td>1029</td>
<td>1035</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Research Institute</td>
<td>9/24/14</td>
<td>1055</td>
<td>1100</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Walther Hall</td>
<td>9/24/14</td>
<td>1106</td>
<td>1114</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Cancer Research Center</td>
<td>9/24/14</td>
<td>1125</td>
<td>1130</td>
<td>Unannounced</td>
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<tr>
<td>Fire/Evacuation Drill – Emerson Hall</td>
<td>9/24/14</td>
<td>1255</td>
<td>1301</td>
<td>Unannounced</td>
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<tr>
<td>Fire/Evacuation Drill – VanNuys Medical Sciences Building/Daly Center</td>
<td>9/24/14</td>
<td>1315</td>
<td>1325</td>
<td>Unannounced</td>
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<tr>
<td>Fire/Evacuation Drill – Medical Research Library</td>
<td>9/24/14</td>
<td>1342</td>
<td>1351</td>
<td>Unannounced</td>
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<tr>
<td>Fire/Evacuation Drill – Natatorium</td>
<td>9/24/14</td>
<td>1417</td>
<td>1423</td>
<td>Unannounced</td>
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<td>Fire/Evacuation Drill – Health Information and Technologies</td>
<td>9/24/14</td>
<td>1443</td>
<td>1451</td>
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<tr>
<td>Fire/Evacuation Drill – University Library</td>
<td>9/25/14</td>
<td>1421</td>
<td>1430</td>
<td>Unannounced</td>
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<tr>
<td>Fire/Evacuation Drill – Neuroscience</td>
<td>9/29/14</td>
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<td>1350</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Ball Residence</td>
<td>4/17/14</td>
<td>1809</td>
<td>1813</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Loshe &amp; Thornburgh</td>
<td>4/17/14</td>
<td>1830</td>
<td>1833</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Sewall, Stewart &amp; Stout</td>
<td>4/17/14</td>
<td>1842</td>
<td>1845</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Boaz, Blackford &amp; Blackburn</td>
<td>4/17/14</td>
<td>1855</td>
<td>1859</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – McCormick, Orvis &amp; Montgomery</td>
<td>4/17/14</td>
<td>1905</td>
<td>1909</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Rubins, Garrett &amp; Ransom</td>
<td>4/17/14</td>
<td>1941</td>
<td>1944</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Warthin, Honors &amp; Walker</td>
<td>4/17/14</td>
<td>1920</td>
<td>1923</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – International and Hardrick</td>
<td>4/17/14</td>
<td>1929</td>
<td>1933</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Fox and Morton-Finney</td>
<td>4/21/14</td>
<td>1836</td>
<td>1840</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – University Tower</td>
<td>4/21/14</td>
<td>1905</td>
<td>1916</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Clark and Cable</td>
<td>4/21/14</td>
<td>1927</td>
<td>1930</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Loshe &amp; Thornburgh</td>
<td>10/1/14</td>
<td>1448</td>
<td>1451</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Sewall, Stewart &amp; Stout</td>
<td>10/1/14</td>
<td>1456</td>
<td>1500</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Boaz, Blackford &amp; Blackburn</td>
<td>10/1/14</td>
<td>1506</td>
<td>1509</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – McCormick, Orvis &amp; Montgomery</td>
<td>10/1/14</td>
<td>1339</td>
<td>1343</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Rubins, Garrett &amp; Ransom</td>
<td>10/1/14</td>
<td>1400</td>
<td>1404</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Warthin, Honors &amp; Walker</td>
<td>10/1/14</td>
<td>1412</td>
<td>1416</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – International and Hardrick</td>
<td>10/1/14</td>
<td>1351</td>
<td>1355</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Fox and Morton-Finney</td>
<td>10/1/14</td>
<td>1423</td>
<td>1427</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Clark and Cable</td>
<td>10/1/14</td>
<td>1927</td>
<td>1931</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – University Tower</td>
<td>10/1/14</td>
<td>1440</td>
<td>1448</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Ball Residence</td>
<td>10/1/14</td>
<td>1809</td>
<td>1815</td>
<td>Unannounced</td>
</tr>
<tr>
<td>Fire/Evacuation Drill – Park Place</td>
<td>12/1/14</td>
<td>1046</td>
<td>1058</td>
<td>Unannounced</td>
</tr>
</tbody>
</table>
V. Daily Crime Log

The Daily Crime Log includes records of criminal incidents and alleged criminal incidents that have been reported to the Indiana University Police Department (IUPD) on each campus. The Daily Crime Log entries contain more detail than the Annual Crime Statistics Disclosure. It 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 ongoing investigation. If you would like to see your campus’ Daily Crime Log, you can do so by:

- Visiting IUPD - Indianapolis at 1232 W. Michigan Street, Indianapolis, IN 46202 (Ball Annex building) during normal business hours.
- Visiting IUPD - Indianapolis website http://www.police.iupui.edu/crime-logs/

VI. Security of and Access to Campus Facilities

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. Buildings will be closed according to schedules developed by the department responsible for the building. When a building is closed, only faculty, staff, and students with specific authorization are permitted inside. Emergencies may necessitate changes to any posted schedules.

Academic and Administrative Building Access

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 Access

Special considerations for campus residence access include:

- Campus residence halls and apartments all have 24/7 electronic access control on the private areas of the buildings. Access to these areas is controlled by Housing and Residence Life.

VII. Security Considerations for the Maintenance of Campus Facilities

IUPD officers patrol campus buildings and grounds regularly. If officers notice any unsafe conditions, such as poor lighting, they report such conditions to the appropriate campus administrators for correction. Members of the campus community are encouraged to report safety issues to the IUPD or one of the following:

- IUPD - Indianapolis at (317) 274-7911.
- Campus Facilities Services at (317) 278-1900.
- Parking and Transportation Services at (317) 274-4232.

A very strong commitment to campus security and safety is maintained through regular inspection of the following:
• IUPD and Campus Facilities Services employees constantly look for and report problems with lighting, locks, security equipment, and for other public safety hazards as they perform their daily duties.
• Exterior lighting — Formal surveys of exterior lighting on campus are conducted on a monthly basis. Members of the campus community are encouraged to report any exterior lighting deficiencies to Campus Facilities Services. A comprehensive survey of all exterior lighting is conducted on a monthly basis.
• Campus Facilities Services check interior lighting regularly. Members of the campus community are encouraged to report any interior lighting deficiencies to the building manager, IUPD, or facilities services/physical plant.
• In some building facilities staff nightly lock the exterior doors of buildings. Members of the campus community are encouraged to report any door or locking hardware deficiencies to the Campus Facilities Services.
• Some exterior doors on campus are locked and secured each evening by IUPD personnel or by facility services/physical plant personnel. Some exterior doors on campus are automatically locked electronically.
• Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. IUPD regularly patrols campus and checks that pathways are well lit, and that other hazards are addressed. Report shrubs or trees that might create an unsafe area as well as poor lighting to Campus Facilities Services.
• IUPD reports malfunctioning lights and other unsafe physical conditions to Campus Facilities Services for correction. Other members of the University community are helpful when they report equipment problems to IUPD or Campus Facilities Services.
• Campus buildings and grounds are patrolled regularly.
• Emergency telephones are surveyed monthly for deficiencies

VIII. Missing Student Notification

IU’s policy is to thoroughly investigate all reports of missing persons, 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.

If a student who resides in on-campus housing is believed to be missing, University staff must report it immediately to the IUPD. The IUPD will obtain a report and initiate an investigation. If the IUPD determines that a student has been missing for more than 24 hours, 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 initiate these procedures if the student has been missing for less than the 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 a student has identified such a person, the IUPD will notify that person no more than 24 hours after the student is determined to be missing. If the missing student is under the age of 18 and is not an emancipated person, the IUPD will notify the student’s parent or legal guardian in addition to the students designated contact.

Contact information will be registered confidentially for all students, will be accessible only to authorized campus officials, and will not be disclosed unless needed in a missing student investigation. A student can register their missing student contact information by:

• Visit https://hms.housing.iupui.edu/HMSSTUDENTWEB
• Log into the Housing Service Center
• Click on “Manage My Contacts”

Information about the missing person will be entered into the National Crime Information Center (NCIC) within two hours of being received by police. This information will also be sent to any
police department near the location where the missing student was last seen and to any law enforcement agency requested by the reporting party, provided the officer considers the request to be reasonable.

**IX. Crime Prevention and Security Awareness**

The IUPD, along with many other IU departments, uses a variety of media to provide information about crime prevention, to publicize campus security procedures and practices, and 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 (IUEMC) 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.

Campus security awareness and crime prevention programs include:

<table>
<thead>
<tr>
<th>Description of Program</th>
<th>Frequency</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>During floor and building meetings in every residential community Housing and Residence Life staff address safety and security topics.</td>
<td>Beginning of each semester</td>
<td>Housing and Residence Life (317) 274-7200</td>
</tr>
<tr>
<td>Housing and Residence Life presents information about safety and security in the on campus residential facilities.</td>
<td>Each new student orientation</td>
<td>Housing and Residence Life (317) 274-7200</td>
</tr>
<tr>
<td>Campus Security Authority training informs CSA’s about their reporting responsibilities under the Clery Act and provides information on how to report crimes.</td>
<td>Annually</td>
<td>IUPD – Indianapolis (317) 274-2058 [<a href="https://protect.iu.edu/police-safety/clery/csa.htm">https://protect.iu.edu/police-safety/clery/csa.htm</a> l](<a href="https://protect.iu.edu/police-safety/clery/csa.htm">https://protect.iu.edu/police-safety/clery/csa.htm</a> l)</td>
</tr>
<tr>
<td>Rape Aggression Defense is offered to female students only and teaches awareness, prevention, risk reduction, avoidance, and defense training.</td>
<td>Offered once Each Fall and Spring Semester</td>
<td>IUPD – Indianapolis (317) 274-2058</td>
</tr>
<tr>
<td>Building Emergency Coordinator Campus Safety Information Meeting provides information about safety and security on campus, fire safety, safe working environments, and emergency preparedness.</td>
<td>Each Fall and Spring Semester</td>
<td>Emergency Management and Continuity <a href="mailto:juemc@iu.edu">juemc@iu.edu</a></td>
</tr>
<tr>
<td>Response to Armed Assailant is a class for students and employees to learn about their options and the police response to an armed assailant.</td>
<td>As Requested</td>
<td>Emergency Management and Continuity <a href="mailto:juemc@iu.edu">juemc@iu.edu</a> IUPD – Indianapolis (317) 274-2058</td>
</tr>
</tbody>
</table>
Handling Difficult Situations covers de-escalation techniques for dealing with irate individuals. As Requested IUPD – Indianapolis (317) 274-2058

General Safety Presentations cover crime prevention tips for personal safety, safety of others, and safety of the campus community. As Requested IUPD – Indianapolis (317) 274-2058

Workplace Violence educates employees on recognizing the warning signs of a violent person or situation, documentation, and reporting. As Requested IUPD – Indianapolis (317) 274-2058

During CPR training, procedures for calling 911 while on campus are explained. As Requested IUPD – Indianapolis (317) 274-2058

Knowing the Code: Understanding Indiana University’s Code of Student Rights, Responsibilities, and Conduct 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. As Requested Office of Student Conduct (317) 274-4431

X. Campus Law Enforcement/Indiana University Police Department (IUPD)

Enforcement Authority

The 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.

On an as needed basis, for events occurring on campus, 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 Relationship 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. 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.

These cooperative working relationships include:

- Indianapolis Metropolitan Police Department (No Memorandum of Understanding (MOU));
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 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, city and state police 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.

XI. 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:

IUPUI Office of Student Conduct  
(317) 274-4431

IUPUI operates no off-campus housing or off-campus student organization facilities.

XII. Alcohol and Drugs

The possession, use, sale, manufacturing or distribution of any controlled substance, including alcohol, on the IU campus is governed by the campus’ Alcohol and Drug-Free Policy; the IU Code of Student Rights, Responsibilities, and Conduct; 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 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 (IC 7.1-5-1-6.5), students are afforded amnesty 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.

Alcohol and Drug Programs

IU is committed to promoting the health and safety of its campus community through prevention and awareness programs of drug and alcohol education and the implementation of relevant policies. IU prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol on IU property or as part of any IU sponsored activities.

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 is found below.

- Laws governing the production, possession, storage, sale, delivery, transportation, or financing of alcohol and drugs are set forth in the Indiana Code.
  - Offenses Related to Controlled Substances (Indiana Code 35-48-4)
  - Alcohol and Tobacco-Crime and Infractions (Indiana Code 7.1-5)
- Federal laws and sanctions concerning distribution and penalties can be found at: http://www.dea.gov/druginfo/ftp3.shtml

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 Administrations website at: http://www.dea.gov/druginfo/factsheets.shtml

Resources

IU encourages members of the community who may be experiencing difficulty with drugs or alcohol to utilize one of the following resources:

<table>
<thead>
<tr>
<th>Contact</th>
<th>Contact information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling and Psychological Services (CAPS)</td>
<td>Walker Plaza 719 Indiana Avenue, Suite 220, Indianapolis, IN 46202 <a href="http://studentaffairs.iupui.edu/health-wellness/counseling-psychology/">http://studentaffairs.iupui.edu/health-wellness/counseling-psychology/</a>  (317) 274-2548</td>
<td>On-Campus/Students only</td>
</tr>
<tr>
<td>Alcohol &amp; Other Drug Education and Prevention Coordinator Eric Teske, MA, MS</td>
<td>Office of Health and Wellness Promotion, IUPUI Campus Center, Suite 270 420 University Blvd Indianapolis, IN 46202 <a href="mailto:eteske@iupui.edu">eteske@iupui.edu</a> aod.iu.edu Phone: (317) 274-4745</td>
<td>On-Campus/Students only</td>
</tr>
<tr>
<td>Service Provider</td>
<td>Address</td>
<td>Phone Number</td>
</tr>
<tr>
<td>------------------------------------------------------</td>
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</tr>
<tr>
<td>Office of the Dean of Students Office</td>
<td></td>
<td>(317) 274-4431</td>
</tr>
<tr>
<td>Employee Assistance Program (EAP)</td>
<td></td>
<td>(888) 234-8327</td>
</tr>
<tr>
<td>Fairbanks: Alcohol &amp; Drug Addiction Treatment</td>
<td>8102 Clearvista Pkwy, Indianapolis, IN 46256</td>
<td>(317) 849-8222</td>
</tr>
<tr>
<td>EmberWood Center</td>
<td>1431 North Delaware St, Indianapolis, IN 46202</td>
<td>(317) 536-7100</td>
</tr>
<tr>
<td>Volunteers of America of Indiana Inc</td>
<td>927 North Pennsylvania St., Suite 1B,</td>
<td>(844) 455-4673</td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46204</td>
<td></td>
</tr>
<tr>
<td></td>
<td><a href="http://www.voain.org/behavioral-health-counseling">http://www.voain.org/behavioral-health-counseling</a></td>
<td></td>
</tr>
<tr>
<td>Families First</td>
<td>615 North Alabama St., Suite 320,</td>
<td>(317) 634-6341</td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46204</td>
<td></td>
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<tr>
<td></td>
<td><a href="http://familiesfirstindiana.org/">http://familiesfirstindiana.org/</a></td>
<td></td>
</tr>
<tr>
<td>Roudebush VA Medical Center – Mental Health Services</td>
<td>1481 W. 10th Street, D-wing, Room D5029,</td>
<td>(317) 988-2721</td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46202</td>
<td></td>
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<tr>
<td></td>
<td><a href="http://www.indianapolis.va.gov/services/Mental_Health_Services.asp">http://www.indianapolis.va.gov/services/Mental_Health_Services.asp</a></td>
<td></td>
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<tr>
<td>Life Recovery Center</td>
<td>(855) HELP-LRC (317) 887-3290</td>
<td></td>
</tr>
<tr>
<td></td>
<td>South</td>
<td></td>
</tr>
<tr>
<td></td>
<td>8150 Madison Ave, Indianapolis, IN 46227</td>
<td></td>
</tr>
<tr>
<td></td>
<td>West</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3607 W. 16th Street, Suite B-3,</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN 46222</td>
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</tbody>
</table>
University/Campus Disciplinary Sanctions

Violators of IU policies are subject to the provisions of applicable laws as well as University disciplinary actions. 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. Disciplinary action may also be taken to protect the interests of the University and the rights and safety of others.

University and Campus Policies

University and campus policies pertaining to drugs and alcohol can be found at:

- The IU policy on a Substance-free Workplace (for all staff and hourly employees) located at [http://policies.iu.edu/policies/categories/human-resources/conduct/substance.shtml](http://policies.iu.edu/policies/categories/human-resources/conduct/substance.shtml)
- The IU policy on Substance-Free Workplace for Academic Appointees [http://policies.iu.edu/policies/categories/academic-faculty-students/conditions-academic-employment/substance-free-workplace-acad-appointees.shtml](http://policies.iu.edu/policies/categories/academic-faculty-students/conditions-academic-employment/substance-free-workplace-acad-appointees.shtml)

XIII. Dating Violence, Domestic Violence, Sexual Assault, and Stalking (Sexual Misconduct)

Indiana University prohibits discrimination on the basis of sex or gender in its educational programs and activities. Prohibited conduct includes sexual harassment, sexual violence, sexual assault, dating violence, domestic violence, sexual exploitation and stalking. Such behaviors are against the law and are unacceptable behaviors under Indiana University policy.

Definitions

The following definitions are applicable in the state of Indiana and for Indiana University; these are not the same definitions used when reporting crime statistics, as stated in the Crime
Statistics Disclosure section of this report. The federal Violence Against Women Act (VAWA) definitions used for counting crime statistics are located in Appendix A.

**Domestic Violence (IC 5-26.5-1-3)**

Includes conduct that is an element of an offense under Indiana Code 35-42 (which includes crimes against a person) or a threat to commit an act described in Indiana Code 35-42 by a person against a person who:
1. is or was a spouse of;
2. is or was living as if a spouse of;
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 person regardless of whether the act or threat has been reported to a law enforcement agency or results in a criminal prosecution.

**Dating Violence**

Indiana does not have a law that defines Dating Violence. The definition in the university Sexual Misconduct Policy and provided below is based VAWA definition 42 U.S.C. 13925(a).

Dating Violence is violence committed by any person who is or has been in a relationship of a romantic or intimate nature. 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 persons involved in the relationship.

**Sexual Assault (IC 5-26.5-1-8)**

For purposes of IC 5-26.5-2-2, "sexual assault" means conduct that constitutes: (1) a misdemeanor or felony under IC 35-42-4 (sex crimes) or IC 35-46-1-3 (incest); (2) a misdemeanor or felony under the laws of: (A) the United States; (B) another state; or (C) an Indian tribe; that is substantially similar to an offense described in subdivision (1); or (3) an attempt to engage in conduct described in subdivision (1) or (2); regardless of whether the conduct results in criminal prosecution or whether the person who engages in the conduct is an adult.

The Indiana University Sexual Misconduct Policy defines sexual assault as:
1. Sexual Assault is committed when an individual subjects another person to sexual penetration (i) without the consent of the person, (ii) when the individual knew or should have known that the other person was mentally or physically incapable of resisting or appreciating the nature of the other person's own conduct, (iii) or when the other person is less than sixteen years of age.
2. Sexual assault is also committed when an individual touches another person for the purpose of sexual arousal or gratification of either party (i) without consent of the person, or (ii) when the actor knew or should have known that the person was physically or mentally incapable of resisting or appraising the nature of the person's own conduct, (iii) or when the person is less than sixteen years of age.

**Sexual Misconduct (Indiana University Sexual Misconduct policy UA-03)**

IU has defined sexual misconduct as stated below; all acts that fall under this definition use the same disciplinary procedures and are defined in the University Sexual Misconduct Policy (UA-03).

Sexual Misconduct: includes sexual harassment, sexual violence, dating violence, domestic violence, sexual exploitation and stalking. For purposes of UA-03, sex or gender based discrimination is considered sexual misconduct.

**Stalking (IC 35-45-10-1)**
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.

*Consent, in reference to sexual activity* (*Indiana University Sexual Misconduct policy UA-03*)

Indiana does not have a definition for consent. The definition provided is Indiana University’s definition.

- **Consent** is expressed through affirmative, voluntary words or actions mutually understandable to all parties involved.
- **Consent** is given for a specific sexual act at a specific time and can be withdrawn at any time.
- **Consent** cannot be coerced or compelled by duress, threat, or force.
- **Consent** cannot be given by someone who, for any reason, cannot understand the facts, nature, extent, or implications of the sexual situation occurring, including, but not limited to, those who are under the legal age of consent, asleep, unconscious, or mentally or physically impaired through the effects of drugs or alcohol, or mentally impaired due to an intellectual or other disability.
- **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.

**Prevention and Awareness Programs**

IU offers ongoing educational programs to promote awareness and prevention of domestic violence, dating violence, sexual assault, and stalking. These education programs include: (1) a statement that the University prohibits dating violence, domestic violence, sexual assault and stalking; (2) the definition of these terms, as well as the definition of consent in reference to sexual activity; (3) information about safe and positive options for bystander intervention; (4) information on risk reduction; and (5) 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 will be made to ensure that educational programs are culturally relevant and inclusive of the diverse communities and identities found on each IU campus.

Primary prevention and awareness programs offered to incoming students include:

<table>
<thead>
<tr>
<th>Program</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>AlcoholEdu/Haven</td>
<td>Student Conduct, IUPUI Division of Student Affairs (317) 274-4431</td>
</tr>
</tbody>
</table>
Primary prevention and awareness programs offered to new employees include:

<table>
<thead>
<tr>
<th>Program</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>University Employee Sexual Misconduct Training:</strong></td>
<td>The Office of Student Welfare and Title IX</td>
</tr>
<tr>
<td>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 &amp; 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 required 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.</td>
<td></td>
</tr>
<tr>
<td><strong>On-going prevention and awareness campaigns for all students and employees include:</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Program</strong></td>
<td><strong>Additional Information</strong></td>
</tr>
<tr>
<td><strong>Building a Safer Community: Sexual Assault Prevention and Bystander Intervention</strong></td>
<td>Health and Wellness Promotion, Division of Student Affairs (317) 274-4431</td>
</tr>
<tr>
<td>Workshop for students to increase knowledge, skills and confidence around using bystander intervention to prevent sexual assault, as well and key terminology and resources.</td>
<td></td>
</tr>
<tr>
<td><strong>Students in Recovery Indianapolis</strong></td>
<td>Health and Wellness Promotion, Division of Student Affairs (317) 274-4431</td>
</tr>
<tr>
<td>Creating an environment that supports students in recovery at IUPUI.</td>
<td></td>
</tr>
<tr>
<td>• Advises student organization: Students in Recovery of Indianapolis</td>
<td></td>
</tr>
<tr>
<td>• Offers meetings with professional Recovery Coach</td>
<td></td>
</tr>
<tr>
<td>• Organize late-night alcohol alternative social events</td>
<td></td>
</tr>
<tr>
<td>• Coordinate off-campus social outings for students in the recovery community</td>
<td></td>
</tr>
<tr>
<td>• Works closely with referral network</td>
<td></td>
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<tr>
<td>• Recovery advocacy and stigma-reduction campaigns</td>
<td></td>
</tr>
<tr>
<td>• Partners with counseling and psychological services, case manager, and student advocate</td>
<td></td>
</tr>
<tr>
<td><strong>Know the Code</strong></td>
<td>Student Conduct, IUPUI Division of Student Affairs (317) 274-4431</td>
</tr>
<tr>
<td>IUPUI students are entitled to respect and civility as members of this community but must also be aware of responsibilities and expectations as a student. The Code of Student Rights, Responsibilities, and Conduct is the governing document, which ensures the rights of all IUPUI students are protected and respected. The Office of Student Conduct, under the dean of students, is responsible for enforcing the Code through the university’s disciplinary processes. Know the Code – your time as an IUPUI student will be better for it.</td>
<td></td>
</tr>
<tr>
<td><strong>FSL New Member Academy</strong></td>
<td>Health and Wellness Promotion, Division of Student Affairs</td>
</tr>
<tr>
<td>--------------------------</td>
<td>---------------------------------------------------------</td>
</tr>
<tr>
<td>FSL New Member Academy session on Sexual Assault Prevention and Bystander Intervention is part of a series to welcome and train-up new fraternity and sorority members to the positive culture and standards of Greek life at IUPUI.</td>
<td>(317) 274-4431</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Creating a Community Free from Sexual Violence</strong></th>
<th>Health and Wellness Promotion, Division of Student Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presentation for graduate and professional students around sexual violence prevention, basic understanding of federal guidelines for higher education, bystander intervention and community resources.</td>
<td>(317) 274-4431</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Jagnation Ambassador Training</strong></th>
<th>Health and Wellness Promotion, Division of Student Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learn to embody the Culture of Care philosophy with this intimate small group training session. Formally acquire the skills and recognition that bring JagNation to life. Ambassador Training is a 90-minute interactive seminar built around bystander intervention and harm reduction. Content includes icebreakers, alcohol and sexual assault prevention, scenario practice, and discussion on social barriers to intervention. Think outside yourself and connect with others on a new level. Participants who complete the training receive an exclusive Ambassador pin, an individually numbered certificate, and sign their name in the JagNation archives. This 90-minute training can be requested for organizations and works best in groups of 20 or less (e.g. officer training, or series of training times rather than large organizations at once). Public sessions are limited to 22 participants.</td>
<td>(317) 274-4431</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Jagnation: a culture of care (outreach)</strong></th>
<th>Health and Wellness Promotion, Division of Student Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>JagNation: A Culture of Care is focused on creating a safe and positive campus climate at IUPUI through acts of kindness, bystander intervention, and school spirit.</td>
<td>(317) 274-4431</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Students in Recovery Indianapolis SIRI Outreach</strong></th>
<th>Health and Wellness Promotion, Division of Student Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness events and alcohol-alternative activities to support the recovery community and ally at IUPUI.</td>
<td>(317) 274-4431</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Behind Closed Doors</strong></th>
<th>Health and Wellness Promotion, Division of Student Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interactive educational program for RAs to introduce challenging scenarios that come up in their important role on campus, including alcohol, sexual assault and dating violence.</td>
<td>(317) 274-4431</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Relationship Violence and Healthy Relationships Awareness</strong></th>
<th>Health and Wellness Promotion, Division of Student Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness Campaign including tabling, social media and a community panel at IUPUI Campus Center in October around National Domestic Violence Awareness Month. And an event in February around Valentine's Day, a Health Relationships Screening, in partnership with CAPS and HWP Sexual Health.</td>
<td>(317) 274-4431</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Sexual Assault Awareness Outreach</strong></th>
<th>Health and Wellness Promotion, Division of Student Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coordinated effort of active and passive awareness activities throughout the month of April including tabling, Clothesline Project. Take Back the Night Week, march, speak out, social media campaign for Denim Day at IUPUI, a self defense course, and a program addressing victim blaming, an atrium fair for community partners (including two non-profits and Sexual Assault Nurse Examiners).</td>
<td>(317) 274-4431</td>
</tr>
</tbody>
</table>
**Policy Discussion**
Provided a presentation on the Student Welfare Initiative and new University Sexual Misconduct Policy and Procedures. Left time for questions and discussion. This presentation and discussion was open to the entire University community.

**Office of Student Welfare and Title IX**
titleix@iu.edu

**It's On Us Campaign and Celebration**
Two campaign video and a celebration in the Campus Center atrium.

**Health and Wellness Promotion, Division of Student Affairs**
(317) 274-4431

**BASICS**
Intervention for indicated population of students who are known to have an AOD concern.

**Counseling and Psychological Services (CAPS)**
capsindy@iupui.edu
(317) 274-2548

Additional information and resources about the University’s efforts to prevent sexual violence can be found at [http://stopsexualviolence.iu.edu](http://stopsexualviolence.iu.edu).

**Safe and Positive Options for Bystander Intervention**

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:

1. **Notice the event.** Pay attention to your surroundings.
2. **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.
3. **Take personal responsibility to intervene.** If you don’t intervene, it is unlikely that anyone else will.
4. **Decide how you are going to intervene.** Try not to put yourself at risk or make the situation worse.
5. **Decide to intervene.** Take action and intervene at the earliest possible point. If you are not able to fully intervene in a situation, consider responding by asking the victim if he or she needs 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. This may be someone who is in a role of authority, such as a police officer or campus official.
- **Distraction:** Interrupting the situation without directly confronting the offender by distracting the offender's attention or directing the potential victim away from the situation.
Most importantly, “If you see something, say something!”

Risk Reduction

The Clery Act defines risk reduction as, “Options designed to decrease perpetration and bystander inaction, and to increase help individuals and communities address conditions that facilitate violence.” Sexual assault, like all other forms of violence, is never the fault of the person assaulted. 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:

1. Be aware of your surroundings.
2. Listen to your intuition. If you feel like something is wrong, it probably is. Try to get out of the situation.
3. Don’t be afraid to make a scene and yell, scream, or run for protection.
4. Remember, alcohol and drugs can impair your perceptions and reactions. Be especially careful when you drink, and when you’re with someone who has been drinking.
5. Watch your beverage at all times. Date rape drugs are tasteless, colorless, and odorless. Victims don’t know they have ingested these drugs until the effects are well under way.
6. Go with a group of friends when you go out to a party or to the bars, and look out for each other.
7. Speak up or call authorities if you see someone who could be in trouble.

Healthy, Unhealthy, and Abusive Relationships

A relationship is healthy if each involved is supported in being the person he or she wants 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 she or he is, 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 his or her 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 abuse** – 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 abuse** – 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 impaired 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.

**Written Notification to Student and Employee Victims**

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Indiana University will provide written notification to the student and/or employee victim about existing assistance with and/or information about obtaining resources and services including 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. These resources include the following:

<table>
<thead>
<tr>
<th>Resource</th>
<th>Contact Information</th>
<th>Availability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Center Student Health</td>
<td>Campus Center, Suite 213 420 University Blvd (317) 274-2274</td>
<td>On-Campus/IUPUI students</td>
</tr>
<tr>
<td>Campus Health</td>
<td>Coleman Hall, Room 100 1140 West Michigan Street (317) 274-8214</td>
<td>On-Campus/IUPUI students</td>
</tr>
<tr>
<td>Eskenazi Health (24-hour)</td>
<td>720 Eskenazi Avenue (near Ball Residence) (317) 880-8006</td>
<td>Community</td>
</tr>
<tr>
<td>IU Health Methodist Hospital (24-hour)</td>
<td>1701 N Senate Indianapolis, IN (317) 963-3394</td>
<td>Community</td>
</tr>
<tr>
<td>Center of Hope at St. Francis Hospital</td>
<td>8111 S. Emerson Ave, Entrance 1 Indianapolis, IN 46237</td>
<td>Community</td>
</tr>
<tr>
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<tr>
<td></td>
<td>(317) 880-8006 (available 24/7)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(317) 880-9189 Emergency Department</td>
<td></td>
</tr>
<tr>
<td>Other Center of Hope in Indianapolis</td>
<td>St. Vincent Hospital: (317) 338-3756</td>
<td>Community</td>
</tr>
<tr>
<td></td>
<td>Wishard Hospital and Health Services: (317) 630-2445</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Riley Hospital for Children: (317) 630-2445</td>
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<tr>
<td></td>
<td>Community Hospital East: (317) 621-HOPE</td>
<td></td>
</tr>
<tr>
<td></td>
<td>IU Health Methodist: (317) 962-3600</td>
<td></td>
</tr>
</tbody>
</table>

### Counseling and Mental Health Service

<table>
<thead>
<tr>
<th>IUPUI Counseling &amp; Psychological Services (CAPS) (CAPS provides professional psychological services for IUPUI students at minimal charge.)</th>
<th>719 Indiana Avenue, Walker Plaza 220 <a href="http://caps.iupui.edu">http://caps.iupui.edu</a> (317) 274-2548</th>
<th>On-Campus/IUPUI students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Assistance Program (Provides professional and confidential counseling to full time employees, medical residents, and graduate appointees and their household members.)</td>
<td><a href="http://www.indiana.edu/~uhrs/benefits/eap.html">http://www.indiana.edu/~uhrs/benefits/eap.html</a> (888) 234-8327</td>
<td>University Full time faculty and staff</td>
</tr>
<tr>
<td>24 Hour Crisis &amp; Suicide Hotline</td>
<td>(317) 251-7575</td>
<td>Community</td>
</tr>
<tr>
<td>Community Health Network Behavioral Care Services</td>
<td><a href="http://www.ecommunity.com/behavioralcare">http://www.ecommunity.com/behavioralcare</a></td>
<td>Community</td>
</tr>
</tbody>
</table>

### IUPUI Student Advocate Service

<table>
<thead>
<tr>
<th>Sexual Assault Education and Prevention Specialist</th>
<th>(317) 274-2548</th>
<th>On-Campus/IUPUI students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Assault Prevention, Intervention, and Response Team (SAPIR)</td>
<td><a href="http://sapir.iupui.edu">http://sapir.iupui.edu</a> (317) 274-2503</td>
<td>On-Campus/IUPUI students</td>
</tr>
</tbody>
</table>
Legal Resources

The Protective Order Pro Bono Project
Assists in filing protective orders, developing safety plans, obtaining legal assistance, and accessing community resources.

City-County Building
200 East Washington Street,
Room G-90
(317) 327-6999

Community

Financial Aid Resources

Office of Student Financial Services
420 University Blvd., CE 250
Indianapolis, IN 46202-5145
 finaid@iupui.edu (Email)
(317) 274-4162 (Phone)
(317) 274-3664 (Fax)

On-Campus/IUPUI students

VISA and Immigration Resources

The Office of International Affairs
Assists students with visa and immigration advising and other support services for international students.

(317) 274-7000
 oia@iupui.edu

On-Campus/IUPUI students

Written notification will also be provided to victims about the university disciplinary procedures, as well as their rights and options.

Protective Measures

Students and employees who report being a victim of 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 or protective measures. If reasonably available, the University will make requested accommodations, regardless of whether the victim 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.

To requests a change in academic, living, transportation, working situation or other protective measures, contact:

- Sexual Assault Education and Prevention Specialist (317) 274-2548
- Office of Equal Opportunity (317) 274-2306

Examples of options for a potential change to the academic situation 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.
Procedures a Victim should follow if a crime of Domestic Violence, Dating Violence, Sexual Assault or Stalking Occurs

After an incident of sexual assault, dating violence or domestic violence, the victim should consider seeking medical attention as soon as possible. In Indiana, evidence may be collected even if you chose not to make a report to law enforcement. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where the student was assaulted if the offense occurred within the past 96 hours. This may allow evidence to be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring, or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University adjudicators/investigators and/or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, and/or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with the IUPD or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date. This may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order.

Reporting the Incident.

If you are the victim of any violence, including dating violence, domestic violence, sexual assault, or stalking, get help immediately. There are several reporting options available, including reporting to campus and local law enforcement, reporting to designated campus officials (see below), and/or filing a Title IX complaint. Under Title IX of the Education Amendments of 1972, sexual harassment, including sexual violence, is considered prohibited sex discrimination. Campus reporting options are listed below.

<table>
<thead>
<tr>
<th>Contact type</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Law Enforcement</td>
<td>Indiana University Police Department</td>
</tr>
<tr>
<td></td>
<td>1232 West Michigan Street</td>
</tr>
<tr>
<td></td>
<td>Indianapolis, IN</td>
</tr>
<tr>
<td></td>
<td>317-274-7911 or dial 911</td>
</tr>
<tr>
<td>Campus Authorities</td>
<td>IUPUI Office of Student Conduct</td>
</tr>
<tr>
<td></td>
<td>420 University Boulevard in CE 270</td>
</tr>
<tr>
<td></td>
<td>317-274-4431</td>
</tr>
<tr>
<td>Title IX Coordination</td>
<td>University Title IX Coordinator</td>
</tr>
<tr>
<td></td>
<td>Emily Springston, Chief Student Welfare &amp; Title IX Officer</td>
</tr>
<tr>
<td></td>
<td>812-855-4889</td>
</tr>
<tr>
<td></td>
<td>Title IX Deputy Coordinator</td>
</tr>
<tr>
<td></td>
<td>Kim Kirkland, Director of the Office of Equal Opportunity</td>
</tr>
<tr>
<td></td>
<td>317-274-2306</td>
</tr>
</tbody>
</table>

Retaliation against anyone who makes a report of sexual misconduct is prohibited by University policy.
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 victim’s choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement. However, the following University offices will assist any victim with notifying law enforcement if the victim so desires.

<table>
<thead>
<tr>
<th>Contact type</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Authorities</td>
<td>IUPUI Office of Student Conduct</td>
</tr>
<tr>
<td></td>
<td>420 University Boulevard in CE 270</td>
</tr>
<tr>
<td></td>
<td>317-274-4431</td>
</tr>
<tr>
<td>Title IX Coordination</td>
<td>University Title IX Coordinator</td>
</tr>
<tr>
<td></td>
<td>Emily Springston, Chief Student Welfare &amp; Title IX Officer</td>
</tr>
<tr>
<td></td>
<td>812-855-4889</td>
</tr>
<tr>
<td></td>
<td>Title IX Deputy Coordinator</td>
</tr>
<tr>
<td></td>
<td>Kim Kirkland, Director of the Office of Equal Opportunity</td>
</tr>
<tr>
<td></td>
<td>317-274-2306</td>
</tr>
</tbody>
</table>

If you choose to report the incident to the IUPD, an officer will take a statement from you regarding what happened. The officer will ask you 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 you wish, you may have a support person with you during the interview. IMPORTANT: Reporting an incident to the police is a separate step from choosing to prosecute. By filing a report, you are 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 choose to subject the respondent to disciplinary proceedings.

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

- Assisting the victim and helping the victim access necessary resources;
- Taking actions to prevent further victimization, including issuing a crime alert 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 victim; 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 to file a Petition for an Order of Protection,
you can do so at the Marion County Superior Criminal Court 21. To learn more about protection orders or to get assistance with filing, contact the Indiana Coalition Against Domestic Violence (ICADV) hotline at (800) 332-7385.

Marion County Superior Criminal Court 21
Basement, Center Tower, Room G-108,
200 East Washington Street,
Indianapolis, IN 46204
(317) 327-2490

Student victims may also request changes in University classroom, academic, and/or living arrangements; these requests will be granted when such changes are reasonably available.

The University may also impose a No Contact Order during and following disciplinary proceedings for sexual misconduct.

Procedures the University will Follow with Reports of Sexual Misconduct

The University’s institutional disciplinary procedures consist of a prompt, fair and impartial process from the initial investigation to the final result. Investigators and adjudicators, including members of any appeals boards, are trained at least 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 Sexual Misconduct Policy includes the following “Summary of Rights for the Complainant and Respondent in Sexual Misconduct 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 by University officials.
- To have an advisor present during a University sexual misconduct proceeding, investigation meeting, or related meeting. The role of the advisor will be limited to being present only; they will not be allowed to speak during any University sexual misconduct proceeding, investigation meeting, or related meeting.
- Adequate, reliable, and impartial investigation and appropriate resolution of all reports of 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 counseling, mental health, academic, legal and other support services, both at the University and in the community.
- To have allegations investigated by individuals who are properly trained to investigate and resolve allegations of sexual misconduct.
- Equitable participation in the investigation and disciplinary process, including the opportunity to identify witnesses and other appropriate evidence.
- To the use of the preponderance of the evidence standard (more likely than not) in determining responsibility.
- The right to appeal as set forth in these procedures.

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.
Institutional Disciplinary Procedures

Incidents of Sexual Misconduct by or Against a Student

Appendix B contains the procedures that apply when handling cases that involve dating violence, domestic violence, sexual assault, and stalking by or against a student.

Incidents Involving Allegations of Sexual Misconduct by Faculty & Staff

Appendix C contains the procedures that apply when handling cases that involve dating violence, domestic violence, sexual assault and stalking by faculty and staff.

Sanctions

The University may impose sanctions on the respondent following a final determination of responsibility following University disciplinary procedures.

Possible sanctions for cases in which students are found in violation of the Student Code for acts of sexual misconduct include, but are not limited to (See Appendix B):

- formal warnings,
- behavioral assessment and/or counseling,
- required educational training,
- disciplinary probation,
- suspension, and/or
- permanent expulsion

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

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 withholding 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 and 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 absolute confidentiality. These confidential employees are exempt from the reporting requirements that apply to responsible employees. Individuals who desire anonymity 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 this policy. The University shall identify and publicize confidential employees. See Stop Sexual Violence website at http://stopsexualviolence.iu.edu/employee/confidential.html for available confidential employees on each 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. 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 and should refrain from discussing the incident with anyone other than appropriate University officials and law enforcement.

Requests for No-University Action

If an individual discloses they have experienced an incident of sexual misconduct to a responsible employee, but 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 consider such request(s), and in general work to honor them. The responsible employee must still report the information to the designated officials, but also convey the individual’s desired request(s). The University will weigh such request against its obligation to provide a safe, non-discriminatory environment for all students, including 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.

The University has designated the following individual(s) to evaluate an individual’s request for no or limited action by the University in connection with a report of sexual misconduct: the Title IX and Deputy Title IX Coordinator(s), in consultation with relevant administrators on each campus and University legal counsel, where appropriate.

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 University Director of Public Safety. This information will be shared with the Indiana Department of Child Protective Services.

The University will, upon written request, disclose to the alleged victim of a crime of violence, or non-forcible sex offense, 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.
XIV. Obtaining Registered Sex Offender Information

Effective January 1, 2003, Zachary’s Law requires sheriff’s 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. Under the federal Campus Sex Crimes Prevention Act, any sex offender who is already required to register in any U.S. state must provide notice to any institution of higher education in the state(s) in which that person is employed, carries on a vocation, and/or is a student.

- The Indiana Sex and Violent Offender Registry can be accessed via: http://www.icrimewatch.net/indiana.php
- The National Sex Offender Registry links public state, territorial, and tribal sex offender registries together and can be accessed via: http://www.nsopr.gov/

XV. Preparation of 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, including, but not limited to:

- Indianapolis Metropolitan Police Department
- Indiana State Capitol Police Department
- Indiana State Police Department
- Indiana State Excise Police
- Indianapolis Airport Police Department
- Greenwood Police Department
- Lawrence Police Department

Although the following sources are not required by law to provide statistics for this report, statistical information, which contains no personal identifying information, is also requested from:

- Counseling and Psychological Services

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) and other definitions determined in the Clery Act. These definitions are listed in Appendix A.
Disclosure of Annual Crime Statistics – IUPUI Campus

I. 2014 Crime Statistics

Primary Crimes

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus (includes residential facilities)</th>
<th>Residential Facilities*</th>
<th>Non-Campus</th>
<th>Public Property</th>
<th>Unfounded Crimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>1^</td>
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<td>0</td>
</tr>
<tr>
<td>Rape</td>
<td>5</td>
<td>5</td>
<td>1</td>
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<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>4</td>
<td>3</td>
<td>0</td>
<td>0</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>48</td>
<td>8</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>7</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Arson</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Liquor Law Arrests</td>
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<td>0</td>
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<td>0</td>
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<tr>
<td>Drug Law Arrests</td>
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<td>9</td>
<td>1</td>
<td>4</td>
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</tr>
<tr>
<td>Weapons Law Arrests</td>
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<td>0</td>
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<td>0</td>
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<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
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<td>122</td>
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<td>Drug Law Violations Referred for Disciplinary Action</td>
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<td>45</td>
<td>0</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Note: Residential Facility Crime Statistics are a subset of the On Campus Category, i.e. they are counted in both categories.

^Incident occurred in 2012 in White River State Park. IUPD was made aware of the incident being a murder in a press release in 2014. Incident was a result of a domestic with no affiliation to IUPUI.

Domestic Violence, Dating Violence, and Stalking

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus (includes residential facilities)</th>
<th>Residential Facilities*</th>
<th>Non-Campus</th>
<th>Public Property</th>
<th>Unfounded Crimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Violence</td>
<td>10</td>
<td>0</td>
<td>1</td>
<td>1^</td>
<td>0</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Stalking</td>
<td>29</td>
<td>8</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

*Note: Residential Facility Crime Statistics are a subset of the On Campus Category, i.e. they are counted in both categories.

^Incident occurred in 2012 in White River State Park. IUPD was made aware of the incident being a murder in a press release in 2014. Incident was a result of a domestic with no affiliation to IUPUI.

Hate Crime Reporting

- There was one reported Intimidation with a bias of ethnicity that occurred on campus.
## II. 2013 Crime Statistics

### Primary Crimes

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus (includes residential facilities)</th>
<th>Residential Facilities*</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses, Forcible (Rape, Sodomy, Sexual Assault with an object, Fondling)</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Sex Offenses, Non Forcible - Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses, Non Forcible - Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>4</td>
<td>0</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>2</td>
<td>0</td>
<td>10</td>
<td>1</td>
</tr>
<tr>
<td>Burglary</td>
<td>45</td>
<td>4</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
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<td>0</td>
<td>14</td>
<td>1</td>
</tr>
<tr>
<td>Arson</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Liquor Law Arrests</td>
<td>7</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>12</td>
<td>8</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Weapons Law Arrests</td>
<td>0</td>
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<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
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<td>103*</td>
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</tr>
<tr>
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<td>16</td>
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<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Note: Residential Facility Crime Statistics are a subset of the On Campus Category, i.e. they are counted in both categories.

^Changing from 96 to 103. After further review of data, 7 referral statistics were inadvertently omitted.

#Changing from 16 to 17. After further review of data, 1 referral statistic was inadvertently omitted.

### Domestic Violence, Dating Violence, and Stalking

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus (includes residential facilities)</th>
<th>Residential Facilities*</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Violence</td>
<td>6</td>
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</tr>
<tr>
<td>Dating Violence</td>
<td>9</td>
<td>4</td>
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<td>1</td>
</tr>
<tr>
<td>Stalking</td>
<td>8</td>
<td>2</td>
<td>4</td>
<td>1</td>
</tr>
</tbody>
</table>

*Note: Residential Facility Crime Statistics are a subset of the On Campus Category, i.e. they are counted in both categories.

### Hate Crime Reporting

- There was one reported Simple Assault with a bias of race that occurred on campus.
- There was one reported Intimidation with a bias of national origin that occurred on campus.
- There was one reported Destruction/Damage/Vandalism of property with bias of race that occurred on campus.
### III. 2012 Crime Statistics

#### Primary Crimes

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus (includes residential facilities)</th>
<th>Residential Facilities*</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses, Forcible</td>
<td></td>
<td></td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>(Rape, Sodomy, Sexual Assault with an object, Fondling)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sex Offenses, Non Forcible - Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses, Non Forcible - Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>5*</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>6</td>
<td>2</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Burglary</td>
<td>60*</td>
<td>7</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>5</td>
<td>0</td>
<td>17</td>
<td>1</td>
</tr>
<tr>
<td>Arson</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Arrests</td>
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<td>7</td>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>7</td>
<td>2</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>Weapons Law Arrests</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>112</td>
<td>112</td>
<td>25</td>
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<tr>
<td>Drug Law Violations Referred for Disciplinary Action</td>
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</tr>
<tr>
<td>Weapons Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Note: Residential Facility Crime Statistics are a subset of the On Campus Category, i.e. they are counted in both categories.

*Changing from 62 to 60. Two unfounded reports were inadvertently included.

#Changing from 6 to 5. One unfounded report was inadvertently included.

#### Hate Crime Reporting

- There was one reported Destruction/Damage/Vandalism of property with a bias of religion that occurred on campus.

#### Annual Fire Safety Report

In compliance with the fire-related requirements of the Higher Education Opportunity Act, the IU Office of Insurance, Loss Control & Claims (INLOCC) provides an Annual Fire Safety Report for each IU campus that has on-campus student housing including information on policies, procedures and programs concerning fire safety. The Annual Fire Safety Report is located at the following link. You may also request a paper copy by contacting INLOCC via phone at 812-855-9758.

Disclosure of Annual Crime Statistics – IUSM Lafayette

IUSM-Lafayette students have full Purdue campus privileges; therefore statistics in this table are based on the entire on-campus, on-campus residence and public property reported by Purdue University. Noncampus locations are based only on locations used by the IUSM-Lafayette student. IUSM-Lafayette has no noncampus property.

I. 2014 Crime Statistics

Primary Crimes

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus (includes residential facilities)</th>
<th>Residential Facilities*</th>
<th>Non-Campus</th>
<th>Public Property</th>
<th>Unfounded Crimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non Negligent Manslaughter</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Rape</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fondling</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td>1</td>
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<tr>
<td>Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>1</td>
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<tr>
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<td>0</td>
<td>0</td>
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<td>0</td>
<td>0</td>
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<tr>
<td>Burglary</td>
<td>21</td>
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<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Arson</td>
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<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Arrests</td>
<td>33</td>
<td>17</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>71</td>
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<td>25</td>
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</tr>
<tr>
<td>Weapons Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>0</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
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<td>0</td>
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<td>0</td>
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<td>0</td>
</tr>
<tr>
<td>Weapons Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Note: Residential Facility Crime Statistics are a subset of the On Campus Category, i.e. they are counted in both categories.

Domestic Violence, Dating Violence, and Stalking

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus (includes residential facilities)</th>
<th>Residential Facilities*</th>
<th>Non-Campus</th>
<th>Public Property</th>
<th>Unfounded Crimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Violence</td>
<td>5</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>13</td>
<td>10</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Note: Residential Facility Crime Statistics are a subset of the On Campus Category, i.e. they are counted in both categories.

Hate Crime Reporting

- There was one reported intimidation with a bias of race that occurred on campus.
II. 2013 Crime Statistics

### Primary Crimes

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus (includes residential facilities)</th>
<th>Residential Facilities*</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses, Forcible (Rape, Sodomy, Sexual Assault with an object, Fondling)</td>
<td>4</td>
<td>3</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Sex Offenses, Non Forcible - Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses, Non Forcible - Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Burglary</td>
<td>11</td>
<td>7</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>0</td>
<td>0</td>
<td>5^</td>
<td></td>
</tr>
<tr>
<td>Arson</td>
<td>2^</td>
<td>2^</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Liquor Law Arrests</td>
<td>166</td>
<td>43</td>
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<td>15</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>120</td>
<td>72</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Weapons Law Arrests</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>527</td>
<td>527</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Drug Law Violations Referred for Disciplinary Action</td>
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<td>29</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Weapons Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Note: Residential Facility Crime Statistics are a subset of the On Campus Category, i.e. they are counted in both categories. ^indicates statistics have been updated by the host campus and are different than what was reported in last year’s ASR.

### Domestic Violence, Dating Violence, and Stalking

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus (includes residential facilities)</th>
<th>Residential Facilities*</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic Violence</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Dating Violence</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Note: Residential Facility Crime Statistics are a subset of the On Campus Category, i.e. they are counted in both categories.

### Hate Crime Reporting

- There was one reported simple assault with a bias of sexual orientation that occurred on campus.
### III. 2012 Crime Statistics

**Primary Crimes**

<table>
<thead>
<tr>
<th>Offense</th>
<th>On Campus (includes residential facilities)</th>
<th>Residential Facilities*</th>
<th>Non-Campus</th>
<th>Public Property</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder/Non Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Negligent Manslaughter</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses, Forcible (Rape, Sodomy, Sexual Assault with an object, Fondling)</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses, Non Forcible - Incest</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sex Offenses, Non Forcible - Statutory Rape</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Robbery</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>6</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Burglary</td>
<td>13</td>
<td>6</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Arson</td>
<td>1</td>
<td>1*</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Arrests</td>
<td>151</td>
<td>16</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>Drug Law Arrests</td>
<td>109</td>
<td>52</td>
<td>0</td>
<td>20</td>
</tr>
<tr>
<td>Weapons Law Arrests</td>
<td>0*</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Liquor Law Violations Referred for Disciplinary Action</td>
<td>500</td>
<td>500</td>
<td>0</td>
<td>1</td>
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<tr>
<td>Drug Law Violations Referred for Disciplinary Action</td>
<td>24</td>
<td>24</td>
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<td>Weapons Law Violations Referred for Disciplinary Action</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*Note: Residential Facility Crime Statistics are a subset of the On Campus Category, i.e. they are counted in both categories.

*^indicates statistics have been updated by the host campus and are different than what was reported in last year's ASR.*

*Updated 10/5/15. Changed from 0 to 1. After review, a keystroke error was identified and corrected.*

**Hate Crime Reporting**

- There was one reported simple assault with a bias of race that occurred on campus.
Appendix A - Crime Definitions

Definitions obtained from the FBI Uniform Crime Reporting Handbook and 34 CFR 668 Appendix A.

- Murder/Non-negligent Manslaughter: the willful (non-negligent) killing of one human being by another.
- Negligent Manslaughter: the killing of another person through gross negligence.
- Sexual assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program and included in Appendix A of this subpart.
  - 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.
- Sex-Offenses – Forcible: any sexual act directed against another person, forcibly and/or against that person’s will; or not forcibly or against the person’s will where the victim is incapable of giving consent. Including: forcible rape, forcible sodomy, sexual assault with an object, forcible fondling.
- Sex Offenses – Non-forcible: unlawful, non-forcible sexual intercourse. Including: incest and statutory rape.
- Robbery: 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.
- 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.
  (ii) For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- 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.
(i) 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.

(ii) 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.

(iii) For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

- Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
  (A) Fear for the person’s safety or the safety of others; or
  (B) Suffer substantial emotional distress.

(ii) 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.

- Hate Crimes: A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. 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. This includes all of the crimes listed above, plus larceny/theft, simple assault, intimidation and destruction/damage/vandalism of property.
  - 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.
  - 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.

- Arrest: a person processed by arrest, citation or summons.
  Referred for Disciplinary Action: the referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.
  - 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.
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.
Appendix B – Procedures for Responding to Incidents of Sexual Misconduct by or Against a Student

The University will promptly respond to all reports of sexual misconduct alleged against a University student following the procedures outlined in this policy. Allegations of sexual misconduct by students will be addressed by the Sexual Misconduct Policy and the Code of Student Rights, Responsibilities and Conduct (“Student Code”). Students may be charged according to specific code violations under the Student Code, which will reference the Sexual Misconduct Policy.

Any individual reporting that they have been a victim of sexual violence will be informed of how to, and provided assistance in, making a criminal complaint with the appropriate law enforcement agency. The pursuit of criminal charges may be in addition to, or instead of, pursuing cases through the University process. Individuals who identify as victims/survivors and all members of the Indiana University community are also encouraged to visit the Stop Sexual Violence website at http://stopsexualviolence.iu.edu for more information on reporting, campus resources and services available on their campus.

Throughout the process, the parties will have equal opportunities to present information, have advisors present, and pursue an appeal, if applicable. The University will have as a priority the interests of all parties involved in regard to fairness, dignity, privacy, and due process.

The investigation and determination of responsibility will generally be concluded within 60 days of the report, absent special circumstances.

1. Investigation: Upon receipt of a report of sexual misconduct by a victim/survivor (hereinafter referred to as “complainant”) or third party, the University will take immediate and appropriate steps to investigate the incident. If the complainant requests confidentiality or asks that the complaint not be pursued, the University will take all reasonable steps to investigate and respond to the complaint consistent with those requests, keeping in mind that the University must weigh such requests against its obligation to provide a safe, non-discriminatory environment for all students, including the complainant.
   a. If sexual misconduct proceedings are initiated, the parties will be notified, and the student alleged to have engaged in sexual misconduct (hereafter referred to as "respondent") will be provided a date by which an appointment must be made to discuss the matter. At such time, 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 person believed to have information relevant to an investigation may be contacted and requested to make an appointment to discuss the matter.
   c. Failure to comply with a request to make and/or keep an appointment relevant to an investigation may result in a disciplinary hold being placed on a student’s account and/or the initiation of charges for student conduct failure to comply.
   d. All members of the University are expected to cooperate with the investigative process. Failure to do so may result in disciplinary measures pursuant to applicable University policy and procedure.
   e. Upon completion of the investigation, the University will provide notice of all relevant charges and notice of next steps of the sexual misconduct process.
2. Alternative Resolution Options:
   a. In appropriate cases, the University may pursue alternative resolution with the consent of all parties at any point in the investigation process. Alternative resolution options may include, but are not limited to, mediation, development action plans, voluntary resolutions, and/or appropriate sanctions.
   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 begin the formal process. Mediation may not be used in cases involving any sexual violence. The Investigator shall document the outcome of any alternative resolution and share with the parties.

3. Acceptance of Responsibility Option:
   a. In cases where facts are generally not in dispute, and the respondent expresses a willingness to accept responsibility for all charges in a case, with the consent of the complainant, the respondent will be offered the opportunity to waive the right to a formal hearing and all related procedural guarantees, and agree to receive a sanction from a designated student affairs conduct officer by whom charges were brought or by the Sexual Misconduct Hearing panel. In such situations, the parties will each be provided the opportunity to submit a written statement to the conduct officer or hearing panel for consideration in determining appropriate sanctions.
   b. The conduct officer or hearing panel 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 grossly disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable university guidelines. The parties may end this process, and seek full hearing, at any point prior to issuance of the sanction.

4. Sexual Misconduct Hearing: The respondent is required to attend the sexual misconduct hearing. The complainant has an equal right to attend the sexual misconduct hearing and participate to the same extent as the respondent, if he or she chooses. If either respondent or complainant is unavailable to participate in person based on significant travel or schedule restrictions, participation by other means may be made available.
   a. Sexual Misconduct Hearing
      i. A hearing panel will be assembled for the sexual misconduct hearing. The hearing panel will be composed of three staff or faculty members of the University. Hearing panel members will be drawn from the pool of staff and faculty members 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.
      ii. The sexual misconduct hearing is closed. However, the complainant and respondent may each select one advisor of his/her choice and expense to accompany him/her at any point in the disciplinary process. Advisors are limited to an advisory role and may not participate or speak for students. Both parties will be afforded similar and timely access to view any information that will be used at the hearing.
   b. Procedures for a Sexual Misconduct Hearing
      i. The Chair of the panel shall review the Charge(s) made against the respondent and the specific facts alleged. The respondent may, but need not, respond to allegations.
      ii. Both the complainant and the respondent will have equal opportunity to present oral and/or written evidence. The respondent may, but need not,
respond to the allegations and evidence.

iii 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.

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

v If the respondent fails to appear at the sexual misconduct hearing, the hearing may proceed without his/her participation. The respondent may explain the failure to appear in writing to the University within two business days of the scheduled hearing. Written documentation supporting the cause of absence must be included. Within three business days after receiving the respondent’s letter, the University will notify the respondent and the complainant whether the failure to appear was excused, and if so the hearing may be rescheduled. The failure to appear will only be excused due to extraordinary circumstances.

vi If the respondent failed to appear and such failure was not excused, the respondent’s right to appeal the finding and any sanction(s) imposed will be automatically forfeited, and the outcome reached in absentia will go into effect. The respondent shall not lose their right to appeal in the event the hearing panel’s finding includes a sanction of expulsion from University housing, suspension from the University, or expulsion from the University.

c Decision & Sanctions

i At the conclusion of a hearing, the panel shall deliberate without the parties present to determine responsibility based on the evidence, and sanctions if applicable.

ii If, after deliberations the hearing panel determines that the information available in the sexual misconduct hearing does not support by a preponderance of the evidence (more likely than not) that the respondent is responsible for a violation of the Sexual Misconduct 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 section 5a.).

iii If, after deliberations, the hearing panel determines that the information available in the sexual misconduct hearing does support by a preponderance of the evidence (more likely than not) that the respondent is responsible for a violation of the Sexual Misconduct Policy and the Student Code, the hearing panel will notify both the respondent and the complainant and will assign appropriate sanctions by means of a written notice. The respondent and/or the complainant may request an appeal (see section 5a.).

iv Possible sanctions for cases in which students are found in violation of 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.

5. Appeal: The respondent or the complainant may appeal the decision of the sexual misconduct hearing panel to the Senior Student Affairs Administrator on the respective campus, or his/her designee. To initiate an appeal, respondent/complainant must send written notice of appeal to the designated official. The written notice must include the basis for seeking the appeal and include information to support such basis (See Section 5b.).

a Timing: The notice of appeal must be filed no later than five calendar days after the date the written decision of the sexual misconduct hearing panel is sent. If no written
request for an appeal is received by the University within the time specified, the request for an appeal will not be reviewed, any sanction(s) proposed by the hearing panel will be imposed, and the action will be final.

b Basis for Appeal: The Senior Student Affairs Administrator 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 of the following criteria:
   i Significant procedural error that reasonably would have affected the outcome of the student’s case.
   ii The sanction imposed is grossly disproportionate to the violation(s) committed, in light of all relevant aggravating and mitigating factors, and in consideration of applicable University guidelines.

c Decision and Sanction: If the basis for appeal has been met, the Senior Student Affairs Administrator will review the written appeal and the pertinent part of the sexual misconduct hearing panel record only. The Senior Student Affairs Administrator will not consider new evidence or information that is not a part of that record. The Senior Student Affairs Administrator must render a decision within 10 calendar days of receipt of the appeal and may take any of the following actions:
   i Affirm the original decision regarding responsibility.
   ii Affirm the original decision concerning the disciplinary sanction/s to be imposed.
   iii Set aside the original decision regarding responsibility and impose a new decision.
   iv Set aside the original decision regarding responsibility and order that a new sexual misconduct hearing be held before a new hearing panel.
   v Set aside the original decision concerning the disciplinary sanction/s to be imposed and impose a different sanction or set of sanctions.

d The Senior Student Affairs Administrator or his/her designee is required to notify the respondent and the complainant, in writing, of his/her decision and will initiate the necessary procedures to effectuate the decision.

e The decision of the Senior Student Affairs Administrator or his/her designee is final and there will be no further appeals.

6. Notice: To the extent possible, the complainant and the respondent will be provided notice of the outcome of the sexual misconduct hearing, in person, with an accompanying written notice provided. In addition, the parties shall be provided, to the extent possible, simultaneous written notice of the outcome of the sexual misconduct hearing, the appeals process, and the appeal decision, if applicable. Written notice may be provided electronically through Indiana University email accounts. In the event the appeal decision changes the results of the outcome of the sexual misconduct hearing, notice of such change shall be provided before those results are final, and include an explanation of when those results will become final.

7. NOTE: 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 their campus disability services office before accommodations can be considered and provided.

Further information and definitions of key terms can be found in the University Sexual Misconduct Policy. (http://policies.iu.edu/policies/categories/administration-operations/equal-opportunity/sexual-misconduct.shtml)
Appendix C – Procedures for Responding to Incidents Involving Allegations of Sexual Misconduct by Faculty & Staff

The University will promptly respond to all complaints of Sexual Misconduct alleged against a University employee. Any individual reporting that they have been a victim of sexual violence will be informed of how to, and provided assistance in, making a criminal complaint with the appropriate law enforcement agency. Individuals who identify as victims/survivors and all members of the Indiana University community are also encouraged to visit the Stop Sexual Violence website at http://stopsexualviolence.iu.edu for more information on reporting, campus resources and services available on their campus.

All parties will have equal opportunities to present information, have advisors present, and pursue an appeal, if applicable. All procedures, excluding any appeal, should be completed within 60 days, absent any special circumstances.

Throughout this process, the University will have as a priority, the interests of all parties involved, in regard to fairness, dignity, privacy, and due process. Students reporting sexual misconduct against an employee will be provided interim and remedial measures as described in this policy, where appropriate and necessary.

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

Investigator - the Deputy Title IX Coordinator(s) for the respective campus, or an appropriate designee, will conduct fact-finding as the Investigator.

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

1. For complaints against staff employees, including temporary (hourly), the DO will be the appropriate Campus HR Director.
2. For complaints against faculty and academic employees, the DO will be the Vice Provost/Vice Chancellor for Academic Affairs of the respective campus.
3. For complaints against a Dean, a Vice Provost, or a Vice Chancellor, the DO will be the Provost/Chancellor of the respective campus.
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.

Faculty Board of Review – constituted on each campus, in faculty cases may review action of DO.

Appellate Official – may review action of DO on each campus following appeal by either party. The Appellate Official will be as follows:

1. For an appeal in a complaint against staff employees, including temporary (hourly), the Associate Vice President of University Human Resources.
2. For an appeal in a complaint against faculty or academic employees, the Provost/Chancellor of the respective campus.
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.

All relevant officials and any review board members will receive annual University training on issues
related to sexual misconduct and be familiar with University policies and procedures. The University Title IX Coordinator shall be informed of each complaint and be available to all relevant officials and review board members for consultation during this process.

**Complaint**

*Initial Assessment:* Upon receipt of a complaint against faculty or staff, an Investigator will conduct an initial assessment to determine whether it falls within the scope of the Sexual Misconduct Policy, and whether it rises to the level of an allegation of sexual misconduct. The initial assessment will include informing complainants and respondents regarding the nature of allegations and explanation of this policy and procedures.

The process that follows shall apply if the Investigator determines that this threshold has been met. If a complaint raises allegations that are outside the scope of the Sexual Misconduct Policy, but may violate other University policy(ies), the Investigator will refer the complaint to the appropriate University office.

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 in an investigation. Upon review, the DO may uphold that decision or order an Investigation to proceed.

*Interim Action:* If, upon the receipt of a complaint, the University Title IX Coordinator and/or the Deputy Title IX Coordinator(s) for the respective campus, or their designee, determines a need for immediate interim action, e.g. removal, reassignment, administrative leave, or suspension, they shall consult with the DO. The DO may administer such interim action at any point in this process pending final outcome.

*Alternative Resolution Options:* In appropriate cases, the University may pursue informal resolution with the consent of all parties at any point in the investigation process. Informal resolution options may include, but are not limited to, mediation, development action plans, and voluntary resolutions. Under informal 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 begin the formal process. Mediation may not be used in cases involving any 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 Title IX Coordinator and the DO.

**Investigation**

When an investigation is initiated, the Investigator will conduct fact-finding as to the allegations made against the respondent employee. 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. The Investigator shall ensure that the respondent is informed of all allegations raised and is provided the opportunity to respond. The University may consider information relating to prior complaints of misconduct known to the University. Evidence regarding a party’s past sexual behavior or activity is prohibited, except in connection to evidence of past sexual activity between the parties where the exclusion of such information would adversely affect the integrity or fairness of the finding. Previous consensual relationships between the parties will not in itself establish consent or preclude a finding of sexual misconduct.

All members of the University are required to cooperate fully with the investigative process. Failure
to do so may result in disciplinary measures pursuant to applicable University policy and procedure.

**Report of Investigation**
The Investigator will create a report of the investigation setting forth:

1. factual determination(s);
2. recommendation as to whether the respondent is responsible for the sexual misconduct using a preponderance of the evidence standard (more likely than not); and
3. recommendation as to appropriate sanctions, if any, as set forth below.

The report will be forwarded to the DO.

**Finding and Decision**
Upon receiving the Investigator’s report, the DO may consult with the Investigator concerning his or her recommendations. If the DO wishes further consultation with the parties, the Investigator will facilitate consultations to ensure equal opportunities for the parties to meet with the DO.

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 Sexual Misconduct Policy:**

   If there is a determination that the behavior alleged and investigated did not violate the Sexual Misconduct Policy, the parties will be so informed of the finding. The parties will receive a summary of the information considered during the investigation. 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 respective Deputy Title IX Coordinator’s office, and not in the employee’s personnel file.

2. **Finding of a “Violation” of the University’s Sexual Misconduct Policy:**

   If there is a determination that the behavior alleged and investigated was in violation of the Sexual Misconduct Policy, the DO shall issue the finding and sanction(s) (based on the level of sanctions set forth below) and notify all parties. The parties will receive a summary of the information considered during the investigation.

**Sanctions**
Sanctions for a violation of the University’s Sexual Misconduct 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 withholding compensation, consideration in tenure or promotion decisions, suspension and termination.

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.
Appeals

Appeals to Appellate Officer
Following a finding of “No Violation” any party may request an appeal directly to the Appellate Officer on the basis of:

1. Significant procedural error that reasonably would have affected the outcome.
2. Significant bias in the process.

Following a finding of “Violation” and Level One Sanction: any party may request an appeal directly to the Appellate Officer on the basis of:

1. Significant procedural error that reasonably would have affected the outcome.
2. Significant bias in the process.

Following a finding of “Violation” and Level Two Sanction: any party may request an appeal directly to the Appellate Officer on the basis of:

1. Significant procedural error that reasonably would have affected the outcome.
2. Significant bias in the process.
3. The finding of responsibility is in error.
4. The appropriateness of the sanctions.

All requests for appeal must be submitted in writing within 10 calendar days of receiving the DO’s decision. The request must set forth the basis for seeking an appeal, and include information to support such basis(es). If an appeal is requested, all concerned parties will be notified. The Appellate Officer 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. The Appellate Officer shall not revisit findings of fact as determined in the investigation.

The Appellate Officer shall make a final determination within 10 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).

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

Request for Review to Faculty Board of Review
In cases involving a faculty member as a respondent, any party may request review by a Faculty Board of Review prior to an appeal to the Provost or Chancellor according to the provisions below. This request must be made within 10 calendar days of receiving the decision from the DO.

Level One Sanctions are only eligible for review by the Faculty Board of Review if the requesting party can show significant bias in the process or significant procedural error that reasonably would have affected the outcome. For an appeal of “No Violation” or Level One Sanctions, the Faculty Board of Review may decline a request for review at which point, the requesting party may appeal to the Provost or Chancellor. For Level Two Sanctions, the grounds for review by the Faculty Board of Review may also include the finding of responsibility and the appropriateness of the sanctions. The
Board may not conduct new fact-finding, and may not revisit the factual determination. The Board will only receive the Report of the Investigation, but may consult with the DO and Title IX Coordinator about further questions.

Throughout the Faculty Board of Review process, hearing members and participants shall ensure that the privacy of the matter and the parties is upheld. Hearings shall be closed to the public to protect the privacy of all parties. In addition to faculty members serving on the Board of Review hearing panel, others present during a hearing may include the party requesting review, the Investigator, the DO, the University Title IX Coordinator, and any other University official necessary to the proceedings. No witnesses will be allowed in the Faculty Board of Review. If the party requesting review is the faculty employee, the other party may choose to participate in the Faculty Board of Review by either being present and/or by submitting a written statement. All parties may have an advisor present, but the advisor will not be allowed to participate or speak during the Review, unless for the purpose of reading the party’s written statement, if provided and requested.

A Faculty Board of Review must be concluded promptly, and within no more than 60 days of the request. After review, the Faculty Board may support the decision of the DO or make an alternative recommendation regarding the finding or sanctions to the Provost or Chancellor, (or relevant official). The Provost or Chancellor (or relevant official) will make a final determination within 10 days of receiving the Faculty Board of Review recommendation.

Note: Adversary hearings, including confrontation, cross-examination by the parties and active advocacy by attorneys or other advocates, are neither appropriate nor permitted during the investigation or appeal phase of these processes.

Further information and definitions of key terms can be found in the University Sexual Misconduct Policy. (http://policies.iu.edu/policies/categories/administration-operations/equal-opportunity/sexual-misconduct.shtml)

Annual Security Report and Annual Fire Safety Report – Purdue University
2015

YOUR CAMPUS, YOUR SAFETY

PURDUE UNIVERSITY’S ANNUAL SECURITY AND FIRE SAFETY REPORT 2015

www.purdue.edu/police

WEST LAFAYETTE CAMPUS
QUICK REFERENCE RESOURCE GUIDE

Safety and Security
Purdue Police Department (On Campus)
Emergency: 911
Non-emergency: 765-494-8221
Terry House
purdue.edu/police

Purdue Fire Department
Emergency: 911
Non-emergency: 765-494-6919
purdue.edu/fire

Purdue Student Security Patrol
Safe Walk........................................... 765-494-SAFE (7233)
Escorts to and from campus buildings available 24/7

Office of the Dean of Students.................. 765-494-1747
24/7 on-call team can be activated by Purdue Police or Lafayette Crisis Center
Schleman Hall, 2nd Floor
www.purdue.edu/odos

Title IX Coordinator............................ 765-494-7255
Assistance with sexual assault, dating and domestic violence,
and stalking complaints
Young Hall, 10th Floor
www.purdue.edu/sexual_assault

Emergency Preparedness Office
765-494-0446
www.purdue.edu/ehps/emergency_preparedness/contact.php

For all emergencies, Dial 911

West Lafayette Police Department (Off Campus)
Non-emergency: 765-775-5200
westlafayettepd.us

Tippecanoe County Sheriff’s Department (Off Campus)
Non-emergency: 765-423-9388
tippecanoe.in.gov/department/?structureid=10

Lafayette Police Department (Off Campus)
Non-emergency: 765-807-1200
lafayettein.gov/police

Indiana State Police (Off Campus)
Non-emergency: (765) 567-2125
www.in.gov/isp

Crisis Services
MHA Crisis Center .................................. 765-742-0244
Crisis services, including sexual assault victim’s advocacy services available 24/7
914 South Street, Lafayette, IN
mhatippecanoe.org

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 University
Student Health Center......................... 765-494-1700
Sexual Assault Nurse Examiner (SANE) available during business hours.
PUSH, Main Floor
purdue.edu/PUSH

Counseling and Psychological
Services (CAPS)............................... 765-494-6995
PUSH, 2nd Floor
purdue.edu/caps

St. Elizabeth’s Hospital...................... 765-502-4000
SANE Exams after hours
1701 S. Creasy Lane, Lafayette, IN

IU Health Arnett Hospital............... 765-448.8000
5165 McCarty Lane, Lafayette, IN

AVAILABILITY OF ANNUAL SECURITY AND FIRE SAFETY REPORT
The Purdue University Police Department Your Campus, Your Safety: Annual Security and Fire Safety Report includes statistics
for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property
owned or controlled by Purdue University, and on public property within, or immediately adjacent to and accessible from,
campus. The report also includes policies concerning campus security, sexual assault, and other related matters. Copies of
this report can be obtained by contacting the Purdue University Police Department at 765-494-8221, at Terry House, 205 S.
Martin Jischke Drive, West Lafayette, IN, or online at https://www.purdue.edu/ehps/police/pdf/YourCampus.pdf.
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. This annual security report 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; sexual assault 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. A copy of this report is made available to faculty, staff and students in early October of each fall semester and is available for public viewing online. The definitions for crimes in the below statistics come from the FBI Uniform Crime Reporting Handbook.

<table>
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<th>Campus Crime Statistics, 2012-2014</th>
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<tr>
<td><strong>Primary Crimes</strong></td>
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<td>Murder/Non-Negligent Manslaughter</td>
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**Hate Crimes**[^1],[^2] Fields will be collapsed where there is no data to shorten tables.

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[^1]: 2014
[^2]: 2013
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<th>Crimes Required to be Reported by the Violence Against Women Act</th>
<th>Year</th>
<th>On-Campus Property</th>
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<td>N/A</td>
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<td>2014</td>
<td>5</td>
<td>4</td>
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<td>0</td>
<td>0</td>
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<tr>
<td></td>
<td>2013</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>2012</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Stalking</td>
<td>2014</td>
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<td>1</td>
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<td>0</td>
<td>0</td>
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<tr>
<td></td>
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<td>4</td>
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<td>0</td>
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<tr>
<td></td>
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<td>N/A</td>
<td>N/A</td>
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</tr>
</tbody>
</table>

1 Where there were no reportable offenses (murder/non-negligent manslaughter, negligent manslaughter, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson, simple assault, intimidation, vandalism, or larceny-theft) in 2012, 2013 or 2014 in which the offense was motivated by the actual or perceived race, gender, religion, sexual orientation, ethnicity, disability, national origin, or gender identity of the victim, the rows for each listed bias were collapsed accordingly.

In the course of reviewing its practices as part of a self-audit, Purdue noticed that it had previously classified several offenses as hate crimes that did not meet the criteria defined by the FBI’s Uniform Crime Reporting ("UCR") Hate Crime Data Collection Guidelines. Purdue has reclassified these incidents to be consistent with the criteria in the guidance from the Department of Education and the UCR Hate Crime Data Collection Guidelines. Purdue has updated its statistics for 2012 in this Annual Security and Fire Report, above, and with the Department of Education, and Purdue will continue to take measures to ensure compliance with all applicable laws and guidelines.
**CAMPUS SAFETY**

**Introduction**

The Lafayette–West Lafayette/Purdue University community offers numerous advantages to students and residents. The community is a great place to live, work, and study. However, it is not immune to the kinds of problems that beset the rest of the nation. Unfortunately, one of these problems—crime—is a reality at Purdue and in Lafayette–West Lafayette.

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.

The purpose of this publication is to:

- Provide the Purdue community with an overview of Purdue University 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.

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.

**Purdue University Police Department**

The University maintains its own professional police agency. State law grants Purdue police officers the same powers of arrest and law enforcement as city and county officers. The Purdue Police Department is staffed by competent law enforcement professionals who use advanced equipment, techniques, and current technology to perform their duties. The department works closely with the Indiana State Police, the FBI, and the police departments of West Lafayette, Lafayette, and Tippecanoe County. The Purdue University Police Department has a memorandum of understanding with all local police agencies for immediate mutual aid assistance. The Purdue Police Department encourages the other agencies to inform it of all reported criminal activity at any site affiliated with the University or with University-recognized organizations on and off campus. In an emergency, police can be summoned via any of the nearly 300 emergency telephones located throughout campus as well as by regular telephones. All reports of criminal activity will be handled and investigated in an appropriate and professional manner.

Besides direct efforts in crime prevention and detection, the Purdue Police Department carries out a number of programs to foster safety and security:

**Bike Patrol.** The Purdue Police Department’s bike patrol unit consists of officers from throughout the department. The department has instructors — certified by the International Police Mountain Bike Association — who train Purdue bike officers as well as officers from a variety of other law enforcement agencies. Officers can perform nearly all of their duties on bicycles, with the exception of transporting prisoners. The bike patrol is a cost-effective community outreach program that allows officers to interact with people while patrolling the campus.

**K-9 Program.** The Purdue University Police Department uses certified drug dogs and a certified explosives dog as part of the overall strategy to provide a safe University environment. The drug and explosives dogs are considered dual-purpose dogs, trained in their specific scent detection area as well as suspect apprehension. The Purdue Police Department’s K-9 program is designed to be a multi-functional program, combining the latest in K-9 policing techniques with crime prevention programming. The K-9’s and their handlers are available for programs upon request.
**Purdue Student Security Patrol.** Specially selected and trained students patrol parking garages and other areas of the campus. They carry two-way radios to report vandalism or suspicious activities to the police. They staff the evening Safe Walk program, (765) 494-SAFE, during the fall and spring semesters.

**Public Information.** The police department works closely with the news media, including student publications, to publicize crimes and crime prevention. Monthly and school-year totals of all crimes, as well as four-year statistics, are available online at [www.purdue.edu/police](http://www.purdue.edu/police). Police Daily Activity logs are open to the general public.

**Group Presentations.** Purdue police officers present safety and security talks to campus and community groups upon request. Presentations are scheduled regularly to address the special concerns of groups such as residence hall staff, resident assistants, library staff, international students, Panhellenic Council, Interfraternity Council, sororities, fraternities, cooperative houses, and nearly 1,000 student organizations.

**Bicycle Registration.** Students must register their bicycles as an aid to recovery in case of theft. Bicycles can be brought to the Purdue Police Department to be registered at no charge.

**Laptop Registration.** There is an online laptop computer registration program available through the police department’s website. This laptop registration program is voluntary, but highly recommended.

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**911**

You can summon help in an emergency by dialing 911 on any phone in Tippecanoe County. Place routine calls to the police and other agencies by using the non-emergency numbers listed in the front cover of this guide.

**Emergency Telephone System**

These emergency telephones are placed at strategic locations around campus and are equipped with a blue light for easy access. For assistance, push the button, which will connect you to the Purdue Police Department.

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**Reporting of Criminal Offenses**

The Purdue University Police Department encourages anyone who is the victim or witness to any crime to promptly report the crime by calling 911, by calling the non-emergency number at (765) 494-8221, using an ETS phone, or by going to the department at Terry House, 205 South Martin Jischke Drive, West Lafayette, IN.

Off-campus reports of crime may be reported by calling 911 or by calling the non-emergency numbers for the following departments:

- West Lafayette Police Department: (765) 775-5200
- Lafayette Police Department: (765) 807-1200
- Tippecanoe County Sheriff’s Department: (765) 423-9388
- Indiana State Police: (765) 527-2125

**Anonymous Reporting.** Purdue University remains committed to providing an environment where individuals may report, in a simple anonymous way, suspected fraud or illegal behaviors. Suspected crimes may be reported to the department anonymously by calling (765) 496-DRUG (3784) (off campus) or 6-DRUG (3784) (on campus). PUPD will evaluate the information received and take necessary action. Tippecanoe County, Indiana also provides an anonymous crime reporting hotline: WeTip Hotline: 1-800-78-CRIME.

Additionally, Purdue has a system-wide anonymous reporting program that is maintained by an external company, managing the intake of information with trained interview specialists who are available 24 hours a day, 7 days a week. After the intake is complete, the report will be provided to designated University personnel for appropriate action. Reports will be handled promptly and discreetly; however, sufficient and detailed information is necessary to conduct a thorough investigation. To utilize the Purdue University Enterprise-Wide Hotline, call 1-866-818-2620.
Purdue does not have policies that allow for voluntary, confidential reporting reports of crimes for inclusion in the annual disclosure of crime statistics. Crimes reported to the anonymous hotlines are included in the annual crime statistics and aid in providing timely warning notices to the community, when appropriate and possible.

**Pastoral and Professional Counselors**
Purdue does not have policies or procedures to encourage pastoral and professional counselors who are exempt from Clery reporting requirements to report aggregate statistical information.

**Campus Offices Designated to Receive Crime Reports**
While all individuals who have witnessed or been the victim of a crime are encouraged to report crimes to the Purdue Police Department first and foremost, Purdue has designated other specific campus offices that may receive crime reports in addition to the Purdue Police Department:

<table>
<thead>
<tr>
<th>Official</th>
<th>Address</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Dean of Students</td>
<td>Schleman Hall, 2nd Fl., 475 Stadium Dr.</td>
<td>765-494-1747</td>
</tr>
<tr>
<td>Office of the Vice President for Human Resources</td>
<td>Freehafer Hall, 401 S. Grant St.</td>
<td>765-494-7395</td>
</tr>
<tr>
<td>Office of Institutional Equity</td>
<td>Young Hall, 10th Floor, 155 S. Grant St.</td>
<td>765-494-7255</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>Young Hall, 10th Floor, 155 S. Grant St.</td>
<td>765-494-7255</td>
</tr>
</tbody>
</table>

This publication contains information about on-campus and off-campus resources. That information is made available to provide Purdue University community members with specific information about the resources that are available in the event that they become the victim of a crime. The information about “resources” is not provided to imply that any resources other than the Purdue Police Department or those offices specifically identified in this section are “reporting entities” for the Purdue University Police Department.

**Building Security**
Most academic buildings must remain unlocked until late at night because of evening classes, student and faculty research projects, and special events. All undergraduate residences except Hilltop Apartments and Purdue Village are locked from 11 p.m. to 6 a.m. A University ID is required for entrance into residence halls after 11 p.m. A locked door may not be propped open or used to allow entry. An access clerk is stationed at a single entry of most residences to monitor residents and their escorted guests who enter the building after hours. All guests must sign the register to record that they entered the building. Residents must show their University ID to the access clerk. Building Services and housekeeping personnel are instructed to report any suspicious situations to the police immediately. Buildings and Grounds personnel are responsible for security considerations used in the maintenance of campus facilities. Security-related maintenance issues, such as broken windows, faulty doors and locks, missing screens, and discharged fire extinguishers, are given first priority by the Maintenance personnel.

**Missing Student Notification Procedures**
In the event that a student is missing for more than 24 hours, notify the Purdue University Police Department immediately. If a resident assistant or other University personnel is notified of a missing student, that individual must report the missing student immediately to the Purdue University Police Department. Each student living in on-campus housing has the option to identify a contact person or persons whom the University will notify within 24 hours if the student is determined to be missing by the Purdue University Police Department. Each student will designate their emergency contacts with university housing at the beginning of the school year. The student may also change and amend their emergency contacts, throughout the year, at the front desk of their residence hall. This contact information will be registered confidentially, will be accessible only to authorized University officials, and will not be disclosed, except to law enforcement personnel in furtherance of the missing person investigation.

If a student is under 18 years of age and not emancipated, Purdue must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to any additional contact person designated by the student.
Unless a local law enforcement agency was the entity that made the determination that the student was missing, the University will notify the local law enforcement agencies surrounding our main campus within 24 hours of the determination that the student is missing.

**Crisis Intervention Team**

There are Purdue police officers specially trained to safely de-escalate contacts with emotionally distressed and mentally ill persons and work with the mental health system in Tippecanoe County to get help for people in need. The Crisis Intervention Team (CIT) is a county-wide effort that involves the hospitals, counselors, courts, firefighters and law enforcement officers from various local agencies. All officers are provided training to help them recognize when a person's actions may be the result of a mental health issue, and they are encouraged to involve CIT members to help bring the situation to a successful resolution for the person in distress and the community.

The CIT program at the Purdue University Police Department is led by one of our patrol lieutenants. The program helps people by focusing on the root problem causing the behavior and seeking to get the individual professional help.

**SEX OFFENDER REGISTRATION**

The Campus Sex Crimes Prevention Act (CSCPA) is a federal law that provides for the tracking of convicted sex offenders enrolled at or employed by institutions of higher education. The CSCPA’s intent is to extend the protection of the sex offender registries and Megan’s Law to college campuses. It also amends the Clery Act to require institutions of higher education to issue a statement advising the campus community where to obtain law enforcement agency information provided by a state concerning registered sex offenders. The Indiana Sex and Violence Offender Registry may be checked online at icrimewatchnet/indiana.php. Megan’s Law can be found online at www.klaaskids.org/st-ind.htm, or you can visit the PUPD website: purdue.edu/police.

- National: [www.nsopr.gov](http://www.nsopr.gov)

**COMMUNICATION ABOUT CAMPUS CRIMES AND SAFETY**

Purdue University provides information about campus security procedures and practices to students and employees in a variety of ways and encourages them to be responsible for the security of themselves and others. This section discusses some of the ways in which campus offices communicate information about crime on campus.

**Purdue Emergency Warning Notification System: Purdue ALERT**

Purdue is a large and complex institution, and people move about our campus freely. A key part to Purdue’s campus preparedness is the University emergency warning notification system — Purdue ALERT. Despite advances in communication, there is no way to reach everyone instantly with a single message. However, the multi-layered communication approaches we have in place will help spread the word on emergency incidents. We use two very simple concepts to initiate our warning notification:

- **Fire Alarms**: immediately evacuate the building and proceed to your Emergency Assembly Area
- **All-Hazards Outdoor Emergency Warning Sirens**: immediately seek shelter (“shelter in place”) in a safe location within the closest building. This course of action may need to be taken during a weather event (such as a tornado), accidental release of toxic chemicals in the outside air or a serious civil disturbance such as gunshots fired.

Go inside to the lowest internal room and seek additional information by all means possible. Remain in place until police, fire, or other emergency response personnel tell you it is safe to leave or until such information is announced through the Purdue ALERT system.
Additional warning notifications and follow-up information will use other layers of the Purdue ALERT. They are:

- **Text Messaging**: Purdue University faculty, staff and students may sign up via the Purdue website to receive an emergency notification text message.
- **Twitter**: Use your Twitter app to push notifications from @PurdueEmergency to your smartphone or fast follow by typing “follow PurdueEmergency” to number 40404.
- **Desktop Popup Alerts**: An alert will be sent to the majority of University classroom & lab computers.
- **Alert Beacons**: An alert will be sent to the beacons which are installed in large classrooms.
- **Email**: An e-mail will be sent to all people with a purdue.edu address.
- **Purdue Campus Status page**: www.purdue.edu/ea is the focal point of the most complete information in all campus-related emergencies.
- **Boiler TV Emergency Alert System (EAS)**: The Boiler TV EAS may also broadcast emergency information.
- **Local Media**: The University works with the news media, radio, TV, newspapers, and Internet, to help spread the word.

**Emergency Incident Levels**

**LEVEL 1**: A major disaster or imminent threat involving the entire campus and/or surrounding community (immediate notification mandatory)

**LEVEL 2**: A major incident or potential threat that disrupts sizable portions of the campus community (timeliness of notification determined by incident commander (IC) and/or Senior Director of Environmental Health and Public Safety, Purdue Police Chief, and/or Purdue Fire Chief (“Public Safety Leadership”) — immediate or as time permits)

**LEVEL 3**: A minor, localized department or building incident that is quickly resolved with existing University resources or limited outside help (warning notification as time permits — types determined by IC and/or Public Safety Leadership)

**Emergency Response and Evacuation**

Purdue police and fire departments embrace the National Incident Management System (NIMS) and use Incident Command principles while responding to major incidents.

Purdue University will, without delay, and taking into account the safety of the community, determine the content of notification by the University’s emergency warning notification system, Purdue ALERT, and will initiate the Purdue ALERT system if a significant emergency or imminently dangerous situation involving a threat to the health and safety of students, employees or visitors occurs on or near campus, unless in the professional judgment of the responsible authorities the notification will compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. The significant emergency or imminently dangerous situation will normally be confirmed by PUPD or PUFD personnel prior to alerting the campus community.

Most significant emergencies or dangerous situations will be reported to the Purdue Dispatch Center (PDC), which will dispatch PUPD/PUFD to investigate and confirm the emergency. If confirmed, PDC starts the notification process by notifying public safety officials. Activation of all or part of the overall warning notification system, including the determination of the appropriate segment or segments of the campus community to receive the notification, will be 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 Purdue ALERT activation. However, the responding incident commander may direct Purdue ALERT activation if immediate life safety issues exist. The initial Purdue ALERT notifications will normally use a pre-formatted message that provides very basic information designed to immediately notify Purdue faculty, staff, and students. More detailed information will be included in subsequent notifications and posted on the Purdue Campus Status page (purdue.edu/ea).
Purdue ALERT will normally be tested at the beginning of each academic semester. Tests may be announced or unannounced. In conjunction with the testing, Purdue public safety officials will publicize Purdue’s emergency response procedures, and will document for each test, a description of the exercise, the date, time, and whether it was announced or unannounced. When Purdue ALERT is tested, the Emergency Preparedness Office publicizes that the Purdue community should review their emergency response and evacuation procedures as contained in the Emergency Procedures Handbook and Building Emergency Plan.

**Emergency Warning Notification System Test**
The spring semester 2013 Purdue ALERT test was conducted on January 17, 2013. The fall semester 2013 Purdue ALERT test was conducted on September 11, 2013. Both tests tested all Purdue ALERT layers and were announced tests. Anytime Purdue ALERT is activated, the Emergency Preparedness Office conducts an After Action Review (AAR) with all affected departments to discuss any lessons learned. The lessons learned are documented in the University's Emergency Preparedness Improvement Plan and are used to refine procedures and train officials.

**Timely Warning Procedures**
The Purdue University Police Department will issue timely warnings to notify the campus community of Clery reportable crimes reported to Campus Security Authorities or local police agencies and that are considered to represent a serious or continuing threat to our community. Upon receipt of a report of a crime within the Clery geography, Public Safety Leadership (or their designated representatives) will determine, on a case-by-case basis, whether to issue a timely warning. Factors considered include, but are not limited to:

- **The nature of the crime**, including but not limited to whether it was a Clery crime and whether it involved harm to person or property;
- **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 Purdue from issuing a timely warning but may impact the content of any issued timely warning.

The purpose of timely warnings is to allow campus community members to protect themselves. Thus, timely warnings will include information that helps promote safety and aids in the prevention of similar crimes, including information about the crime that triggered the warning and steps individuals can take to protect themselves. The name of any crime victim is not included in a timely warning.

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 Purdue 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 include:

- **Text Messaging**: Purdue University faculty, staff and students may sign up via the Purdue website to receive an emergency notification text message.
- **Twitter**: Use your Twitter app to push notifications from @PurdueEmergency to your smartphone or fast follow by typing “follow PurdueEmergency” to number 40404.
- **Desktop Popup Alerts**: An alert will be sent to the majority of University classroom & lab computers.
- **Alert Beacons**: An alert will be sent to the beacons which are installed in large classrooms.
- **Email**: An e-mail will be sent to all people with a purdue.edu address.
- **Purdue Campus Status page and Purdue Timely Warning page**: www.purdue.edu/ea and www.purdue.edu/timelywarning are the focal points of the most complete information in all campus-related emergencies. Updates will be posted and maintained on the timely warning page.
- **Boiler TV Emergency Alert System (EAS)**: The Boiler TV EAS may also broadcast emergency information.
- **Local Media**: The University works with the news media, radio, TV, newspapers, and Internet, to help spread the word.
Policy for Reporting the Annual Disclosure of Crime Statistics
The Purdue Police Department prepares this report to comply with the federal law (the Clery Act). The full text of the Clery Act can be located on the Web at www2.ed.gov/admins/lead/safety/campus.html. Purdue University's Annual Security and Fire Safety Report can be accessed on the Web by visiting the Purdue University Police Department's home page at www.purdue.edu/police or visiting the direct link at www.purdue.edu/ehps/police/reports/YourCampus.pdf. This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus and alternate sites, Residential Life, Office of the Dean of Students, Human Resources and Department of Intercollegiate Athletics. Each entity provides updated statistical information.

Campus crime, arrest, and referral statistics include those reported to the Purdue University Police Department, designated campus security authorities (including but not limited to directors, deans, department heads, residence halls disciplinary personnel, athletic coaches), and local law enforcement agencies.

The Purdue Police Department monitors reports from local police agencies of criminal activity in which students engaged at off-campus locations of officially recognized student organizations, including student organizations with off-campus housing facilities. The Purdue Police Department works closely with local police agencies that have jurisdiction over such non-campus property to ensure relevant incidents of criminal activity are properly recorded.

CRIME PREVENTION PROGRAMS AND SECURITY AWARENESS

The University offers a variety of safety programs and services throughout the year and/or upon request. The focus of these programs and services changes depending on need. Currently, the following are offered:

Campus Safety Programs are offered at the beginning of each school year to Boiler Gold Rush and Boiler Gold Rush international participants and Residence Hall staff. It is also offered as requested and entails how to keep oneself safe by utilizing the Safe Walk program and proper utilization of 911 and ETS systems.

Crime Prevention. These programs are offered at the beginning of each school year to Boiler Gold Rush team leaders and Residence Hall staff. It is also offered as requested and describes ways to keep your personal belongings safe in your residence hall rooms and in the dining courts, as well as the libraries.

International Students Programs. These programs are offered at the beginning of each school year during Boiler Gold Rush International and include the topics covered in the Crime Prevention and Campus Safety programs.
Personal Safety. This program is offered as requested and covers topics detailed in Campus Safety Programs including proper utilization of the ETS and 911 systems.

Robbery Training. This training is offered annually to staff and includes topics of prevention, solving, and surviving a robbery.

Counselor Orientation/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.

Citizens Police Academy. This educational program is an 11-week academy and sessions include presentations from members of the department discussing their areas of expertise to include drug recognition and OWI enforcement.

Violent Behavior Policy Training. Offered by the Purdue Police and Physical Facilities Training, the training session provides participants with information related to workplace violence, including risk factors, key elements, definition and types of workplace violence, and more. For more information, e-mail police@purdue.edu.

Safe Walk Program. The Purdue Student Security Patrol provides the evening Safe Walk Program for students and staff during the fall and spring semesters. Anyone who wants the service can request a Safe Walk by calling (765) 494-SAFE (7233).

Campus Safety Awareness Week. This annual observance includes a number of safety- and security-related activities. The Purdue Police Department provides free child identification packages (identifying information, fingerprints, and photos) for children of students, staff, and community residents.

Publications. The police department, the Student Wellness Office and the Office of the Dean of Students distribute various publications that address problems such as date rape, alcohol abuse, and theft.

Lighting. The campus is routinely surveyed to ensure that exterior areas are adequately lighted at night. Sidewalks where illumination falls below 0.5 candlepower are specifically reviewed to determine whether additional lighting is needed. Trees and shrubs that impair lighting along walks are trimmed as needed.

Campus Safety Task Force. Purdue police take part in the activities of the Campus Safety Task Force, a standing subcommittee of the Purdue Student Government, along with students and representatives of the Office of the Dean of Students. This group undertakes various programs to promote safety and security at Purdue.

Mortar Board. The Mortar Board, an annual calendar of campus events, incorporates safety tips and a map showing the location of each of the nearly 300 special emergency telephones on the Purdue campus.

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.
SEXUAL ASSAULT, DATING AND DOMESTIC VIOLENCE, AND STALKING

Purdue proactively addresses sexual assault, dating violence, domestic violence, 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.

Sexual Assault, Dating Violence, Domestic Violence, and Stalking Programs

Purdue offers risk reduction, prevention and awareness programs and campaigns designed to prevent and eliminate sexual assault, dating violence, domestic violence, and stalking.

Primary Prevention Programs

A three-module online primary prevention and risk reduction program entitled “Respect Boundaries: Sexual Assault Awareness” is required of all incoming students. New employees are required to complete an in-person module during New Employee Orientation. The components of these programs include:
1. Definitions of sexual assault, dating violence, domestic violence, 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.

Awareness Campaign

Since 2012, Purdue has implemented its “Respect Boundaries” campaign relating to sexual violence awareness and prevention. Drink coasters, magnets and posters were distributed within University Residences, at freshmen, graduate and transfer student resource fairs, and to sororities, fraternities, cooperative houses. Materials were also distributed as part of Title IX training for students. Online education for new students and ongoing education for continuing students will also incorporate the “Respect Boundaries” logo and campaign.

Ongoing Prevention and Educational Programs

Purdue offers several ongoing sexual assault risk reduction, prevention and educational programs across campus. A list of programs follows:

Rape Aggression Defense (RAD)

Available at Purdue since 1999, Rape Aggression Defense (RAD) is a women’s self-defense program. This 12-hour comprehensive course equips participants with realistic self-defense tactics and techniques. The Purdue Police Department conducts RAD classes for student and staff groups, organizations, and the general public. The initial focus of RAD is on education and awareness, prevention, risk reduction, and avoidance of assault and rape. The program then progresses to the basics of hands-on defense training. Certified instructors provide a workbook/reference manual and hands-on training. RAD is dedicated to teaching defensive concepts and techniques against various types of assault by utilizing easy, effective, and proven self-defense martial arts tactics. The program provides participants with the knowledge to make an educated decision about resistance.

R.A.D. training is available at no charge to participants. For additional information, e-mail Sarah Sheppard at sasheppard@purdue.edu. Enrollment priority is given to University students, faculty, and staff, and is handled on a first-come, first-served basis.

Self-Defense Awareness and Familiarization Exchange (SAFE)

The Self-Defense Familiarization and Exchange (SAFE) training is a two-and-a-half-hour long program that is an introduction to women’s self-defense. Presented by the designers of RAD, the SAFE program exposes participants to information that may reduce their risk of exposure to violence, and allows them to familiarize themselves with physical skills training. This program serves as a precursor to the full RAD program. The lead instructor for RAD is also a certified SAFE instructor.
John R. Wooden Leadership Institute for student athletes includes topics of drugs, spice, alcohol, sexual assault and bystander intervention in monthly meetings.

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.

Counseling and Psychological Services provides sexual assault programming upon request, and tailor the program to the audience requesting the program.

Safe Walk Program
Phone 765-494-SAFE(7233)

Indiana Law
The Indiana Code defines and sets forth prescribed sentences for the crimes associated with sexual assault, relationship violence, and stalking. Indiana law does not define “consent” in reference to sexual activity. The University has adopted a definition of “consent” in its Anti-Harassment Policy, which is available in Appendix C. Appendix G contains relevant Indiana laws that apply to these crimes on Purdue’s campus.

Procedures for Sexual Assault Victims/Survivors
People who have been sexually assaulted react in many different ways — there is no right or wrong reaction. Listed here are some important things to consider. Even if your assault happened 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 an Assault
Reporting a sexual assault is optional but highly encouraged. Victims have a number of different reporting options.

Law Enforcement. Victims of sexual assault may report the crime to Purdue Police by calling 911, by calling the non-emergency number at (765) 494-8221, or by going to the department at 205 S. Martin Jischke Drive, West Lafayette, IN.

University officials can assist you in notifying law enforcement authorities of an assault if you would like such assistance. For more on what to expect while filing a police report, visit www.purdue.edu/sexual_assault/faq/police.html.

Off-campus assaults can 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 below.

West Lafayette Police Department
765-775-5200

Tippecanoe County Sheriff’s Department
765-423-9388

Lafayette Police Department
765-807-1200

Indiana State Police
765-527-2125

Non-Confidential Reporting Options. Reporting a sexual assault to non-law enforcement personnel at the University is optional but strongly encouraged so that the University may take steps to protect the safety and well-
being of all University community members, including an internal University investigation, 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.

**Title IX Coordinator**  
Young Hall, 10th Floor  
Monday-Friday, 8 a.m. – 5 p.m.  
765-494-7255

**Office of Student Rights and Responsibilities**  
Monday-Friday, 8 a.m. – 5 p.m.  
Schleman Hall, B50  
765-494-1250

**Office of the Dean of Students**  
Monday-Friday, 8 a.m. – 5 p.m.  
Schleman Hall, Second Floor  
765-494-1747

**Confidential Reporting Options.** A sexual assault may be reported to the below offices and will remain entirely confidential. Purdue 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.

**Counseling and Psychological Services**  
Monday-Friday, 8 a.m. – 5 p.m.  
601 Stadium Mall Drive (in PUSH), Room 246  
765-494-6995

**Purdue University Student Health Center**  
Monday-Friday, 8:00 a.m. – 8:00 p.m.; Saturday-Sunday, 10:00 a.m. – 6:00 p.m.  
601 Stadium Mall Drive (PUSH), Main Floor  
765-494-1700

**What to Do if You Have Been Sexually Assaulted**  
Get to a safe place as soon as you can. If the assailant 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 sexual assault advocate.

**Preservation of Evidence.** Try to preserve all physical evidence, such as clothing, 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.

- Do not eat, drink, bathe, shower, wash your hands, use the toilet or brush your teeth.
- Don't 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.

**Medical Care.** You should seek medical care as soon as possible, even if you don't have any apparent injuries. For more on what to expect during a post-sexual assault exam, visit www.purdue.edu/sexual_assault/what-to-do/medical-care.html.
**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 sexual assault matters. These rights and services are provided whether the conduct occurred on- or off-campus.

**Local Crisis Services Available 24/7**

These community centers are specially trained to deal with sexual assault and everything that comes after. The MHA Crisis Center can send a trained advocate to be with you at the police department or in the emergency room, and, at your request, they can also be in contact with the Office of the Dean of Students at Purdue to make the ODOS aware of the assault so that they can be prepared to give you the support you need on campus.

**MHA Crisis Center**
914 South St., Lafayette
765-742-0244
877-419-1632 (toll-free)

**YWCA Domestic Violence Intervention and Prevention Hotline**
765-423-1118 (accepts collect calls)
888-345-1118 (toll-free)

**Purdue Crisis Line**
765-495-HELP

**Protective Orders and No-Contact Directives.** Protective orders, which would direct an assailant not to contact you under a court order, are be available through the Tippecanoe County Courts. University officials, upon request, will provide you with assistance in navigating this process. Additionally, the University can issue no-contact directives that direct a respondent not to contact you. Contact the Office of the Dean of Students’ Advocacy and Support Center, Schleman Hall of Student Services, 2nd Floor, 765-494-1747, for these services.

**Advocacy and Other Support Services.**

Purdue provides its students with professional staff who can assist sexual assault 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 the following:

- Coordination of services.
- Academic adjustments, including processing absence notifications or changing class sections.
- Housing reassignments and assistance with emergency housing needs.
- Support during the campus disciplinary process, including in-person attendance at all meetings and ongoing in-person support.
- Support during the law enforcement process, including in-person attendance at meetings with law enforcement and/or the Prosecutor’s Office.
- Assistance in obtaining no-contact directives within the University.
- Assistance in obtaining a protective order through the Tippecanoe County Court system.

**Medical Facilities (confidential).** There are a number of medical facilities both on and off-campus that provide confidential medical care to victims of sexual assault. All of the below facilities except IU Health Arnett Hospital have Sexual Assault Nurse Examiners on staff.
Confidentiality
Purdue recognizes the importance of ensuring the confidentiality of sexual assaults victim to the greatest extent practicable. For purposes of the Clery Act disclosures, Campus Security Authorities do not disclose the name of the victim in making their required reports without the express permission of victim. Further, Purdue will keep confidential any remedial or protective measures provided to sexual assault victims to the greatest extent possible that does not otherwise prevent the University from providing such measures.

Campus Disciplinary Procedure (Non-Criminal Process)
Sexual assault is a violation of the University’s Anti-Harassment Policy and will be addressed accordingly.

The University’s disciplinary process begins when an individual (victim or third-party) contacts the Title IX Coordinator or the Office of the Dean of Students to report a sexual assault. Sexual assaults may also be reported by completing the online reporting form at www.purdue.edu/sexual_assault.

Disciplinary Process Steps. After a sexual assault report is received, a trained University investigator will begin a prompt, fair and impartial investigation into the allegations. At the conclusion of the investigation, a report of the investigator’s findings will be prepared. The timelines for the disciplinary process are set forth in full in Appendix B, the Procedures for Resolving Complaints of Discrimination and Harassment.

A meeting of the three-person panel of the Advisory Committee on Equity will be held, and each party will have the option of attending this meeting. The parties will not be asked or required to be present at the same time during this meeting or at any point in the disciplinary process.

The Dean of Students will determine whether it is more likely than not (preponderance of the evidence standard) that the allegations constitute a violation of the Anti-Harassment Policy. If the Dean of Students concludes there has been a violation of policy, s/he will impose appropriate sanctions for the violation. Both parties will be notified concurrently in writing of the outcome and, if applicable, any sanctions. Each party has the right to have a support person throughout the disciplinary process. While a support person may be an attorney, a support person may not stand in place of either party, act as legal counsel for a party, or otherwise participate in the disciplinary process.

Each party will have the right to submit a written appeal to the Vice President for Ethics and Compliance. The decision of the Vice President for Ethics and Compliance will be the University’s final action on the matter.
Possible Sanctions. Sanctions for violations of the Anti-Harassment Policy include the following:

- Expulsion
- Suspension
- Exclusion from certain locations on campus
- Exclusion from certain campus activities
- Probated Suspension
- Probation
- No Contact Directives
- Educational Sanctions
- Community Service

University faculty and staff who participate in the disciplinary process, including investigators, adjudicators, advisory committee members, receive annual training on issues related to relationship violence, sexual assault, and stalking, as well as how to conduct a hearing process that is fair, thorough and equitable.

Written Notifications
Purdue provides written notification to all students and employees of existing services available for victims, both within the institution and within the Greater Lafayette community. Purdue also provides written notification to all sexual assault victims about options for (and assistance with) changing academic, living, transportation, and working situations. 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 sexual assault, domestic violence, dating violence, or stalking (described above), is provided to all individuals who report such an instance.

Quick Contact Guide

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<th>Purdue Police Department</th>
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<tr>
<td>911 or 765-494-8221</td>
<td>765-494-1700</td>
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<td>Terry House</td>
<td>PUSH, Main Floor</td>
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<td>(205 S. Martin Jischke Drive)</td>
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<th>Purdue Crisis Line (24/7)</th>
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<td>765-495-HELP</td>
<td>765-502-4000</td>
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<td>765-495-HELP</td>
<td>1701 S. Creasy Lane, Lafayette, IN</td>
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<td>Young Hall, 10th Floor</td>
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<td>765-423-1118</td>
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<th>CAPS</th>
<th>Office of Student Rights and Responsibilities</th>
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<td>765-494-6995</td>
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<tr>
<td>PUSH, Room 246</td>
<td>Schleman Hall, B50</td>
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**ALCOHOL AND OTHER DRUG INFORMATION**

**Alcoholic Beverages**
Use, possession, or distribution of alcoholic beverages is strictly regulated.

State law prohibits consumption or possession of alcoholic beverages by persons younger than 21 years old. The law also prohibits persons 21 or older from providing alcoholic beverages to minors. A person misrepresenting his or her age to obtain alcoholic beverages is in violation of the law.

With a few exceptions, such as family student apartments, Union Club guest rooms, resident rooms in graduate houses, and in other areas designated by the University under the supervision of the Purdue Memorial Union, possession of alcoholic beverages on the Purdue campus is prohibited. Violators of alcohol policies are subject to the provisions of applicable state and federal laws as well as University disciplinary actions.

Purdue’s alcohol policy is published and distributed annually to students and employees. Purdue’s Alcohol and Drug-Free Campus and Workplace Policy (Executive Memorandum No. C-44) is available at Appendix F.

Assistance for both students and employees is available through University counseling programs. Personal counseling and referral are provided for students and their spouses through Counseling and Psychological Services (CAPS) and for staff through the Employee Assistance Program (EAP).

**Drug and Crime Tip Telephone Line**
The Purdue Police Department has installed an anonymous drug and crime tip telephone line. Those who want to report any illegal drug or crime activity should dial (765) 496-DRUG (3784).

**Illegal Drugs**
Indiana state law and University regulations prohibit the use, possession, or distribution of controlled substances without a valid prescription. Violators of drug policies are subject to the provisions of applicable state and federal laws as well as University disciplinary actions.

Purdue’s drug policy is published and distributed annually to students and employees. Purdue’s Alcohol and Drug-Free Campus and Workplace Policy (Executive Memorandum No. C-44) is available at Appendix F.

Assistance for both students and employees is available through University counseling programs. Drug abuse counseling is provided by the Employee Assistance Program (EAP). Personal counseling and referral are provided for students and their spouses through Counseling and Psychological Services (CAPS).

**Educational Programming**
The University currently offers the following Alcohol and Drug educational programming:

**Boiler Gold Rush and Boiler Gold Rush International**, orientation programs offered once a year prior to the start of the fall semester, includes a drug and alcohol educational sessions to include “The Conduct and Choices” session and a break-out discussion session about accountability and responsibility.

**AlcoholEdu for College**: This is an online alcohol education course and is offered once a year.

**Alcohol Education Class**: Small group discussion oriented workshop for students who have been found in violation of university policies related to alcohol. Included topics: standard drink measurements, how to calculate BAC, signs, symptoms and resources to address alcohol poisoning, information about Purdue medical amnesty policies, information about Indiana Lifeline law, and strategies for addressing peer pressure and how to effectively use various forms of bystander intervention. This course is offered on an as needed basis.
Grand Prix Community Standards Panel: Held once a year, before Grand Prix, includes representatives from local law enforcement, the Tippecanoe County prosecutor’s office and several campus offices. This event is designed specifically for fraternity and sorority housing unit presidents and risk managers and allows them to learn about responsible event management during Grand Prix.

Student organization officers and advisors attend a mandatory orientation each where alcohol issues and policies are addressed.

Drug Awareness Programs in University Residences: Require all 14 facilities to provide a Drug and Alcohol education program during the first six weeks of the fall semester.

Counseling and Psych Services Programming: Alcohol and other drug abuse presentations are provided upon request throughout the campus community by CAPS staff members. In addition, CAPS staff members teach “Life Skills” courses each fall semester and “Leadership Academy” courses each spring semester to first-year student athletes. These courses include some curriculum focused upon alcohol and other drug concerns.

John R. Wooden Leadership Institute includes topics of drugs, spice, alcohol, sexual assault and bystander intervention in monthly meetings.

Athletic training staff and coaches discuss alcohol and drugs with every team.

Bystander Intervention program: Common goals of bystander programs are to develop ways to increase awareness of sexual assault, hazing, and alcohol abuse such as learning to make observations and recognizing warning behaviors that may require intervention; teach the appropriate skills to intervene safely and effectively, in both direct and indirect ways.

Choices™: University Residences provides a 90-minute alcohol awareness program called Choices™ presented to students who have been sanctioned for violation of University Residences’ alcohol policy. The program includes strategies to minimize and reduce the risk of harm associated with alcohol use. This course is offered as needed.

Alcohol program: This program is an informational discussion about alcohol consumption, laws regarding alcohol use and possession and the effects and dangers of alcohol abuse.

Alcohol Awareness Program: This educational program includes special presentations regarding the dangers of alcohol consumption and true experience from the officer’s point of view.

Drug Recognition and Identification: This program provides education on a wide variety of drug related topics. The material is presented in a discussion format that is guided mostly by the interests of the students. Information on how to identify an individual under the intoxicating effects of drugs as well as how to identify specific drugs themselves is provided.

Purdue Amnesty Policy Training: This program provides education regarding the Purdue Cares Policy, as well as the Indiana Lifeline Law. Both the law and the policy provide different levels of protection to an individual if medical attention is needed in a situation where alcohol has been consumed. This program is presented in partnership with the Office of the Dean of Students.

Risk Management and Greek Life: This program covers safe practices during organized social events, personal responsibility and safety, illegal drug and alcohol use and the Purdue Amnesty policy. This program is presented in partnership with the Office of the Dean of Students.
The Campus Emergency Preparedness and Planning Office is responsible for the emergency preparedness and planning activities on the Purdue University campus. The Emergency Preparedness Office partners with the University police, fire, and other departments in developing the University Integrated Emergency Management Plan. Our goal is to provide a means to utilize all available resources to PREPARE for potential emergencies or disasters whenever possible and deal efficiently with the effects of inevitable events, RESPOND to save lives and protect property, and promote a means to RECOVER mission-critical business and academic operations.

Purdue University has adopted the National Incident Management System (NIMS), which is a comprehensive, national approach to incident management that is applicable to all jurisdictional levels and across functional disciplines. A key part of NIMS is the Incident Command System (ICS). ICS is a field emergency management system designed for all hazards and levels of emergency response. It provides the framework for Purdue University first responders to react to any incident or major event. Purdue police and fire department personnel meet all ICS training requirements.

**Purdue’s Integrated Emergency Management Plan (IEMP)**

The IEMP is the focal point for University planning and preparedness. It provides details for individual awareness and recommended response procedures in case of an emergency. The following plans and procedures are a part of the IEMP and are critical for individual preparedness and should be reviewed each semester. They can be located at www.purdue.edu/emergency_preparedness/.

**Emergency Procedures Guide**

The guide provides basic “how to” information to help the campus community respond to emergencies. While it is impossible to produce a document that is all-inclusive, this publication addresses the most common emergencies and those that are most likely to occur in the future. Appendix H contains Purdue’s Emergency Procedures Quick Reference Guide for 2014.

**Annual Emergency Response and Evacuation Procedures Tests**

Purdue University tested its emergency preparedness by conducting several tabletop exercises. After exercise completion, an AAR was conducted for each exercise. All exercises were announced.

- **Multi-jurisdiction Active Shooter Tabletop Exercise**: October 7, 2013
- **Airport Tabletop Exercise**: October 30, 2013
- **Purdue Fire Department Tabletop Exercise**: December 10-12, 2013
- **Spring Sports Severe Weather Tabletop Exercise**: February 26, 2013
  The tabletop exercise provided general training on public safety capabilities and response protocols to severe weather during spring sports events.
- **Hock BSL-3 Tabletop Exercise**: March 5, 2013
  Departments discussed their roles and/or responses to a possible BSL-3 laboratory incident.
- **Campus Wide Voluntary Tornado Drill**: March 27, 2013
  The exercise allowed University departments and the general public an opportunity to practice their shelter procedures in response to a simulated tornado warning.
- **Utilities (Water Tower) Tabletop Exercise**: April 11, 2013
  Departments discussed their roles and/or responses to a power outage that impacted the University when the water tower was out of operation.
- **HOCK BSL-3 Functional Exercise**: June 19, 2013
  University police and fire departments responded to a simulated lab incident, allowing responders to practice/verify their response protocols. Lab departments also practiced their protocols to a BSL-3 laboratory incident.
- **Football Tabletop Exercise**: July 30, 2013
  The tabletop exercise provided general training on public safety capabilities and response protocols to multiple incidents during a Purdue football game.
• **Office of the Dean of Students (ODOS) On-Call Team (OOT) Tornado Tabletop Exercise**, August 14, 2013
  Departments discussed their roles and/or responses to a possible tornado incident.

• **Multi-Jurisdiction Active Shooter Tabletop Exercise**, October 7, 2013
  University and local jurisdiction's public safety agencies and local hospital personnel discussed their roles and/or responses to a possible active shooter incident.

• **Airport Tabletop Exercise**, October 30, 2013
  Annual training on public safety capabilities and response protocols. Department or offices discussed their role or response to an aircraft accident occurring at the Purdue Airport.

• **Purdue Fire Department Tabletop Exercise**, December 10-12, 2013
  Fire Department personnel discussed their roles and/or responses to various fire incidents.

**Building Emergency Plan (BEP)**

The BEP is designed to provide students, faculty, staff, and visitors basic emergency information, including specific “shelter in place” locations and building evacuation procedures for natural and human-caused events (“shelter in place” simply means seeking shelter inside a building or University residence). All buildings are required to have an emergency plan. See the Emergency Preparedness website ([www.purdue.edu/emergency_preparedness](http://www.purdue.edu/emergency_preparedness)) for the specific Building Emergency Plan or contact the Building Deputy for assistance.

**Tornadoes**

A tornado watch is issued when conditions are favorable for tornado formation. A tornado warning is issued when a tornado has been detected and may be approaching. In this locality, a continuous siren signal lasting approximately three minutes signifies a tornado warning. Tornado warnings are broadcast by the All-Hazards Outdoor Emergency Warning sirens, University television system, NOAA weather radios, WBAA radio, and by local commercial radio and television stations. When you hear a tornado warning, you should take shelter immediately in the nearest facility (preferably in a reinforced concrete building — like most buildings on campus) and proceed to the lowest level of the building away from windows and doors. If possible, avoid auditoriums, gymnasiums, and other areas with wide-span roofs. Be prepared to kneel and cover your head. If you are in a building with no basement, get under heavy furniture near the center of the facility. Do not remain in a trailer or mobile home. If you are outdoors, lie flat in the nearest depression, ditch, or ravine. Remain in the sheltered area until the all-clear signal is given via radio or television or the expiration of the original tornado warning.

**National Weather Service StormReady Designation**

Purdue University is the first public university in Indiana to receive StormReady designation. StormReady is a grassroots program sponsored by NOAA’s National Weather Service that focuses on improving communication and severe weather preparedness in communities and universities. It helps community leaders and emergency managers strengthen local hazard mitigation and emergency response plans. Purdue partnered with Tippecanoe County Emergency Management Agency and incorporated the following processes into the University’s IEMP:

- Establish a 24-hour Warning Point and Emergency Operations Center
- Establish multiple ways to receive severe weather warnings and forecasts and to alert the public
- Seven Outdoor All-Hazards Sirens
- Over 220 weather radios distributed to most buildings on campus
- Boiler TV Emergency Alerting System
- Other Internet, radio, TV alerts
- Provides severe weather seminars and presentations that promote the importance of public readiness and awareness
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.

The following public disclosure report details all information required by this law as it relates to Purdue University Campus.

General Statement
At Purdue University, 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 Purdue University Fire Department 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 Director of Residential Life, the local fire department, the university police department, the individual residence hall staff, and the Physical Plant Office. Supervised fire drills are scheduled at a time that is conducive to demonstrate the effectiveness of the drill. A total of 56 fire drills were held during 2014.

Emergency Building Evacuation for Persons with Disabilities
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 land-line phone. Even if you are unable to speak, the dispatcher will automatically surmise that you may be in trouble and will respond accordingly.
☑ If you are unable to call 911, advise others around you of your location and have them inform emergency personnel.
☑ If you are in no immediate danger, remain where you are and wait for emergency personnel to arrive.
☑ If you are in immediate danger, move to an area where you can “shelter in place” (recommended areas such as a room with an outside window or a room with a sprinkler system, if available).
☑ You are also encouraged to carry a sounding device (like a small whistle), flashlight, and cell phone to alert emergency personnel of your location.
☑ Having a plan for evacuation assistance and practicing it may save your life. It is best to pre-plan for such an eventuality. Arrangements can be made to reasonably assure that assistance is provided to anyone who requires it.

Contact the Purdue Fire Department for arrangements or questions at (765) 494-6919.
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.

**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.

Purdue University 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 residence hall 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 Purdue University Fire Department is open to the public during normal business hours. The Log reflects any fire that occurred in an on-campus student housing facility and includes information such as the nature, date, time and general location of each fire for the most recent 60-day period. The Fire Log entry, or an addition to an entry, shall be made within two business days of the receipt of information. Any portion of the log older than 60 days will available within two business days of a request for public inspection.
# Statistics and Information Regarding Fires in Purdue University Residential Halls

## 2012

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*Cary South Only
There are currently no further fire safety improvement projects.
Appendix A

Campus Security and Crime Statistics (IV.A.2)

Volume IV: Facilities and Safety  Chapter A: Safety
Responsible Executive: Executive Vice President for Business and  Finance and Treasurer
Responsible Office: Office of the Vice President for Physical Facilities  Date Issued: January 31, 2000
Date Last Revised: November 18, 2011

TABLE OF CONTENTS

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Reason for This Policy
Individuals and Entities Affected by this Policy
Who Should Know this Policy
Exclusions
Website Address for this Policy
Contacts
Definitions
Responsibilities
Procedures
Related Documents, Forms and Tools  History and Updates
Appendix

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.

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 vice president for physical facilities at the West Lafayette Campus and the vice chancellors responsible for Campus security at the regional 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.

REASON FOR THIS POLICY

To make Campuses safer by ensuring that students, employees, and visitors are informed about Campus safety and security.


INDIVIDUALS AND ENTITIES Affected BY THIS POLICY

All University Community Members  Prospective Students
Prospective Employees

WHO SHOULD KNOW THIS POLICY

President  Chancellors  Vice Presidents  Vice Provosts
Vice Chancellors  Deans
University Police Officers  Faculty
Staff  Students
All University Community Members

EXCLUSIONS

There are no exclusions to this policy.

WEBSITE ADDRESS FOR THIS POLICY

www.purdue.edu/policies/facilities-safety/iva2.html
CONTACTS

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<tr>
<th>Subject</th>
<th>Contact</th>
<th>Telephone</th>
<th>E-mail/Web Address</th>
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<tr>
<td>Policy Clarification</td>
<td>Senior Director, Environmental Health and Public Safety</td>
<td>(765) 494-7504</td>
<td><a href="mailto:ehps@purdue.edu">ehps@purdue.edu</a></td>
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<tr>
<td>Request a Copy of the Annual Security and Fire Safety Report</td>
<td>Calumet Campus Police Department</td>
<td>(219) 989-2220</td>
<td>webs.calumet.purdue.edu/police/</td>
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<tr>
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<td>Fort Wayne Campus Police Department</td>
<td>(260) 481-6827</td>
<td><a href="http://www.ipfw.edu/police/">www.ipfw.edu/police/</a></td>
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DEFINITIONS

Campus
Any building or property owned or controlled by the University within the same reasonably contiguous geographic area of the University and used by the University in direct support of, or in a manner related to, the University's educational purposes, including residence halls; and property within the same reasonably contiguous geographic area of the University that is owned by the University but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor).

Campus Security Authority
A Campus law enforcement unit; an 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, and 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 inter partes; 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 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, and 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.

Purdue University or University
Any Campus, unit, program, association, or entity of Purdue University, including but not limited to Indiana University-Purdue University Fort Wayne, Purdue University Calumet, Purdue University North Central, and Purdue University West Lafayette, Purdue Cooperative Extension Service, and Purdue College of Technology Statewide.

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.

RESPONSIBILITIES

Vice President for Physical Facilities (West Lafayette) and Vice Chancellors Responsible for Campus Security (Regional Campuses) Distribute the Annual Security and Fire Safety Report as outlined in section I of the Procedures.

Make an annual report to Secretary of Education.

Develop, disseminate, administer, and update procedures to comply with the Clery Act and the Higher Education Opportunity Act.

Campus Police
Gather crime statistics that must be reported in the Annual Security and Fire Safety Report

Prepare a daily crime log and make a crime log available to the public. Purdue Fire Department (West Lafayette) and Purdue Police Department Chiefs (Regional Campuses)

Gather fire safety statistics that must be reported in the Annual Security and Fire Safety Report

Prepare a daily fire log and make a fire log available to the public.

PROCEDURES

I. Annual Security and Fire Safety Report

A. Current Students and Employees: The vice president for physical facilities (West Lafayette) and the vice chancellors responsible for security (regional 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 Campuses 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.12 below;

   b. Policies for preparing the annual disclosure of crime statistics; and

   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.12 below for the purpose of making timely warning reports and the annual statistical disclosure.

   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 Campus 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 Campus police and appropriate police agencies; and
   c. Procedures, if any, that encourage professional 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 off-campus housing facilities.

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, Executive Memorandum No. C-44.
Procedures for Resolving Complaints of Discrimination and Harassment

Revised July 1, 2014

I. 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 its members to strive to reach their potential. Harassment in the workplace or the educational environment is unacceptable and will not be tolerated.

These Procedures outline the resolution processes that will be used to investigate and/or resolve a report of harassment and/or discrimination under the Purdue University Anti-Harassment Policy (III.C.1) and Equal Opportunity, Equal Access and Affirmative Action Policy (III.C.2) (“Policies”). These Procedures apply to Title IX matters, including Relationship Violence, Sexual Exploitation, Sexual Harassment, Sexual Violence, and Stalking, in addition to all other forms of prohibited discrimination and harassment.

These Procedures apply to faculty, staff, students, and any persons conducting business with or visiting the University. Any individual or group of individuals found to have violated the Policies will be subject to disciplinary and/or remedial action, up to and including termination of employment or expulsion from the University.

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.

The University’s reporting protocols for Title IX matters, including provisions for confidential resources, contacts for reporting, advocacy and support are set forth in the University’s Anti-Harassment Policy and the Standards for Addressing Title IX Matters (“Title IX Standards”).

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.

The University may initiate an investigation of circumstances that may involve discrimination and/or harassment even where no complaint, formal or informal, has been filed. In such situations, 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.

II. SCOPE

These Procedures apply to all complaints of discrimination and/or harassment, whether the parties are students, recognized student organizations, employees, campus visitors or persons participating in a University activity. Employees who are students involved in activities subject to these Procedures may be treated as students, as 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; 2) the conduct has or had continuing adverse effects on campus or in an off-campus education program or activity; or 3) the Respondent is a student.

III. RESOURCES FOR RESOLVING COMPLAINTS OF DISCRIMINATION AND HARASSMENT

Inquiries and complaints about discrimination and/or harassment may be brought to a Contact Person 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.
Information regarding the Title IX Coordinator for each campus is available in the Anti-Harassment Policy and the Title IX Standards.

**IV. 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 Administrative and Professional Staff Advisory Committee, the Clerical/Service Staff Advisory Committee and the Vice President for Student Affairs to advise the Chancellors Director and Dean of Students pursuant to Section VII of these Procedures.

**Complainant(s)**
A person or persons making a complaint under the Informal Resolution Process or the Formal Resolution Process.

**Contact Person**
A designated individual within the following University offices: (a) on the West Lafayette campus, the Office of Institutional Equity, Office of the Vice President for Human Resources, Graduate School and Office of the Dean of Students; (b) on the Calumet campus, the Office of Equity and Diversity, Office of the Dean of Students and Department of Human Resources; (c) on the Fort Wayne campus, the Office of Institutional Equity, Office of the Dean of Students and Department of Human Resources; and (d) on the North Central campus, the Office of Institutional Equity, Dean of Students Office and Human Resources.

**Days**
Calendar days.

**Director**
The Director of Institutional Equity of the West Lafayette campus.

**Formal Complaint**
A complaint filed pursuant to Section VII of these Procedures.

**Formal Resolution Process**
The process for resolving complaints of discrimination and/or harassment set forth in Section VII of these Procedures. The Formal Resolution Process involves the filing of a Formal Complaint, an investigation, a determination as to whether University Policy has been violated, and as appropriate, the imposition of sanctions and remedial measures.

**Informal Complaint**
A complaint made pursuant to Section VI of these Procedures.

**Informal Resolution Process**
The process for resolving complaints of discrimination and/or harassment set forth in Section VI of these Procedures. The Informal Resolution Process is designed to empower the parties to an Informal Complaint to reach a mutually satisfactory agreement.

**Procedures**
The procedures set forth in this document.

**Regulations Governing Student Conduct**
The rules and procedures that govern student conduct and disciplinary action as set forth by each campus.

**Respondent(s)**
The person or persons whose conduct is the subject of concern under these Procedures.

**University**
Any campus, unit, program, association or entity of Purdue University, including but not limited to Indiana University-Purdue University Fort Wayne, Purdue University Calumet, Purdue University North Central, Purdue University West Lafayette, Purdue Cooperative Extension Service and Purdue University College of Technology 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 Investigations, and Section VII 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 VII of these Procedures.

V. GENERAL PROVISIONS

A. Privacy and Confidentiality

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 his or her 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 such individual of the University’s response to such request. The University will honor the Complainant’s request to the extent possible based on a careful balancing of such requests 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 confidentiality, the University’s ability to meaningfully investigate the incident and pursue disciplinary action against a Respondent may be limited. Complainants are advised, however, that 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 the Anti-Harassment Policy has been violated.

The Vice President for Ethics and Compliance will assess such requests 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 possess 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.

B. Interim Measures

Upon receipt of a complaint, the University will take interim measures to address concerns regarding safety and well-being. If necessary, the University will assist the Complainant in making reasonable efforts to avoid contact with the Respondent(s). Interim measures may include no contact directives, changes in class or work schedules, changes in University-owned living arrangements, interim suspension, University-imposed leave, or any other measures that the University deems appropriate. Interim measures are available under both Informal and Formal Resolution Processes, although the ability to impose certain protective measures against a Respondent may require that the report be resolved through the Formal Resolution Process.

C. 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 may also 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 stand in place of either the Complainant or the Respondent, act as legal counsel for a party or otherwise participate in the Informal Resolution Process or the Formal Resolution Process.

D. Time Frames

The University encourages prompt reporting. Persons who have experienced or witnessed discrimination or harassment are encouraged to report the incident to a Contact Person as soon as possible. Complaints must be filed with a Contact Person 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. 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.

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 the investigation and resolution exceed this time frame, the University will notify all parties of the reason(s) for the delay and the expected adjustment in time frames. Best efforts will be made to complete the process in a timely manner by balancing
principles of thoroughness, due process and fundamental 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.

Notwithstanding any provision contained in these Procedures to the contrary and in accordance with the Equal Opportunity, Equal Access and Affirmative Action Policy (III.C.2), a complaint alleging discrimination on the basis of marital status, parental status, sexual orientation, gender identity or gender expression will be barred unless a formal complaint is filed in accordance with these Procedures within 120 days of the alleged occurrence.

E. 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. 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.

Any person who knowingly makes a false statement in connection with the resolution of a Complaint 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.

F. Special Circumstances in the Event of Conflict of Interests

In the event that a complaint concerns the conduct of the Director, the Vice President for Ethics and Compliance shall designate an individual who shall be responsible for implementing the responsibilities of the Director pursuant to these Procedures. In the event that a complaint concerns the conduct of the Vice President for Ethics and Compliance or a Chancellor, the President shall designate an individual who shall 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, the Chairman of the Board of Trustees shall be responsible for implementing the responsibilities of the President pursuant to these Procedures.

G. 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 this policy 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 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.

VI. INFORMAL RESOLUTION PROCESS

To file an Informal Complaint, a Complainant must complete the Complaint Information Form online, in person, or via electronic mail. The Complaint Information Form must be submitted to a Contact Person 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 Contact Person 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. Contact Persons 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.

A. Processing of Informal Complaints

A Contact Person who has received a signed Complaint Information Form must forward a copy of the Form to the Office of the Vice President for Ethics and Compliance or, in the event that the matter involves persons from a Regional Campus, the Chancellor, within three days of its
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In consultation with the Chancellor, Director or Dean of Students, as the case may be, the Contact Person may take appropriate steps to resolve the Informal Complaint or refer the matter for resolution to another Contact Person. 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 his or her 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. Mediation may not be used, even with the agreement of the parties, in Complaints involving Sexual Violence or Relationship Violence. Similarly, a Complainant will not be required to resolve the matter directly with the Respondent.

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.

B. 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 Contact Person will attempt to conclude the Informal Resolution Process within 30 days. Within 10 days following conclusion of the Informal Resolution Process, the Contact Person 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.

VII. FORMAL RESOLUTION PROCESS

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 may also 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 Contact Person 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 VI and VII 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 VI and VII of these Procedures.

A. Notification of Formal Complaint and Response

Within 10 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.

The Chancellor, Dean of Students or Director will provide prompt notification, including a copy of the Formal Complaint or notice of allegations, to 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 any 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. A copy of the Respondent(s)’ response will be provided to the Complainant.

B. 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-
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Initiated Investigation, and Section VI of these Procedures will govern such investigation to the greatest extent practicable.

A complainant 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) 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; (3) be provided with written notice of the determination of whether a violation of University policy occurred and any sanction or remedial measures imposed in connection with the violation; and (4) be afforded the right to appeal such determination, sanctions or remedial measures in accordance with Section XI.

C. Investigation of Formal Complaints

As soon as practicable following appointment, the University Investigator will interview the Complainant. Within three days following the completion of his or her interview with the Complainant, the University Investigator will notify the Chancellor, Dean of Students or Director in writing as to whether or not the allegations set forth in the Complaint, if substantiated, would constitute a violation of University policy. If the University Investigator’s notification indicates that such allegations, if substantiated, would not constitute a violation of University policy, the Chancellor, Dean of Students or Director may dismiss the 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.

In the event that the University Investigator’s notification indicates that the allegations set forth in the Complaint, if substantiated, would constitute a violation of University policy, or if the Chancellor, Dean of Students or Director determines that the matter should be investigated, 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, the 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 30 days following the assignment of the Formal Complaint to the University Investigator, unless an extension of time is approved by the Chancellor, Dean of Students or Director.

Within seven days following the conclusion of the investigation, the University Investigator will prepare and deliver a report to the Chancellor, Dean of Students or Director. The report will include a finding based upon a preponderance of the evidence that (1) the allegations cannot be substantiated, (2) some or all of the allegations are substantiated or (3) the Formal Complaint was knowingly false or malicious. 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 his or her conclusions. The report will also include the University Investigator’s determination of whether a violation of any University policy has occurred and a recommendation of the sanctions to be imposed, if any.

D. Determination

Within 15 days of 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 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.

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 University policy has occurred.

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.

VIII. SANCTIONS AND REMEDIAL MEASURES

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.
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At the Calumet, Fort Wayne and North Central 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 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 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 has been 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 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.

IX. ENHANCEMENT OF SANCTIONS

If a University employee, student or recognized student organization engages in conduct that constitutes discrimination or harassment motivated by bias based on a person's race, gender, religion, color, age, national origin, ancestry or disability, the sanctions for such conduct are subject to enhancement in accordance with these Procedures.

Sanctions for conduct that constitutes Sexual Violence as defined by the Anti-Harassment policy (III.C.1) are subject to enhancement in accordance with these Procedures when such conduct is accompanied by the administration of rape drugs, including but not limited to Rohypnol, Ketamine, GHB and Burundanga.

X. 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.

XI. APPEAL

The Complainant 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 and filed in person, via courier, or via postal or electronic mail within 10 days of the issuance of notification of the decision with all supporting materials attached. Decisions not appealed within such time are deemed final.

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 10 days from the date the appeal was received. The written decision of the Vice President for Ethics and Compliance on the appeal shall
Appendix B

Procedures for Resolving Complaints of Discrimination and Harassment

constitute the University’s final action.

XII. 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.

XIII. RELATED DOCUMENTS, FORMS AND TOOLS


Anti-Harassment Policy (III.C.1) www.purdue.edu/policies/ethics/iiiC1.html

Standards for Addressing Title IX Matters
**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 with legally protected status for reasons of race, gender, religion, color, age, national origin or ancestry, genetic information or disability and Harassment toward individuals for other reasons such as sexual orientation, gender identity, gender expression, marital status or parental status. 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.

This policy seeks to encourage faculty, staff and students to report and address incidents 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.

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.

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.
Sanctions for conduct that constitutes Harassment as defined by this policy are subject to enhancement when such conduct is motivated by bias based on a person's legally protected status as defined by federal and state law: e.g., race, gender, religion, color, age, national origin or ancestry, genetic information or disability. Sanctions for conduct that constitutes Sexual Violence as defined by this policy are subject to enhancement when such conduct is accompanied by the administration of rape drugs, including but not limited to Rohypnol, Ketamine, GHB and Burundanga. These enhancements of sanctions are applicable to University faculty, staff, students and recognized student organizations, including fraternities, sororities and/or cooperatives.

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.

This policy may not be used to bring knowingly false or malicious charges against any faculty, staff, students or recognized student organizations, including fraternities, sororities and/or cooperatives. 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.

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.

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.

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 in Employment Act of 1967
  - Americans with Disabilities Act of 1990, as amended
  - Executive Order 11246, as amended
  - Equal Pay Act of 1963
  - Genetic Information Nondiscrimination Act of 2008
  - Immigration Reform and Control Act of 1986
  - Indiana Civil Rights Act of 1971
  - Pregnancy Discrimination Act
  - Sections 503 and 504 of the Rehabilitation Act of 1973
  - Title VI of the Civil Rights Act of 1964, as amended
  - Title VII of the Civil Rights Act of 1964, as amended
  - Title IX of the Education Amendments of 1972
  - Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended
  - Violence Against Women Reauthorization Act of 2013

**INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY**

All Purdue University community members.

**WHO SHOULD KNOW THIS POLICY**

President
Chancellors
Vice Presidents
Appendix C

Vice Chancellors
Vice Provosts
Deans
Directors
Department Heads/Chairs
Faculty
Staff
Students
Recognized Student Organizations
Contractors
Visitors

EXCLUSIONS
There are no exclusions to this policy.

WEBSITE ADDRESS FOR THIS POLICY
www.purdue.edu/policies/ethics/iiic1.html

CONTACTS

<table>
<thead>
<tr>
<th>Subject</th>
<th>Contact</th>
<th>Telephone</th>
<th>E-mail/Web Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy Clarification</td>
<td>Vice President for Ethics and Compliance (Title IX Coordinator)</td>
<td>765-494-5830</td>
<td><a href="mailto:vpec@purdue.edu">vpec@purdue.edu</a> <a href="http://www.purdue.edu/ethics">www.purdue.edu/ethics</a> Office address: Ernest C. Young Hall, 10th floor 155 S. Grant St. West Lafayette, IN 47907</td>
</tr>
<tr>
<td>Harassment Complaints</td>
<td>Calumet: Office of Equity and Diversity</td>
<td>219-989-3169</td>
<td>webs.purduecal.edu/oed/</td>
</tr>
<tr>
<td></td>
<td>Fort Wayne: Office of Institutional Equity</td>
<td>260-481-6106</td>
<td><a href="http://www.ipfw.edu/equity">www.ipfw.edu/equity</a></td>
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<tr>
<td></td>
<td>North Central: Office of Institutional Equity</td>
<td>219-785-5545</td>
<td><a href="http://www.pnc.edu/oie">www.pnc.edu/oie</a></td>
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<tr>
<td></td>
<td>West Lafayette: Office of Institutional Equity</td>
<td>765-494-7253</td>
<td><a href="mailto:equity@purdue.edu">equity@purdue.edu</a> <a href="http://www.purdue.edu/ethics/oie">www.purdue.edu/ethics/oie</a></td>
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<tr>
<td>Reports of Sexual Violence</td>
<td>For all emergencies, dial 911. Non-emergency reports may be made using the contacts below.</td>
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<tr>
<td></td>
<td>Calumet: Title IX Coordinator – Linda B. Knox</td>
<td>219-989-3169</td>
<td>Lawshe Hall, Room 231 2200 169th St. Hammond, IN 46323 <a href="mailto:Linda.knox@purduecal.edu">Linda.knox@purduecal.edu</a></td>
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<tr>
<td>Location</td>
<td>Title IX Coordinator</td>
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<td>Address/Email</td>
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<td>North Central</td>
<td>Laura Odom</td>
<td>219-785-5545</td>
<td>Schwarz Hall, Room 25, 1401 S. U. Hwy 421, Westville, IN 46391, <a href="mailto:odoml@pnc.edu">odoml@pnc.edu</a></td>
</tr>
<tr>
<td>West Lafayette</td>
<td>Alysa Christmas Rollock</td>
<td>765-494-5830</td>
<td>Ernest C. Young Hall, Room 1029, 155 S. Grant St., West Lafayette, IN 47907, <a href="mailto:titleix@purdue.edu">titleix@purdue.edu</a></td>
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<td>Health and Wellness Clinic</td>
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<td>North Central</td>
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<td>West Lafayette</td>
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DEFINITIONS
All defined terms are capitalized throughout the document. Additional defined terms may be found in the central Policy Glossary.

Consent/Consensual
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.

Harassment
Conduct towards another person or identifiable group of persons that has the purpose or effect of:
1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University 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.

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 that has the purpose or effect of:
1. Creating an intimidating or hostile educational environment, work environment or environment for participation in a University activity;
2. Unreasonably interfering with a person's educational environment, work environment or environment for participation in a University activity; or
3. Unreasonably affecting a person's educational or work opportunities or participation in a University 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 exercising rights under this policy.

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, photographing, or transmitting intimate or sexual utterances, sounds or images without Consent of all parties involved.
- 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.
- 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 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 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 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 his or her 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 by telephone, mail, electronic communication, social media, in person or any other action, device or method that 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.

**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.

**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 those individuals and offices designated as a resource for people seeking assistance with Harassment.

**Administrators, Supervisors, and Individuals and Offices Designated as a Resource for Assistance with Harassment**

- Take immediate steps in accordance with University policy and procedure to deal with 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 through the Procedures for Resolving Complaints of Discrimination and Harassment.

**PROCEDURES**

Individuals who believe they have experienced or witnessed Harassment are encouraged to bring forward a complaint under 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.
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.

RELATED DOCUMENTS, FORMS AND TOOLS

Board of Trustees resolution dated December 18, 2010
Procedures for Resolving Complaints of Discrimination and Harassment: [www.purdue.edu/ethics/resolvingcomplaints.html](http://www.purdue.edu/ethics/resolvingcomplaints.html)

Regulations Governing Student Conduct:
- Calumet: [webs.purduecal.edu/deanofstudents/codeofconduct/](http://webs.purduecal.edu/deanofstudents/codeofconduct/)
- North Central: [www.pnc.edu/policy/conduct/](http://www.pnc.edu/policy/conduct/)
- West Lafayette: [www.purdue.edu/univregs/studentconduct/index.html](http://www.purdue.edu/univregs/studentconduct/index.html)
- University Nondiscrimination Policy Statement: [www.purdue.edu/purdue/ea_eou_statement.html](http://www.purdue.edu/purdue/ea_eou_statement.html)

Websites for governing bodies with oversight for applicable laws and regulations:
- Indiana Civil Rights Commission: [www.in.gov/icrc](http://www.in.gov/icrc)
- U.S. Department of Justice, Americans with Disabilities Act: [www.ada.gov/](http://www.ada.gov/)
- U.S. Department of Labor Office of Federal Contractor Compliance Programs: [www.dol.gov/ofccp](http://www.dol.gov/ofccp)

HISTORY AND UPDATES

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 Anti-harassment 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.
Appendix D

Standards for Addressing Title IX Matters
Effective July 1, 2014

A. Scope and Purpose

This Standard supports the University’s Anti-Harassment and Equal Access, Equal Opportunity and Affirmative Action policies (the “Policies”) and the Procedures for Resolving Complaints of Discrimination and Harassment (the “Procedures”).

B. Title IX Coordinator

The University has designated Alysa Christmas Rollock to serve as the University’s Title IX Coordinator. The Title IX Coordinator for each of the Regional Campuses is as follows: Purdue University Calumet: Linda Knox; Purdue University North Central: Laura Odom; and Indiana University – Purdue University Fort Wayne: Christine Marcuccilli.

Duties and Responsibilities: The Title IX Coordinator for each campus will be informed of all reports of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence.

Each Title IX Coordinator is:

- Responsible for oversight of the investigation and resolution of all reports of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence involving students, staff and faculty;
- Knowledgeable and trained in University policies and procedures and relevant state and federal laws;
- 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;
- 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;
- Responsible for monitoring full compliance with all procedural requirements, record keeping and timeframes outlined in the Policies, the Procedures, and this Standard; and
- Responsible for overseeing training, prevention and education efforts and annual reviews of climate and culture.

Each Title IX Coordinator is supported by a campus Title IX team. Members of this interdepartmental team include the Title IX Coordinator and any Deputy Title IX Coordinators. In addition, based on the role of the Complainant and/or the Respondent, the members of the team could include a representative from the campus police department, Office of the Dean of Students, the Office of Institutional Equity and/or Human Resources. Composition of the team will be limited to a small circle of individuals who “need to know” in order to implement the provisions of the Policies, the Procedures and this Standard.

Inquiries or complaints concerning the application of Title IX may be referred to the Title IX Coordinator and/or the United States Department of Education.

Contact Information:

<table>
<thead>
<tr>
<th>Location</th>
<th>Title IX Coordinator</th>
<th>Phone Number</th>
<th>Address</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Calumet:</td>
<td>Title IX Coordinator – Linda B. Knox</td>
<td>219-989-3169</td>
<td>Lawshe Hall, Room 231 2200 169th St. Hammond, IN 46323</td>
<td><a href="mailto:Linda.knox@purduecal.edu">Linda.knox@purduecal.edu</a></td>
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<td>Fort Wayne:</td>
<td>Title IX Coordinator – Christine M. Marcuccilli</td>
<td>260-481-6106</td>
<td>Kettler Hall, Room 110P 2101 E. Coliseum Blvd. Fort Wayne, IN 46805</td>
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<td><a href="mailto:titleix@purdue.edu">titleix@purdue.edu</a></td>
</tr>
</tbody>
</table>

C. Reporting Options and 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
assistance to either party in the event that a report and/or resolution under the Policies, the Procedures or this Standard are pursued. Individuals are encouraged to use all available resources, regardless of when or where the incident occurred.

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.

Confidential Reporting 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. It is important to understand that any other University employee who is not designated as a confidential resource under this policy may be required to share a report of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking or Relationship Violence with the Title IX Coordinator. A list of on-campus confidential resources is listed in Appendix A to this Standard.

Non-Confidential Campus Reporting Resources and Mandatory Reporters: The University is committed to providing a variety of welcoming and accessible means so that all instances of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence will be reported. 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 team.

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 team (“mandatory reporters”). Mandatory reporters receive annual required training to ensure that they understand their obligations and resources available to University community members who report such incidents. University employees who are mandatory reporters include faculty, supervisors, and other staff, administrators, and student employees who have significant responsibility for the welfare of students. Student employees who are required to share reports with the Title IX Coordinator include Resident Assistants. Mandatory reporters are required to share with the Title IX Coordinator all information they receive or of which become aware, including the identities of the parties, if known. The Title IX Coordinator will conduct an initial assessment of the incident or behavior at issue, the complainant’s desired course of action, and the necessity for any interim remedies or accommodations to protect the safety of the complainant or the community. A list of non-confidential campus reporting options, by campus, to whom individuals are encouraged to report any incidents is available in Appendix A.

Privacy: The privacy of the parties will be respected and safeguarded at all times. All University employees who are involved in the University’s Title IX response receive specific training and guidance about safeguarding private information. Privacy generally means that information related to a report of misconduct will only be shared with a limited circle of individuals. The use of this information is limited to those University employees who “need to know” in order to assist in the active review, investigation, or resolution of the report. While not bound by confidentiality, these individuals will be discreet and respect the privacy of all individuals involved in the process.

Release of Information: If a report of misconduct discloses a serious and immediate threat to the campus community, the University will issue a timely notification to the community to protect the health or safety of the community. The University may also 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, the Campus SaVe Act, FERPA, state and local law, and University policy. No information shall be released from proceedings under the Policies, the Procedures or this Standard 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: The University encourages complainants to pursue criminal action for incidents of Sexual Harassment, Sexual Violence, Sexual Exploitation, Stalking and Relationship Violence that may also be crimes under state criminal statutes. (See http://www.purdue.edu/sexual_assault/what-it-is/indiana-law.html) 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 Whistleblower Hotline, an online reporting service that allows direct interaction with the Title IX Coordinator without providing identifying information. The Whistleblower Hotline can be accessed at: [http://www.purdue.edu/hotline/](http://www.purdue.edu/hotline/) or by calling 1-866-818-2620.

As with all other reports, all anonymous reports will go to the Title IX Coordinator for review and appropriate response and action. Where there is sufficient information, the University will ensure that anonymous reports are reviewed and included for compliance with the Clery Act.

D. 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. Professional staff within the Office of the Dean of Students is available to assist students with 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.

Appendix A: Quick Reference Guide

Calumet Campus

<table>
<thead>
<tr>
<th>Confidential Reporting Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Services Center</td>
</tr>
<tr>
<td>PUC Counseling Center</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-Confidential Reporting Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Coordinator Office of Equity &amp; Diversity</td>
</tr>
<tr>
<td>Police Department</td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
</tr>
<tr>
<td>Housing</td>
</tr>
</tbody>
</table>

Medical Services

| Health Services Center | Gyte Annex, Room 034 | M-F, Hours vary daily | 219-989-2366 |
| Methodists Hospital | 600 Grant St. Gary, IN | 24/7 | 219-886-4000 |
| Advocate South Suburban Hospital | 17800 S. Kedzie Ave. Hazel Crest, IL | 24/7 | 708-799-8000 |
| St. Margaret Health – Hammond Emergency Dept. | 5454 Hohman Ave. Hammond, IN | 24/7 | 219-933-2077 |
| St. Margaret Health - Dyer Emergency Dept. | 24 Joliet St. Dyer, IN | 24/7 | 219-864-2077 |
| St. Anthony Health – Crown Point Emergency Dept. | 1201 S. Main St. Crown Point, IN | 24/7 | 219-757-6310 |
| St. Anthony Health – Michigan City | 301 W. Homer St. | 24/7 | 219-877-1616 |
### Appendix D

**Standards for Addressing Title IX Matters**

#### Emergency Dept.
- **Emergency Dept.**
  - Michigan City, IN
  - **24/7**
  - **219-921-2012**

#### Counseling Services
- **PUC Counseling Center**
  - Gyte Building, Room 005
  - M-Th., 8 am – 5 pm
  - Fri., 8 am – 4 pm
  - **219-989-2366**

#### Advocacy and Support Services
- **Office of the Dean of Students**
  - SULB
  - M-F - 8 am – 5 pm
  - **219-989-4141**

#### Community Resources
- **The Caring Place**
  - Valparaiso, IN
  - **24/7**
  - **219-464-2128**

- **The Crisis Center, Inc.**
  - Gary, IN
  - **24/7**
  - **219-938-0900**
  - **800-519-0469**

#### Law Enforcement Resources
- **Police Department**
  - 6930 Wicker Ave.
  - Hammond, IN
  - **24/7**
  - **219-989-2220**

- **Hammond Police Department**
  - 509 Douglas St.
  - Hammond, IN
  - **24/7**
  - **219-853-6487**

### Fort Wayne Campus

#### Confidential Reporting Resources
- **IPFW Campus Clinic**
  - Walb Student Union, Room 234
  - M-F, 8:30 am – 4:30 pm
  - **260-481-5478**

- **IPFW/Parkview Student Assistance Program**
  - Walb Student Union, Room 113
  - M-F, 8:30 am – 4:30 pm
  - **260-373-8060**
  - **800-721-8809**

#### Non-Confidential Reporting Resources
- **Title IX Coordinator**
  - Kettler Hall, Room 110P
  - M-F, 8 am – 5 pm
  - **260-481-6106**

- **Police Department**
  - Support Services Building
  - **24/7**
  - **260-481-6827**

- **Office of the Dean of Students**
  - Walb Student Union, Room 111
  - M-F, 8 am – 5 pm
  - **260-481-6601**

- **Student Housing**
  - 410 Crescent Avenue
  - Fort Wayne, IN
  - M-F, 8 am – 5 pm
  - **260-481-4180**

#### Medical Services
- **IPFW Campus Clinic**
  - Walb Student Union, Room 234
  - M-F, 8:30 am – 4:30 pm
  - **260-481-5478**

- **Parkview Hospital**
  - 2200 Randallia Dr.
  - Fort Wayne, IN
  - **24/7**
  - **260-373-4000**

#### Counseling Services
- **IPFW/Parkview Student Assistance Program**
  - Walb Student Union, Room 113
  - M-F, 8:30 am – 4:30 pm
  - **260-373-8060**
  - **800-721-8809**

#### Advocacy and Support Services
- **Office of the Dean of Students**
  - Walb Student Union, Room 111
  - M-F, 8 am – 5 pm
  - **260-481-6601**

#### Community Resources
- **Sexual Assault Treatment Center**
  - 2270 Lake Ave., Suite 201
  - Fort Wayne, IN
  - **24/7**
  - **260-423-2222**

- **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
- **IPFW 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**
## Appendix D

### Standards for Addressing Title IX Matters

#### Confidential Reporting Resources

<table>
<thead>
<tr>
<th>Role</th>
<th>Location/Address</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Student Counseling</td>
<td>Library-Student-Faculty Building, Room 103B</td>
<td>M-F, 8 am – 4:30 pm</td>
<td>219-785-5373</td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>Schwarz Hall, Room 25C</td>
<td>M-F, 8 am – 5 pm</td>
<td>219-785-5545</td>
</tr>
<tr>
<td>Police Department</td>
<td>Physical Facility/Campus Police Building, Room 101</td>
<td>24/7</td>
<td>219-785-5220</td>
</tr>
<tr>
<td>Office of the Dean of Students</td>
<td>Library-Student-Faculty Building, room 103</td>
<td>M-F, 8 am – 5 pm</td>
<td>219-785-5368</td>
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#### Non-Confidential Reporting Resources

<table>
<thead>
<tr>
<th>Role</th>
<th>Location/Address</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Services</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Chesterton Health &amp; Emergency Center</td>
<td>770 Indian Boundary Rd. Chesterton, IN</td>
<td>24/7</td>
<td>219-921-2000</td>
</tr>
<tr>
<td>IU Health LaPorte Hospital</td>
<td>1007 Lincolnway LaPorte, IN</td>
<td>24/7</td>
<td>219-326-1234</td>
</tr>
<tr>
<td>IU Health Starke Hospital</td>
<td>102 E. Culver Road Knox, IN</td>
<td>24/7</td>
<td>574-772-6231</td>
</tr>
<tr>
<td>Porter Hospital</td>
<td>85 E US-6 Frontage Rd. Valparaiso, IN</td>
<td>24/7</td>
<td>219-263-4600</td>
</tr>
<tr>
<td>Methodist Hospital</td>
<td>8701 Broadway Merrillville, IN</td>
<td>24/7</td>
<td>219-738-5510</td>
</tr>
<tr>
<td>St. Anthony’s</td>
<td>301 W. Homer St. Michigan City, IN</td>
<td>24/7</td>
<td>219-879-8511</td>
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#### Counseling Services

<table>
<thead>
<tr>
<th>Role</th>
<th>Location/Address</th>
<th>Hours</th>
<th>Phone</th>
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</thead>
<tbody>
<tr>
<td>Director of Student Counseling</td>
<td>Library-Student-Faculty Building, Room 103B</td>
<td>M-F, 8 am - 4:30 pm</td>
<td>219-785-5373</td>
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#### Advocacy and Support Services

<table>
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<tr>
<th>Role</th>
<th>Location/Address</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Dean of Students</td>
<td>Library-Student-Faculty Building, Room 103</td>
<td>M-F, 8 am – 4:30 pm</td>
<td>219-785-5368</td>
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#### Community Resources

<table>
<thead>
<tr>
<th>Role</th>
<th>Location/Address</th>
<th>Hours</th>
<th>Phone</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 am – 4:30 pm</td>
<td>219-465-3408</td>
</tr>
<tr>
<td>Stepping Stones for Women</td>
<td>Michigan City, IN</td>
<td>24/7 (Crisis Hotline)</td>
<td>219-879-4615</td>
</tr>
<tr>
<td>The Caring Place</td>
<td>Valparaiso, IN</td>
<td>24/7 (Crisis Hotline)</td>
<td>219-464-2128</td>
</tr>
</tbody>
</table>

#### Law Enforcement Resources

<table>
<thead>
<tr>
<th>Role</th>
<th>Location/Address</th>
<th>Hours</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>PNC 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>Westfield, IN</td>
<td>24/7</td>
<td>219-785-4177</td>
</tr>
</tbody>
</table>
## Appendix D

**Standards for Addressing Title IX Matters**

### West Lafayette Campus

#### Confidential Reporting Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<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 am – 5 pm</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 am – 5 pm</td>
<td>765-494-6995</td>
</tr>
</tbody>
</table>

#### Non-Confidential Reporting Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title IX Coordinator</td>
<td>Young Hall, Room 1029</td>
<td>M-F, 8 am – 5 pm</td>
<td>765-494-5830</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 Student Rights and Responsibilities</td>
<td>Schleman Hall, Basement</td>
<td>M-F, 8 am – 5 pm</td>
<td>765-494-1250</td>
</tr>
<tr>
<td>University Residences</td>
<td>Smalley Center</td>
<td>M-F, 8 am – 5 pm</td>
<td>765-494-1000</td>
</tr>
</tbody>
</table>

#### Medical Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>PUSH Women’s Clinic</td>
<td>PUSH</td>
<td>M-F, 8 am – 5 pm</td>
<td>765-494-1700</td>
</tr>
<tr>
<td>PUSH Urgent Care</td>
<td>PUSH</td>
<td>M-F, 8 am – 8 pm  S/Su, 10 am – 6 pm</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>St. Elizabeth Hospital – Central</td>
<td>1501 Hartford St., Lafayette, IN</td>
<td>24/7</td>
<td>765-423-6271</td>
</tr>
<tr>
<td>IU Health Arnett Hospital</td>
<td>5165 McCarty Lane Lafayette, IN</td>
<td>24/7</td>
<td>765-448-8000</td>
</tr>
</tbody>
</table>

#### Counseling Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>CAPS</td>
<td>PUSH</td>
<td>M-F, 8 am – 5 pm</td>
<td>765-494-6995</td>
</tr>
</tbody>
</table>

#### Advocacy and Support Services

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Assistance Center</td>
<td>Schleman Hall, 2nd Floor</td>
<td>M-F, 8 am – 5 pm</td>
<td>765-494-1747</td>
</tr>
</tbody>
</table>

#### Community Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lafayette Crisis Center</td>
<td>1244 N. 15th Street Lafayette, IN</td>
<td>24/7</td>
<td>765-742-0244 877-419-1632</td>
</tr>
<tr>
<td>YWCA Domestic Violence Intervention and Prevention Hotline</td>
<td>N/A</td>
<td>24/7</td>
<td>765-423-1118* accepts collect calls 888-345-1118</td>
</tr>
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#### Law Enforcement Resources

<table>
<thead>
<tr>
<th>Service</th>
<th>Location</th>
<th>Hours</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Police Department</td>
<td>205 S. Martin Jischke Dr. West Lafayette, IN</td>
<td>24/7</td>
<td>765-494-8221</td>
</tr>
<tr>
<td>West Lafayette Police Dept.</td>
<td>711 W. Navajo St. West Lafayette, IN</td>
<td>24/7</td>
<td>765-775-5200</td>
</tr>
<tr>
<td>Tippecanoe County Sheriff</td>
<td>2640 Duncan Road Lafayette, IN</td>
<td>24/7</td>
<td>765-423-9388</td>
</tr>
<tr>
<td>Lafayette Police Dept.</td>
<td>20 N 6th Street Lafayette, IN</td>
<td>24/7</td>
<td>765-807-1200</td>
</tr>
</tbody>
</table>
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. Therefore, Violent Behavior is prohibited in or on any University Facility or while participating in any University activity.

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. It is designed to be implemented on each of Purdue University’s four campuses: Calumet, North Central, Fort Wayne and West Lafayette.

INDIVIDUALS AND ENTITIES AFFECTED BY THIS POLICY

All units, students, faculty, staff, volunteers and agents/contractors of Purdue University.

WHO SHOULD KNOW THIS POLICY

President
Chancellors
Vice Presidents
EXCLUSIONS

There are no exclusions to this policy.

WEBSITE ADDRESS FOR THIS POLICY

www.purdue.edu/policies/facilities-safety/iva3.html

| CONTACTS | Calumet Campus | | | |
|----------|---------------|------------------|------------------|
| Subject  | Contact        | E-mail/Web Address |
| Policy Clarification | Vice Chancellor for Administrative Services | 219-989-2234 |
| Reports of Violent Behavior | University Police Chief | 219-989-2220 or 219-989-2911 |

<table>
<thead>
<tr>
<th>Fort Wayne Campus</th>
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<tbody>
<tr>
<td>Subject</td>
<td>Contact</td>
<td>Telephone</td>
<td>E-mail/Web Address</td>
</tr>
<tr>
<td>Policy Clarification</td>
<td>Vice Chancellor for Financial Affairs</td>
<td>260-481-6804</td>
<td></td>
</tr>
<tr>
<td>Reports of Violent Behavior</td>
<td>University Police Chief</td>
<td>260-481-0739 or 260-481-6911</td>
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<table>
<thead>
<tr>
<th>North Central Campus</th>
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<tr>
<td>Subject</td>
<td>Contact</td>
<td>Telephone</td>
<td>E-mail/Web Address</td>
</tr>
<tr>
<td>Policy Clarification</td>
<td>Vice Chancellor for Administration</td>
<td>219-785-5400</td>
<td></td>
</tr>
<tr>
<td>Reports of Violent Behavior</td>
<td>University Police Chief</td>
<td>219-785-5220 or 911</td>
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</tr>
<tr>
<td>Policy Clarification</td>
<td>Senior Director, Environmental Health and Public Safety</td>
<td>765-494-7504</td>
<td><a href="mailto:ehps@purdue.edu">ehps@purdue.edu</a></td>
</tr>
<tr>
<td>Reports of Violent Behavior</td>
<td>University Police Chief</td>
<td>765-494-8221 or 911</td>
<td><a href="mailto:police@purdue.edu">police@purdue.edu</a></td>
</tr>
</tbody>
</table>
DEFINITIONS

Behavioral Assessment Team(s)
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.

On the West Lafayette campus, the Vice President for Human Resources, or designee, will serve as chairperson of the employee Behavior Assessment Team, which will include representatives from Human Resources, Environmental Health and Public Safety, University Police, legal counsel, mental health professional(s) and others as appropriate. The Vice President for Student Affairs, or designee, will serve as chairperson of the student Behavior Assessment Team, which will include representatives from Environmental Health and Public Safety, University Police, Housing and Food Services, legal counsel, mental health professional(s) and others as appropriate.

On each Regional Campus, the Vice Chancellor for Administrative Services (Calumet), Vice Chancellor for Financial Affairs (Fort Wayne) and the Vice Chancellor for Administration (North Central), or their designees, will serve as chairperson of their respective campuses’ employee Behavior Assessment Teams, which will include representation from Human Resources, University Police, legal counsel, mental health professional(s) and others as appropriate. The Vice Chancellors for Student Affairs (Calumet and Fort Wayne) and the Vice Chancellor for Enrollment Management and Student Services (North Central), or their designees, will serve as chairperson of their respective campuses’ student Behavior Assessment Teams, which will include representatives from the Office of the Dean of Students, University Police, legal counsel, mental health professional(s) and others as appropriate.

Human Resources
The human resources department on each of Purdue’s campuses.

Intimidation
Engaging in actions intended to frighten, coerce or induce duress. These actions include, but are not limited to, stalking/unwanted pursuit.

Physical Attack
Unwanted physical contact such as hitting, kicking, pushing, shoving, biting, fighting, throwing objects or use of an unauthorized weapon against another person.

Property Damage
Intentional damage to property, including property owned by Purdue University or its employees, students, visitors or vendors.

Purdue, University and Purdue University
Any campus, unit, program, association or entity of Purdue University, including but not limited to Indiana University-Purdue University Fort Wayne, Purdue University Calumet, Purdue University North Central, Purdue University West Lafayette, Purdue Extension and Purdue University College of Technology Statewide.

Regulations Governing Student Conduct
The rules and procedures that govern student conduct and disciplinary action as set forth by each campus. Links to each campus’s regulations are listed in the Related Documents, Forms and Tools.

Threat
An expression of intent to cause physical or mental harm or damage to property. A threat may be direct, indirect, conditional or veiled. Any threat is presumed to constitute a statement of intent. An expression constitutes a threat without regard to whether the party communicating the threat has the present ability to carry it out and without regard to whether the expression is contingent or future.

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.

University Police
The police department on each of Purdue’s campuses and on the campus of Indiana University-Purdue University Fort Wayne.

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.
RESPONSIBILITIES

Behavioral Assessment Teams
- Investigate potentially threatening situations and take action to mitigate risk of harm.

Employees
- Report immediately any Violent Behavior or other violations of this policy to their immediate supervisor, Human Resources or the University Police.

Human Resources
- Promptly investigate reports of Violent Behavior by employees or other employee violations of this policy.
- Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team.
- 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 reports of Violent Behavior by students or other student violations of this policy.
- Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team.
- Develop and deliver, jointly with University Police, training and educational materials regarding Violent Behavior prevention and response.

Supervisors
- Promptly report to the University Police incidents or allegations of Violent Behavior or other violations of this policy that are brought to their attention.

Students
- Report immediately any Violent Behavior or other violations of this policy to the Dean of Students or University Police.

University Police
- Promptly investigate reports of Violent Behavior or other violations of this policy.
- Upon receipt of a report of Violent Behavior, notify the chair of the appropriate Behavioral Assessment Team.
- 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.

Vice Chancellor for Administrative Services (Calumet), Vice Chancellor for Financial Affairs (Fort Wayne) and Vice Chancellor for Administration (North Central)
- 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 Chancellors for Student Affairs (Calumet and Fort Wayne) and the Vice Chancellor for Enrollment Management and Student Services (North Central)
- 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.

Vice President for Student Affairs
- Serve as the chairperson for the West Lafayette campus Student Behavioral Assessment Team or designate responsibility for such.

PROCEDURES

1. Reporting and Investigating Violent Behavior

   Employees, students and visitors in/on any University Facility are encouraged to be alert to the possibility of Violent Behavior. In the event that an employee, student or visitor is witness to or a victim of Violent Behavior, he or she is urged to call 911 if it is safe to do so.

   Employees are expected to immediately report any other violations of this policy either to their immediate supervisor (or second level supervisor if the alleged perpetrator is the immediate supervisor), a Human Resources staff member or the University Police, as appropriate. Students are expected to immediately report any other violations of this policy to the Office of the Dean of Students or
University Police, as appropriate.

Each report will be promptly investigated and may be reviewed for action by the appropriate campus Behavioral Assessment Team. Every effort will be made to protect the confidentiality and safety of anyone who reports a potential violation of this policy or otherwise raises concerns about Violent Behavior. All reports will be handled in as confidential a manner as possible.

It may be necessary during an investigation into a violation of this policy to remove an employee or student from campus until the investigation is concluded. Employees may be placed on leave with or without pay or may be subject to other interim corrective measures of a non-disciplinary nature (i.e., reassignment) until the investigation is concluded. In addition, Purdue University may require an employee to undergo an assessment to determine the risk of Violent Behavior in the workplace. In such cases, supervisors will contact their campus Human Resources to refer such employees to an appropriate resource to coordinate the assessment. Concerns regarding students will be addressed by the Office of the Dean of Students.

II. Victim Protections and Support

Purdue University campus personnel will use 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 will allow for flexibility to attend medical, court or counseling appointments related to trauma and/or victimization from situations covered by this policy.

III. Training

University Police, Human Resources and the Office of the Dean of Students will jointly develop and deliver training and educational materials regarding Violent Behavior prevention and response.

RELATED DOCUMENTS, FORMS AND TOOLS

Policies:

Regulations Governing Student Conduct:
- Calumet: webs.purduecal.edu/deanofstudents/codeofconduct/
- Fort Wayne: http://bulletin.ipfw.edu/content.php?catoid=19&navoid=487#Code
- North Central: www.pnc.edu/cc/Policy/conduct.html
- West Lafayette: www.purdue.edu/univregs/studentconduct/index.html

Occupational Safety and Health Act of 1970:

HISTORY AND UPDATES

November 1, 2012: The definition of Behavioral Assessment Team was revised to allow each campus to assign its own names to the committees.

December 8, 2011: Updates to the Contacts and Responsibilities sections were made. This policy supersedes Violent Behavior, Interim (IV.A.3) dated November 18, 2011.

November 18, 2011: Policy number changed to IV.A.3 (formerly I.2.3) and website address updated. Related Documents section updated as well.

February 1, 2011: This policy supersedes the Violence in the Workplace Policy (Executive Memorandum No. C-43).

APPENDIX

There are no appendices to this policy.
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:
Appendix F

Alcohol- and Drug-Free Workplace Policy

A. **Alcohol**. Using, selling, manufacturing, distributing, possessing, storing, or dispensing alcohol on University premises, as part of any University-related activity, or in the workplace, except as authorized under University Regulations or otherwise by the University.

B. **Controlled Substances**. Using, selling, manufacturing, distributing, possessing, storing, or dispensing controlled substances on University premises, as part of any University-related activities, or in the workplace, except as authorized under University Regulations or otherwise by the University.

C. **Employee Treatment Programs**. Failing to meet the requirements of a drug or alcohol treatment program that the University requires an employee to complete as a condition of employment.

D. **Workplace Inspection**. Interfering with a workplace inspection under this policy.

E. **Impaired Job Performance or Attendance**. Alcohol misuse or controlled substance use, even though not during working hours or in the workplace, which impairs job performance or attendance.

F. **Testing Procedures**. Failing any drug or alcohol test or engaging in any other conduct prohibited under the University's drug or alcohol testing procedures.

G. **Prescription Drug Use**.

1. Being under the influence of legally prescribed drugs in the workplace that prevent an individual from performing the essential functions of his or her job or where that individual poses a direct threat while using those drugs.
2. Inquiries regarding prescription drug use by employees are governed by the Americans With Disabilities Act of 1990, and therefore should be made only as authorized by the Department of Personnel Services.

H. **Other Misconduct**. Any other conduct that the University determines to be inconsistent with providing a drug-free and alcohol-free campus and workplace.

V. **Consequences of Engaging in Prohibited Conduct**

A. **Factors Relevant to Sanction or Corrective Action**. The University will evaluate violations of this policy on a case-by-case basis. In determining the appropriate sanction or corrective action, the University may consider an individual's work or academic record, the seriousness of the violation, the safety-sensitivity of the individual's position, whether the individual's behavior violated the University's Violence in the Workplace Policy, whether a sanction or corrective action is permissible under law including, without limitation, The Americans With Disabilities Act of 1990, and any other relevant factors.

B. **Employee**. Any employee who engages in prohibited conduct may be:

   - Immediately removed from duty.
   - Referred to the Employee Assistance Program.
   - Required to complete successfully an alcohol or drug abuse treatment program as a condition of employment.
   - Reported to authorities for criminal prosecution or other appropriate action.
   - Disciplined, up to and including termination of employment.
   - Subject to any other appropriate action by the University.

C. **Invitee**. Any invitee who engages in prohibited conduct may be barred from further work for the University or from participating in other University-related activities as may be permitted by law. Further, they may be reported to authorities for criminal prosecution or other appropriate action.

D. **Student**. Any student who engages in prohibited conduct may be:

   - Referred to appropriate University personnel for assistance.
   - Required to complete successfully a drug or alcohol abuse treatment program as a condition of University attendance.
   - Reported to authorities for criminal prosecution or other appropriate action.
   - Subject to disciplinary penalties under University Regulations.
   - Subject to any other appropriate action by the University.

VI. **Workplace Inspections**
Appendix F

A. The University reserves the right to inspect the workplace for alcohol, controlled substances, or paraphernalia relating to alcohol or controlled substances and to question any employee when it reasonably suspects that this policy or any procedure under this policy has been violated.

B. The University will prominently post the following notice in conspicuous places in the workplace:

Purdue University reserves the right to inspect the workplace for alcohol, controlled substances, or paraphernalia relating to alcohol or controlled substances and to question any employee when the University reasonably suspects that its Alcohol- and Drug-Free Campus and Workplace Policy or any procedure under that policy has been violated.

C. The decision to conduct a workplace inspection should be made jointly by the supervisor who believes the inspection would be appropriate under this policy and a representative of his or her campus personnel department. In all cases, the director of personnel services for the campus or his or her designee must authorize a workplace inspection.

D. This section of the policy does not limit in any way the Purdue University Police Department's right to conduct law enforcement activities including, but not limited to, questioning or searching any person or inspecting any University premises.

VII. Controlled Substance and Alcohol Testing

A. Commercial Motor Vehicle Drivers. Persons employed as commercial motor vehicle operators who are governed by Department of Transportation regulations are subject to drug and alcohol testing under procedures developed by the Department of Personnel Services.

B. Defense Contracts. Department of Defense regulations require the University to establish programs to test employees and final applicants for illegal drug use if they will work in sensitive positions on Defense Department contracts. The University will determine appropriate tests based on the nature of the work being performed, the employee's duties, the efficient use of University resources, and the risks to public health and safety and national security that could result if the employee fails to perform the duties of the position adequately.

C. Intercollegiate Athletics. Student athletes who participate in intercollegiate sports will be subject to drug and alcohol testing under National Collegiate Athletic Association regulations in testing programs developed by the University's Department of Intercollegiate Athletics.

D. Employee Reasonable Suspicion Drug and Alcohol Testing. All employees of the University may be subject to reasonable suspicion drug and alcohol testing under procedures developed by the Department of Personnel Services and approved by the president of the University or his or her designee. These procedures must, at a minimum, provide that the decision to conduct reasonable suspicion testing will be made jointly by a supervisor who believes reasonable suspicion exists and a representative of his or her human resource service team. Further, in all cases, reasonable suspicion testing must be authorized by an appropriate University employee or other individual designated by the University who has been trained to recognize physical or behavioral symptoms commonly attributed to the use of drugs or alcohol.

E. Public Safety Employees. Employees performing public safety duties may be subject to drug and alcohol testing procedures as authorized by the president of the University or his or her designee. This testing may include, but is not limited to, pre-employment testing, post-accident testing, return-to-duty testing, and follow-up testing.

VIII. Employee Self-Referral and Employee Assistance Program

A. Self-Referral. Employees with alcohol or drug problems are strongly encouraged to voluntarily contact their family physicians or the University's Employee Assistance Program for assistance. Employees may seek help without their supervisor's knowledge. Although voluntarily seeking assistance will not bar the University from treating the employee like other employees under this policy, the University will consider voluntary requests for help in determining any discipline to be imposed. The University will not assume any financial or other responsibility for drug or alcohol treatment except as may be provided by University benefits.

B. Employee Assistance Program. The University's Employee Assistance Program offers free, confidential services to employees with alcohol or drug problems, including:

1. Information about the dangers of alcohol and drug use and the University's Alcohol- and Drug-Free Campus and Workplace Policy;
2. Assessment and evaluation;
Alcohol- and Drug-Free Workplace Policy

Appendix F

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.

V. 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.

VI. 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.

VII. 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.

VIII. 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
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; or
   (10) an emergency medical services provider.

(b) Except as provided in subsections (c) through (j), 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.

(c) The offense described in subsection (b)(1) or (b)(2) is a Class A misdemeanor if it results in bodily injury to any other person.

(d) The offense described in subsection (b)(1) or (b)(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 is committed against a family or household member (as defined in IC 35-31.5-2-128) if the person who committed the offense:
      (A) is at least eighteen (18) years of age; and
      (B) committed the offense 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.

(e) The offense described in subsection (b)(2) is a Level 5 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.

(f) The offense described in subsection (b)(1) or (b)(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 battery against the same victim.
   (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).

(g) The offense described in subsection (b)(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.
(h) The offense described in subsection (b)(1) or (b)(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).

(i) The offense described in subsection (b)(1) or (b)(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.

(j) The offense described in subsection (b)(1) or (b)(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.

(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 35-42-4-12(d)).

(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 31-11-15 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.
Appendix H

Insert Emergency Procedures Guide