



University of Mount Union
2017 Annual Security and Fire Safety
Report

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1972 Clark Avenue
Alliance, Ohio 44601

2017 Annual Security Report

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Important Phone Numbers

Emergency Contact Information

Ambulance Services

Emergency Medical Transport (330) 829-9900
Stark-Summit Ambulance (330) 821-9680

Illness: Weekdays 8 a.m. – 4 p.m.

Health Center (330) 823-2692
From Campus Phones 2692

Alliance Police Department - Emergency (330) 821-3131
From Campus Phone 2255
Alliance Police Department – Non-Emergency (330) 821-940

Alliance Fire Department - Emergency (330) 821-1212
From Campus Phone 2255

Residence Hall Emergencies:

Weekdays – 8 a.m. – 5 p.m. (330) 823-7288
Weekends and evenings: Contact Resident Director on Duty (330) 428-3500

Campus Security (330) 428-1344
..... (330) 428-0460
.....from campus phones: S-A-F-E

Physical Plant Office (330) 823-7365

Utility Numbers

Alliance Water Department (330) 823-3126
Department of Health (330) 821-7373
Ohio Edison/First Energy - Electric Company (800) 633-4766
Dale Anderson Corp – Gas Lines 330-823-1442
..... 330-495-7769
Columbia Gas – Gas Lines 800-344-4077

Other Important Numbers

Main switchboard 330-821-5320
From Campus Phones 0

Crime or Incident Reporting

Campus Security 330-428-1344
..... 330-428-0460
.....from campus phones: S-A-F-E

Alliance Police Department - Emergency 330-821-3131
From Campus Phone.....2255
Alliance Police Department – Non-Emergency.....(330) 821-9140

Residence Hall Concerns:
Weekdays – 8 a.m. – 5 p.m..... 330-823-7288
Weekends and evenings: Contact Resident Director on Duty 330-428-3500

Office of Student Conduct.....330-823-7288
Online reporting<https://myhousing.mountunion.edu/mycoco/public/>

Issues of Discrimination, Harassment, or Sexual Misconduct (Including Sexual Assault, Domestic Violence, Dating Violence, and Stalking)

Campus Security 330-428-1344
..... 330-428-0460
.....from campus phones: S-A-F-E

Alliance Police Department - Emergency 330-821-3131
From Campus Phone.....2255

Office of Residence Life - Weekdays – 8 a.m. – 5 p.m. 330-823-7288
Weekends and evenings: Contact Resident Director on Duty 330-428-3500

Office of Student Conduct.....330-823-7288
Online reporting<https://myhousing.mountunion.edu/mycoco/public/>

Title IX co-coordinators:
Michelle Gaffney, associate dean of students.....(330) 823-2496
Email.....gaffnemi@mountunion.edu
Charles Stumpy, interim director of human resources and staff
development.....(330) 829-6560
Email.....stuppyca@mountunion.edu

Sexual Misconduct Resources

On Campus

UMU Office of Counseling Services..... (330) 823-2886
UMU Office of the Chaplain.....(330) 823-2838
Sexual Misconduct Responders
<https://www.mountunion.edu/campus-life/safety-and-parking/sexual-misconduct/title-ix/sexual-misconduct-responders>

Off Campus

Alliance Area Rape Crisis Hotline..... (330) 821-RAPE (7273)
Alliance Area Domestic Violence Shelter (24-Hour Hotline)..... (330) 823-7223
COMPASS Rape Crisis Services of Stark County (24-Hour Hotline).....(330) 452-1111
Comquest Services of Stark County – 1207 W. State Street, Suite M, Alliance.....(330) 821-8407
Domestic Violence Project (24-Hour Hotline)..... (330) 453-SAFE (7233)
National Sexual Assault Hotline.....800-656-4673

Sexual Misconduct Medical Assistance

S.A.N.E. (Sexual Assault Nurse Examiner) Services available at the following 2 locations:
Aultman Hospital – 2600 6th Street SW, Canton, OH 44710 – (330) 363-6203
HAVEN at Mercy Medical Center – 1320 Mercy Drive, NW, Canton, OH 44708 – (330)489-1111 ext. 2170

Alliance Community Hospital..... 200 E. State St..... (330) 596-6000
Alliance City Health Department..... 537 E. Market..... (330) 821-7373
Planned Parenthood of Northeast Ohio.....2663 Cleveland Ave. N.W., Canton..... (330) 456-7191

University of Mount Union Health Center..... (330) 596-7995

Alcohol and Other Drug Treatment Options

On Campus

Office of Alcohol, Drug and Wellness Education..... (330) 829-6660

Stark County

Alcoholics Anonymous Intergroup Office.....(330) 491-1989 (24/7)
Website.....<http://www.aaincantonohio.org/>

Coleman Behavioral Health

Alliance Office.....(330) 823-6932
Canton Office.....(330) 438-2400
Website.....<http://www.colemanservices.org/>

CommQuest

Alliance Office.....(330) 821-8407
Canton Office.....(330) 455-0374
Website.....<http://www.commquest.org>

Crisis Intervention and Recovery Center of Stark County.....1-(800) 956-6630
Website.....<http://www.circstark.org/>

Narcotics Anonymous for Northeast Ohio.....(888) 438-4673
Website.....<http://www.naohio.org/> or <http://nabuckeye.org/>

Crisis Numbers

Stark County Crisis Hotline.....(330)-452-6000
Crisis Text Line..... ..Text 4hope to 741 741
Trevor Lifeline (LGBTQ youth).....1-866-488-7386
Military & Veterans Crisis Line.....1-800-273-8255, press 1
National Suicide Prevention Lifeline.....1-800-273-TALK (8255)

University of Mount Union Mission Statement

The mission of the University of Mount Union is to prepare students for fulfilling lives, meaningful work and responsible citizenship.

Policy Statements

Policies for Compiling the Annual Security Report (ASR)

This report is compiled to keep the members of the University of Mount Union community well informed about security and fire safety policies, procedures and practices on campus. Included in the report is information required by both the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Security Act and the Higher Education Act, as well as the Violence Against Women Reauthorization Act, as amended.

Introduction

The University of Mount Union, a private Midwestern institution founded in 1846, offers a rigorous and relevant academic program that is grounded in the liberal arts tradition. Mount Union's nearly 2,300 students can select from 55 broad-based and career-specific undergraduate majors as well as master's programs in physician assistant studies and educational leadership and a doctoral program in physical therapy. Known for its academic excellence and personal approach, the institution boasts a 13:1 student-faculty ratio and a curriculum delivered by dedicated faculty members, 87% of whom hold terminal degrees in their fields.

Since 2005, nearly \$110 million has been invested in the construction and renovation of modern facilities including a recreation center, apartment-style housing options, health and medical sciences facility, and performing arts center. Primarily residential in nature, Mount Union's picturesque 123-acre campus is located in Alliance, OH (population 23,000), within 80 miles of both Cleveland and Pittsburgh. The 162-acre Huston-Brumbaugh Nature Center is located six miles away. The University's endowment is in excess of \$138 million.

The University, affiliated with the United Methodist Church, strives to make its exceptional educational experience accessible to students of all financial backgrounds. Its increasingly-diverse campus community benefits from a student-centered approach and array of activities for cultural, civic, and social development. Students experience outstanding opportunities for success after graduation, both in the workforce and in graduate study.

For more information, visit www.mountunion.edu.

Mount Union is committed to providing a safe learning, working, and living environment for each of its members, visitors, and guests. This report contains the University's Campus Crime Statistics for the three most recent calendar years (2015, 2016, 2017) and the Fire Statistics for those three years. This report is available online for the campus community on iRaider under Student Life (http://portal.mountunion.edu/student_life/AnnualSecurityReport) and for applicants and

the general public on the University website's Campus Security page listed under Student Services at <https://www.mountunion.edu/consumer-information>. In addition, printed copies are available in the Office of Student Affairs located in the Hoover-Price Campus Center.

Each year, students, faculty and staff members are notified via e-mail of the availability of the latest report. This e-mail contains a direct link to the website where they can access this report in its entirety. Prospective students may request a copy of this report from the Office of Admission. Prospective employees may request a copy of this report from the Office of Human Resources.

Preparing the ASR

The responsibility for preparing and compiling the ASR falls to the director of student conduct. The statistics included are compiled based on materials submitted by the Office of Residence Life, the Office of Campus Safety and Security, the Office of Student Affairs, Campus Security Authorities, and others. Additionally, information needed for this report has been requested from the Stark County Sherriff's Office and the Alliance Police Department. Documents reviewed include documentation reports, security logs, police reports (where available), and any direct reporting methods used by members of the University community.

Who is a Campus Security Authority (CSA)?

The Clery Act identifies certain categories of students and university employees as CSAs who have federally mandated responsibilities to report crimes that they witness or are reported to them. The intent of including non-law enforcement personnel in the role of CSA is to acknowledge that community members and students in particular, may be hesitant about reporting concerns to Campus Safety and Security, but may be more inclined to report to other campus affiliated individuals.

Mount Union has designated all faculty and staff, as well as students employed in a supervisory role such as a resident assistant or raider guide as CSAs. This excludes AVI Dining staff as they are not employed by Mount Union. Professional University counselors and the chaplain, when acting as such, are not considered to be a campus security authority and are not required to report crimes disclosed to them on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. All CSAs are required to report required to report all alleged criminal incidents, arrests, or disciplinary actions for Clery Act Crimes. These are defined as follows:

- Criminal Offenses – Criminal Homicide, including Murder and Non-negligent Manslaughter, and Manslaughter by negligence; Sexual Assault, including Rape, Fondling, Incest and Statutory Rape; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; and Arson.

- Hate Crimes – Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property that were motivated by bias;
- VAWA Offenses – Any incidents of Sexual Assault, Domestic Violence, Dating Violence, and Stalking; and
- Arrests and Referrals for Disciplinary Action for Weapons – Carrying, Possessing, Etc., Law Violations, Drug Abuse Violations and Liquor Law Violation (violations of UMU's Alcohol and Drug policies).

CSAs are encouraged to report these concerns at <https://myhousing.mountunion.edu/mycoco/public/>, but can also report them by contacting the Office of Safety and Security or the Office of Student Conduct. They are sent an email annually reminding them of their status as a CSA, the requirement to report, and asking them to report anything that they have not reported prior to the email.

Security of and Access to Campus Facilities

Academic and other campus facilities are generally open to students, employees, and guests during normal business hours. As an independent institution, Mount Union's campus is private property, and persons who do not have legitimate business on campus may be removed or arrested as trespassers. There is no formal policy requiring identification and admission of visitors on campus generally, although specific policies may govern access to particular buildings such as university residence halls, certain academic buildings, and the McPherson Academic and Athletic Center (MAAC). Academic and administrative buildings are on a lock and unlock schedule designed to accommodate usage by the campus community and implemented by Campus Safety and Security. The MAAC, the library, and other select university service areas have varying schedules reported annually in the Student Handbook. Campus security officers and other personnel also check all buildings on a regular basis. In the case of periods of extended closing, non-residential buildings (excluding buildings that house administrative offices such as Hoover-Price Campus Center and Beeghly Hall) will be secured and the university will admit only those with prior approval or key access to those facilities.

In addition, the university has a weapons policy which prohibits individuals who are not law enforcement officers assisting university security officers from possessing, displaying, or using firearms, weapons, ammunition, or fireworks on campus at any time.

Students, faculty, and staff are encouraged to call Campus Safety and Security immediately if suspicious persons or activities are noticed in campus buildings or anywhere on campus.

While these precautions greatly improve the security of campus buildings, they cannot be entirely successful without the assistance of students, faculty, and staff. Campus community members are encouraged to practice good personal safety at all times, assist in keeping locked doors closed, not allow people to follow them into a locked building (piggybacking into the building), lock their room, office, and car doors, and report any suspicious activity to Campus Safety and Security.

Security of and Access to Residence Halls

As the "home away from home" for students, residence halls provide all residents with a sense of privacy, security, and community and these policies are based on the premise that residents share responsibility for their community's security concerns.

Traditional residence halls, suite style residence halls and university owned apartments are locked 24-hours a day. A card reader controls access to these residence halls and is limited to building residents and necessary Student Affairs, Physical Plant, and Campus Safety and Security personnel. University owned townhouses and houses are key entry and the residents of the space control the access to this space. Keys are assigned to specific residents and the Code of Student Conduct prohibits the sharing or duplication of these keys. Necessary Student Affairs, Physical Plant, and Campus Safety and Security personnel have access to the townhouses and houses. Guests and visitors, per the code of student conduct, may only be given access to the building where their host lives and must be escorted at all times. Additionally, guests and visitors are required to follow university policies. Hosts are responsible for their guests' actions and any damages caused by their guests. All first-floor traditional residence, suite style residence, apartment, and townhouse rooms are equipped with stainless steel safety screens to decrease the ability to gain entrance from the outside. The safety screens are designed with an interior quick release function that will allow the occupant to remove it in the event of an emergency.

Residence life staff members are on duty and complete rounds through the traditional residence halls, and suite style residence halls. There are external rounds completed around the houses, townhouses, and university owned apartments at various times. Community members can reach a staff member at all times by calling the resident director duty phone. The duty phone number is posted in each residence room, outside of all resident assistants' rooms and on the back of all students I.D. cards.

Security Considerations in the Maintenance of Campus Facilities

Maintenance of the University grounds and facilities is also an important part of campus safety. Shrubs are kept trimmed and low hanging tree branches that could obscure views are removed on a routine basis. Parking lots and pathways are illuminated with lighting. In coordination with Campus Safety and Security, a visual check of exterior lighting is completed nightly and reported to the Physical Plant for priority maintenance.

Campus Safety and Security also does a monthly check in cooperation with the City of Alliance Police Department of all Blue Light Emergency Phones (of which there are ten) to ensure that they are in good functioning condition. Individual room and office locking systems and exterior building locks are tested and serviced annually. Those locks using a card reader are tested in conjunction with the Office of Campus Card and Facility Scheduling. Should card access on an exterior door fail, on-call staff are called in immediately to resolve the situation. Staffs from Physical Plant, Campus Safety and Security, and Residence Life continually check campus buildings and facilities to ensure doors, windows, locks, access systems, lighting and other safety and security equipment and infrastructure are in good repair and working properly. If community members notice an unsafe space, an exterior light out, or have other safety concerns they should contact Campus Safety and Security.

Law Enforcement and Jurisdiction

Security and Law Enforcement

The Office of Campus Safety and Security reports to the vice president for student affairs/dean of students. The office consists of the director, the part-time administrative assistant, one (1) part-time Security Officer, and nine (9) full-time Security Officers. The department provides service twenty-four (24) hours a day, three hundred sixty-five (365) days a year. Campus security officers conduct vehicular, golf cart, and foot patrols on all campus grounds, campus facilities, and campus housing with safety and crime prevention in mind. Campus security officers have enforcement authority for all rules and regulations stated in University of Mount Union publications including, but not limited to, the Student Handbook, the University Catalogue, etc. Campus security officers are not deputized law enforcement officers and do not have arrest authority.

Campus Security coordinates their activities with local law enforcement officers when crime and emergency situations occur. The University of Mount Union has a strong working relationship with the Alliance Police Department. The Alliance Police Department provides law enforcement services to all Mount Union facilities located within its jurisdiction, but does not have a written memorandum of understanding. The campus community is strongly encouraged to report crimes to the resources noted here.

Off Campus Student Organizations

The University of Mount Union recognizes several Greek letter student organizations that own property off campus, either as meeting houses or as residential facilities. The Alliance Police Department monitors activities at these locations in the same manner as the rest of the city. They respond to calls for assistance and attend to violations of law that come to their attention. At the discretion of the police department, any interaction law enforcement officers have with students at these locations may be reported to the Office of Campus Safety and Security or the Office of Student Affairs. In addition,

Campus security officers monitor these locations for safety concerns and violations of law or University policy that may occur.

Reporting

Accurate and Prompt Reporting Policy

While there are certain offices that focus specifically on keeping the University of Mount Union a safe place to live and work (Campus Safety and Security, Residence Life, Student Conduct, the Office of Student Affairs, etc.), the responsibility for maintaining a safe community falls to all of its members. The University strongly encourages members of the university community to accurately and promptly report all crimes to the appropriate authority when the victim of a crime elects to or is unable to make such a report.

Reporting of Crimes

Reports to campus officials will be investigated and, if appropriate, referred to the Office of Student Conduct and/or the Alliance Police Department. In addition, reports of crimes will be included in the Campus Crime Statistics and Daily Crime Log, even if they do not lead to a formal investigation by the police or an arrest or responsible conduct findings.

If the crime is in progress, the community member should immediately contact one of the following:

- The Alliance Police Department at (330) 821-3131 (or 911);
 - By pressing the button on any of the “blue light” emergency telephones located around campus;
- Campus Safety and Security by dialing S-A-F-E from any campus phone or calling (330) 428-1344;
- Any residence Life staff member either in person or calling the RD duty phone at (330) 428-3500.

The decision regarding whom to contact should be based on the intensity or danger involved in the situation and/or the ease with which one of these authorities can be contacted. If Campus Safety and Security or a Residence Life staff member is notified prior to the Alliance Police being called, they will assist the community member with contacting the Alliance Police Department and making a report.

If the crime is discovered after it has occurred, the community member should contact one of the following:

- Campus Safety and Security by dialing S-A-F-E from any campus phone or calling (330) 428-1344;
- The Resident Director on Duty at (330) 428-3500;

- The Office of Student Conduct at (330) 823-7288 or <https://myhousing.mountunion.edu/mycoco/public/>

The person responding will assist the community member with making a report and connecting with the Alliance Police Department.

In the case of a sexual assault or other type of sexual misconduct, discrimination, or harassment the student may also contact:

- A Sexual Misconduct Responder. These faculty and staff members have been trained to assist students with all of the difficult decisions a student must make, including those about reporting. Additional information about the Sexual Misconduct Responder program, including the list of Responders and their contact information, can be found at <http://www.mountunion.edu/sexual-misconduct-responder-list>.
- Any member of the Title IX team, the list of whom can be found at <http://www.mountunion.edu/title-ix>.
- The Title IX co-coordinator can also be contacted at:

Michelle Gaffney, associate dean of students & Title IX co-coordinator
Hoover Price Campus Center, Office of Student Affairs
Phone: (330) 823-2496
E-mail: gaffnemi@mountunion.edu

For the purposes of the crime statistics, the University will accept anonymous reports through the means described above. However, campus community members should recognize that the University's ability to act upon anonymous reports will likely be limited.

Confidential Reporting Procedures

Professional University counselors and the chaplain, when acting as such, are not considered to be a campus security authority and are not required to report crimes disclosed to them on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. As a matter of policy, however, they are encouraged, when they deem appropriate, to inform persons they are counseling about crime reporting procedures. If the person does not want to report the crime themselves, counselors and the chaplain are encouraged, when they deem appropriate, to inform the person they are counseling that the information the person shares may be used confidentially in the annual campus crime reports, if the person desires. If they want this to happen, the person should advise the counselor or chaplain, who will then report the necessary information (without identifying the person) to the associate dean of students/Title IX co-coordinator.

Alerting Ongoing Disclosures

Timely Warning Notification

In the event of a major crime incident or other emergency situation occurring on the Mount Union campus or the surrounding area that poses a serious or continuing threat to the campus community, the vice president for student affairs/dean of students, the vice president for business affairs, or their designees, will evaluate the circumstances and determine the need and manner for alerting the campus community. The mode of notification will vary depending on the particular circumstances of the situation and notification will occur without delay. One or more of the following communication tools will be used to notify students, faculty and staff:

- Emails to Mount Union email addresses
- Phone calls to all campus phone numbers (landline and cell, if registered)
- Text messages through the emergency alert system
- Signage placed in and around buildings
- Alerts on the Mount Union website

If a problem appears to be confined to a building or group of buildings, notification will generally occur through posting flyers in the affected areas. If the buildings identified are residential, residence life staff may notify their students through hall meetings, word of mouth, or email in addition to the postings.

It is imperative that all community members read these warnings and respond appropriately. Anyone with information warranting a timely warning should report the circumstances to Campus Safety and Security by phone at (330) 428-1344 or to the Office of Student Affairs at (330) 823-2243.

Emergency Notification and Evacuation

Mount Union University has an Emergency Management Plan (<https://www.mountunion.edu/Documents/Campus%20Life/Safety%20and%20Parking/Emergency%20Management%20Plan%202012-2013.pdf>) in order to enhance the safety of all members of the campus community, protect University property and facilities, and foster an environment conducive to quick recovery and business continuity when crises occur. On-going review and administration of the plan is a joint effort of the President's Council and the Campus Safety Committee. The Campus Safety Committee is co-chaired by the vice president of student affairs/dean of students and the vice president for business affairs/treasurer and its members are select faculty and staff. The Campus Safety Committee's purpose is to mitigate risk and prepare for crisis situations. The Emergency Management Plan includes information regarding incident teams, crisis plans and protocols, and safety guidance for students, faculty, and staff.

If students, faculty, staff, or guests are aware of an emergency or dangerous situation, they should contact Campus Safety and Security by dialing S-A-F-E from any campus phone or calling (330) 428-1344 or the Alliance Police Department at (330) 821-3131 (or 911). Notification can also be made to the vice president of student affairs/dean of students at (330) 823-2243.

Authority to declare a campus state of emergency and initiate campus notification resides with the President's Council. The President's Council is made up of the following: university president, vice president for marketing, vice president for academic affairs/dean of the university, vice president for student affairs/dean of students, vice president for business affairs/treasurer, vice president for university advancement, vice president for enrollment services, director of information technology, and the assistant to the president and board of trustees. Typically, these decisions will be made by either the vice president for student affairs/dean of students or the vice president for business affairs/treasurer; however, they can be made by the President and/or any member of their council. The President's Council member involved in the process will work with Campus Safety and Security, local law enforcement, and emergency agencies to confirm that there is a significant emergency and determine who to notify. Upon confirmation of an emergency or dangerous situation, the institution will immediately notify the campus community. In most cases, the vice president of marketing, or a member of their staff, will be involved in drafting the content of the notification and initiating the notification system. If appropriate for the situation, first responders (such as campus security officers or resident assistants) may be notified prior to or at the same time as the campus community.

In most cases, the entire campus community will be notified of all events deemed an emergency. Should specific areas of the campus need to be notified (i.e. a specific residence halls) instead of the entire community, the President's Council member involved in this process will work with Campus Safety and Security, local law enforcement, and emergency agencies to determine the specific notification area. In this case, notification could be done via email, verbal announcement, signage, fire alarms, door to door knocking or campus alert as described below.

In cases of fire, or immediate need to evacuate a specific building, the fire alarm will be the initial notification of an emergency.

The University utilizes the Blackboard Connect system to provide information to all students, faculty and staff members via phone calls to all campus phone numbers, cell phone numbers on record with the University, and home numbers for commuter students; e-mails to all Mount Union e-mail addresses; and/or text messages, if the community member has not opted out of this feature. If a significant emergency is confirmed, the University will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless the notification will, in the professional judgment of responsible

authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Communication of emergency information to the community outside of the University will occur through the Office of Marketing, in consultation with local law enforcement and emergency agencies. Such communication may occur via local and network media outlets, the Mount Union website, campus signage, and other incident specific methods. Communication will be tailored by the Office of Marketing to include information specific to the incident and the target audience receiving the notification, i.e. outside community may be notified to stay off campus while the on-campus community may be asked to shelter in place. The directives in these notifications will be determined by a member of the President's Council.

Evacuation

Resident assistants and other residential life staff receive emergency response and evacuation training every year. The training includes information regarding emergency assembly areas and shelter in place sites for different locations on campus.

Each faculty and staff member receive, and are asked to post the University of Mount Union's Emergency Response Guide. Additionally, this is sent electronically to all faculty, staff, and students annually. This guide includes directions on when to evacuate and when to shelter in place with directions on how to do so in different situations.

Emergency Protocol

There is no one set protocol for response to all crisis/emergency scenarios. However, there are three key contingent steps for consideration when confronted with crisis: Hide Out, Get Out, Call Out.

- **HIDE OUT (Cover/Conceal)**

If members of the campus community are confronted by an emergency/crisis situation in which evacuation from their current location would expose them to potential peril or increased danger, then efforts should be made to take cover. When appropriate (i.e. armed intruder) doors should be locked if possible, lights turned off, and efforts made to keep silent and out of sight.

- **GET OUT (Evacuate)**

Whenever possible, members of the campus community should remove themselves from emergency/crisis locations provided that such evacuation will not expose them to increased danger. If unsure whether or not evacuation is a safe option, then taking cover and communicating the crisis to proper authorities may be the best alternative.

- **CALL OUT (Communicate)**

When members of the campus community discover or are confronted by crisis/emergency situations, they should communicate those dangers to proper authorities as soon as possible. Prior to communication, community members should assess risk and be sure to isolate (Cover) or remove (Evacuate) themselves from imminent danger. Once imminent danger has been avoided, community members can utilize the following numbers to contact assistance. Community members are encouraged to program the following numbers into their phones for ease of communication:

- Campus Security (330) 428-1344 or S-A-F-E from campus phones
- Alliance Police Department (330) 821-3131

Testing Emergency Response and Evacuation Procedures

The emergency response procedures are tested annually through a community disaster drill. There is an Alliance Community-Wide Disaster Drill Planning Committee, upon which members of the campus emergency management team play an active role. This drill takes place on or near the Mount Union campus in coordination with the Alliance Community Hospital, the Alliance Police Department, and the Alliance Fire Department. Other local agencies, such as the Stark County HazMat team, local ambulance services, the Stark County Chapter of the American Red Cross, and fire departments from nearby jurisdictions, etc. may be involved depending on the specific scenario upon which the drill is based. Additionally, the University's entire campus safety and security staff and various other members of the campus community participate in the drill each year as part of their training.

The 2016 Community Disaster Drill took place on September 15, 2016 through collaboration between the University of Mount Union, Alliance Community Hospital (ACH), the Alliance Fire Department (AFD), and the Alliance Police Department (APD). A committee of representatives from these groups, along with representatives from the Stark County Chapter of the American Red Cross, the Stark County Emergency Management Agency and Stark County Local Emergency Planning Committee met for several months to coordinate the drill.

The drill scenario took place a short distance away from the campus near a set of railroad tracks and involved a mass casualty as a result of bus load of university students being hit by a train and a subsequent ethanol leak on the scene. Approximately 40 University of Mount Union students served as injured students. Additional members of the University community filled roles as parents and concerned friends of students as well as members of the media seeking information.

The Alliance first responders, both police and fire, responded quickly to the scene of the accident, assessed the situation and began appropriate measures to address the chemical leak and safely extract the crash victims. Several local ambulance crews also participated in the drill and took students either to Alliance Community Hospital or locations which represented other Stark County hospitals participating in the drill via radio communication with the emergency responders. The American Red Cross assisted with patient tracking and establishing a family reception center.

Since this accident involved a significant number of University of Mount Union students, our director of campus safety and security was notified immediately and included at the Incident Command Center established near the scene of the accident, as would be the case in a real situation. He served as our liaison at the incident gathering and relaying information back to the campus where we had convened our Emergency Management Team and had enacted our crisis communication plan. A message utilizing our Blackboard Connect System was sent to all faculty, staff and students in order to conduct a test of our system. The University's emergency management team worked together through this scenario to develop plans for other steps that would need to occur if this were a real situation.

After the completion of the drill, all participants meet to review the drill, the effectiveness of the agencies, and what concerns need to be addressed. Surveys are sent to the campus community to gauge the preparedness of the community and identify any concerns.

During campus safety week, fire drills are conducted in every residence hall (see the fires safety report for dates). Additionally, during campus safety week all faculty and staff who are new and have not previously received it or who request them are given paper copies of the Emergency Response guide to post in their office or classroom. Additionally, the emergency response guide is sent out to the entire campus community electronically during campus safety week.

In addition to the annual drill, the University tests the Blackboard Connect system each fall and spring semester. An e-mail is sent informing members of the campus community that the system will be tested, asking them to update their contact information, and explaining how to opt out of the text message notification. Approximately a week later, a test of the system is conducted with messages going out via phone, e-mail, and text.

General Prevention and Awareness

Programs and Activities Available on Campus to Raise Awareness of Safety and Risk Reduction

Throughout the year, on a continuous basis, programs and activities are held at Mount Union to educate and raise awareness of safety issues, including alcohol, drugs, domestic violence, sexual harassment and sexual abuse. The list below is not all inclusive but gives some of the programs and activities at Mount Union.

Safety Issue Awareness

Various offices throughout campus provide programming and training to educate and raise awareness of safety issues. These programs provided include, but are not limited to:

- Risk Management Programs for fraternities and sororities that include
 - risk management for individual chapters
 - Interfraternity Council Risk Management Workshop
- Fraternity and Sorority Presidents' Meeting on Leadership and Stress
- Interfraternity Council Security Awareness Workshop held annually.
- Greek Study Tables
- Campus Safety Week – During this annual week to raise awareness regarding campus safety and security many events took place, including but not limited to ALICE training, ally training, how to interact with the police, and the community wide disaster drill.
- Annual "I Could have been a Burglar" door knocking campaign in the residence halls promoting basic safety skills for living in a residence hall.
- Office of Student Conduct Bulletin boards on: Cyber Safety, Safety in Inclement Weather, and knowing the Code of Conduct.
- In hall Residence Life programs – Programs on various topics including safety, security, wellness, social responsibility, and community building presented by residence life staff in various hall settings throughout the year.
- Escort Service – This service is provided by request through Campus Safety and Security to help individual services.
- Crime Prevention Programming – The director of campus safety and security provides this program to all incoming students and at request to discuss safety and crime prevention on campus.

Alcohol and Drug Awareness

Lead by the Office of Alcohol, Drug, and Wellness Education, much programming is provided to the community on Alcohol and Drugs. Additionally, the Office of Alcohol, Drug and Wellness Education provides confidential consultation and other services to the University Community as needed. The Alcohol and Drug Awareness programs provided throughout the year, including but not limited to:

- Alcohol 101 - A web based education course assigned as a sanction for some students who have been found responsible for violating the alcohol policy.
- ScreenU - An online alcohol screening tool based on SBIRIT.
- 21st Birthday Cards - Evidenced based programming tool effective in educating students, parents and others about the dangers of alcohol poisoning.
- Healthy Graffiti - Educational flyers posted on the restroom stall doors across the campus (8 editions per semester).
- Reverse Trick or Treat – Booze Can be Scary, information is provided on safe drinking.
- Young People Matter Wheel of Misfortune - Students answer questions related to drugs and win prizes.
- Mocktails – Annual organizational mocktail event as a part of National Collegiate Alcohol Awareness Week.
- DeStress Fest – A pre-final event to promote stress management.
- Safe Spring Break Planning - A week of events focused on presenting alcohol education and awareness, identifying the consequences of abusive alcohol and drug use during spring break. Includes an information table, Safe Car Clinic, and Spring Fling.
- Put the Brakes on Fatalities Campaign - Participation in a national campaign to focus on drunk driving and vehicular fatalities and how alcohol and other drugs impact decision making skills.
- Over the Limit Under Arrest Campaign - Participation in a national campaign to focus on drunk driving and vehicular fatalities and how alcohol and other drugs impact decision making skills.
- Social Norming Campaign - Passive program. Flyers hung throughout campus to inform students of the social norms.
- Coffee with a Cop - in conjunction with the Stark County Sherriff's Office.
- Risk Management Programs for fraternities and sororities that include support of GAMMA (Greeks Advocating Mature Management of Alcohol).
- Late Night and Weekend Programming – Providing the opportunity to build friendships and socialize without alcohol or other drugs. Programs include, but are not limited to, comedians, hypnotists, game shows, and trips to local attractions/sporting events, and monthly movies.

- Think about It – Campus Clarity’s online training on alcohol choices and sexual misconduct required for every incoming student.
- The Judicial Educator online programming – Utilized primarily as a conduct sanction, this program includes classes on alcohol, marijuana, healthy relationships, and bystander education.

Domestic Violence, Sexual Harassment and Sexual Abuse

Raising awareness regarding Domestic Violence, Sexual Harassment, and Sexual Abuse is important to the University of Mount Union. Many events are held throughout the year to provide education, awareness and additional information to student and the community. These programs include, but are not limited to:

- Sexual Responsibility Week - A week of events focused on presenting alcohol education and awareness, identifying the consequences of abusive alcohol or drug use in relation to sexual responsibility. Includes an information table, Get Lei’d, Condom Olympics, Condom Roses/Condom Critters, Big Bed, and Sex in the Dark.
- Take Back the Night – Annual speaker and march to raise awareness for sexual harassment and assault.
- Sexual Health Fair – Annually brings together multiple offices and organizations, on and off campus, to discuss healthy sexual choices.
- Sexual Misconduct Movie nights – Each semester an educational movie is shown to illustrate the impact of sexual misconduct (such as *The Hunting Ground*).
- Think about It – Campus Clarity’s online training on alcohol choices and sexual misconduct required for every incoming student.
- The Clothesline Project – T-Shirts displayed throughout campus to bring awareness to domestic violence, annually.
- Risk Management Programs for fraternities and sororities that include Bystander Training
- Fraternity and Sorority Presidents’ on Title IX and Sexual Misconduct
- Victim Right’s Breakfast/Speaker – coordinated by the Regula Center.
- Title IX Training with the National Center for Higher Education Risk Management for students and staff.
- Title IX and Bystander Training for resident assistants and raider guides.
- Bystander Training for all Athletic Teams.
- One Love Foundation presentations and facilitator training throughout the year – coordinated through Athletics.
- Ongoing training to various student groups, students, faculty, and staff.

- The Judicial Educator online programming – Utilized primarily as a conduct sanction, this program includes classes on alcohol, marijuana, healthy relationships, and bystander education.
-

Drug, Alcohol and Substance Abuse

Alcohol and Other Drug Policy

To comply with the Drug Free Schools and Communities Act of 1989 (DFSCA) and subsequent amendments, students and employees of the University of Mount Union are informed that strictly enforced policies are in place which prohibit the possession, use, or distribution of any illicit drugs, including alcohol, on University property or as part of any University-sponsored activity, with the exception for of-age students to consume alcohol moderately as specified below. Students and employees are also subject to all applicable legal sanctions under local, state, and federal law for any offenses involving illicit drugs on University property or at University-sponsored activities.

The University of Mount Union affirms that illegal drug use is unlawful and harmful. The use of illegal drugs and alcohol abuse by students and employees could result in cognitive deficits, loss of productivity, and other health risks. These risks include an increased risk of accidents, which may result in death or permanent injury. Free, confidential counseling for alcohol and other drug misuse and abuse issues is available to students through the Office of Alcohol, Drug, and Wellness Education and Health Services. Other resources and referrals may include assessment, individual counseling, educational programs, materials, and referral and case management through community agencies, all of which might include a fee.

Students exhibiting signs of excessive alcohol consumption will be transported via local ambulance services at the student's expense for medical attention. Refusal to cooperate with EMS personnel may result in arrest by the Alliance Police Department in order to ensure the student's health and safety and/or a conduct complaint for disruptive behavior and/or failure to comply.

Parental/Guardian Notification

The University of Mount Union is concerned about students who improperly use alcohol and other drugs and the effects such use may have on their health, academic success, interpersonal relationships, and, ultimately, their future.

Mount Union's alcohol policy expressly forbids possession and/or consumption of alcohol by students, employees, or guests who are under the minimum legal drinking age of 21 years. Possession of drug paraphernalia and the use, manufacture, sale, or distribution of illegal drugs, whether on or off campus, by any student is also prohibited. In accordance with the Family Educational Rights and Privacy Act (FERPA), the director of student conduct

(or designee) reserves the right to notify the parents/guardians of students under 21 years of age of any incident in which the student is found responsible for violating the University Alcohol and Other Drug Policy. While the University may notify the parents/guardians of students under 21 years of age in any alcohol or drug violation, it is generally only done in cases where a student has been found to have violated the University's Alcohol or Other Drug Policy and are placed on university probation.

Alcohol Policy

The following sections describe Mount Union's policy regarding the sale, service, distribution, and consumption of alcoholic beverages on university property or at university-sponsored events in accordance with federal, state, and local laws.

Basic Guidelines

Students who are 21 years of age or older are permitted to possess and consume alcohol only in University housing per the parameters below. Alcohol may not be possessed,* served or consumed in any public place on Mount Union's campus or at any athletic event. Students who are of legal drinking age may not share or provide alcohol to any students, employees, or guests who are under 21 years of age. Those under the minimum legal drinking age of 21 years are not permitted to possess or consume alcohol anywhere on University property or at University-sponsored events. Drinking games, and simulated drinking games (e.g. water pong) are prohibited on campus.

Advertisements and promotional materials posted or distributed on campus may not make any direct or implied reference to or depict in any manner alcoholic beverages, alcoholic beverage company logos, or symbols, the consumption of alcoholic beverages, drugs, or drug paraphernalia or the use of illicit drugs. Exceptions to this policy may be made for advertisements for educational programs and events; however, these materials must be approved in advance by the associate dean of students or the director of alcohol, drug, and wellness education. No campus activity may be co-sponsored by a bar, liquor establishment, or other alcoholic beverage manufacturer or distributor. Alcohol may not be sold on the Mount Union Campus.

Residence Hall/University Owned Housing Alcohol Guidelines

Persons who are 21 years of age or older may possess* and consume alcoholic beverages in the residence halls, university apartments and campus houses according to the following standards:

- a. Students who are 21 or older may possess* or consume alcoholic beverages in the privacy of their individual student rooms or university apartments. Room/apartment doors must be shut when consumption is occurring.

- b. An individual who is of legal drinking age may not consume alcohol in the presence of any one under the age of 21, with the exception of their roommate(s)/apartment mate(s).
- c. Alcohol may only be consumed in residence hall or campus house individual rooms. No one shall consume or possess* open containers of any alcoholic beverage in any other area of the residence halls or campus houses (e.g., lounges, hallways, restrooms, laundry rooms, etc.). In townhouses and apartments, students are permitted to drink in their living rooms/kitchens provided no one present is under the age of 21.
- d. Kegs of beer, taps, beer balls, and beer funnels are not permitted in or on University of Mount Union property or on the property of organizations affiliated with the University. These items will be confiscated by University officials if discovered on campus.
- e. Drinking games or contests involving alcoholic beverages may not be played on University of Mount Union property.

* PLEASE NOTE: The presence of alcohol may be interpreted as possession of alcohol. Students encountered in locations where alcohol is present may be considered to be in violation of the Alcohol Policy, even if they do not have alcohol on their person at the time they are encountered.

Examples of Violations of the University Alcohol Policy

- Purchasing alcohol by a person under the age of 21;
- Selling or providing alcohol to a person under the age of 21;
- Possessing either full or empty alcohol containers by a person under the age of 21;
- Consuming alcohol by a person under the age of 21;
- Showing physical or mental impairment following or resulting from alcohol use;
- Using or possessing common sources of alcohol including, but not limited to kegs, party balls, punch bowls, wine boxes, etc.;
- Participating in or being present during the occurrence of any drinking game;
- Possessing an open container of alcohol in a common area including, but not limited to bathrooms, hallways, lounges, elevators, lobbies or outdoor spaces;
- Driving under the influence of alcohol.

As stated in [Section 4 of the Code of Student Conduct](#), "failure to comply with the reasonable directives of university officials, campus safety and security officers, or law enforcement officers during the performance of their duties and/or failure to identify oneself to these persons when requested to do so", is considered unacceptable behavior for a university student. An example of such behavior includes refusing to submit to a breath test when requested by a police officer, whether on or off-campus, which is considered a violation of the University Code of Student Conduct and may result in conduct sanctions.

Sanctions for alcohol violations are dependent upon a number of factors including, but not limited to: hearing officer discretion, the nature and severity of the incident, a student's conduct history, and a student's cooperation throughout the conduct process.

Illegal Drug Policy

The following sections describe the University's policy regarding the sale, manufacture, distribution, possession,* and use of illegal drugs on or off University property or at University-sponsored events or programs in accordance with federal, state, and local laws. Examples of violations include:

- Misuse of over-the-counter drugs;
- Misuse or sharing of prescription drugs;
- Possessing, using, being under the influence of, distributing, or manufacturing any form of illegal drug;
- Possessing paraphernalia for intended or implied use of any form of illegal drug;
- Possessing paraphernalia that contains or appears to contain illegal drug residue;
- Purchasing or passing illegal drugs from one person to another;
- Using mail services to purchase, pass, or distribute illegal drugs;

Paraphernalia includes, but is not limited to, bongos, hookahs, water pipes, rolling papers, vapes/vaporizers, and rigs.

This policy provides flexibility for the University in addressing drug-related offenses which occur on- or off-campus. Moreover, it permits the University to address its fundamental mission of holistic education and the development of human potential. While recognizing that there is a need to address violations related to the use or possession of controlled substances, the University must address the education and well-being of all its students and employees. In addition to University imposed sanctions, students and employees are subject to all legal sanctions under federal, state, and local law for any offenses involving illegal drugs on University property or at University activities.

* PLEASE NOTE: The presence of drugs may be interpreted as possession of drugs. Students encountered in locations where drugs are present may be considered to be in violation of the Drug Policy, even if they do not have alcohol on their person at the time they are encountered.

Safe Harbor

The University has a Safe Harbor rule for students. The University believes that students who have a self-identified drug and/or addiction concern or problem deserve help. If any University student brings their own use, addiction or dependency to the attention of University officials outside the threat of drug tests or imposition of the conduct process and seeks assistance, a conduct complaint will not be pursued. A written action plan may be used to track cooperation with the Safe Harbor program by the student. Failure to

follow the action plan will nullify the Safe Harbor protection and the campus conduct process will be initiated.

Alcohol and Other Drug Procedures for Student Organizations

All student organizations must abide by the following guidelines:

1. All state, local, and University laws and policies concerning the use of alcohol and other drugs must be observed. In addition, all student organizations student must abide by their governing bodies rules and regulations, as well as, policies set forth by their national organizations.
2. In order for alcoholic beverages to be allowed at a student organization event, organizations must comply with the Social Event Risk Management Policies. Compliance with these policies must be coordinated with the Office of Student Involvement & Leadership and approval must be given by this office before the event can occur.
3. If an off-campus activity includes the sale of alcoholic beverages, organizations will be required to use a licensed third-party vendor to manage this sale.
4. Promotional materials (including, but not limited to, advertisements in any form, t-shirts, cups, or any other item to be displayed, given away or sold before, during, or after an event) shall not make any direct or implied reference to or depict in any manner alcoholic beverages, alcoholic beverage company logos, or symbols, the consumption of alcoholic beverages, drugs or drug paraphernalia, or the use of illicit drugs.
5. No activity may be co-sponsored by a bar, liquor establishment, or other alcoholic beverage manufacturer or distributor. Advertisement for such establishments, manufacturers, or distributors may not occur at any activity.
6. No student organization shall allow alcoholic beverages or drugs to be present at its membership recruitment activities or initiation activities.
7. The officers of the student organization sponsoring the activity are responsible for enforcing the above guidelines and for the behavior of the guests at their events.
8. Drinking games or contests involving alcoholic beverages may not be played at any event sponsored by a University of Mount Union student organization.

Alcohol and Drug Policy Sanctions

1. An individual involved in a violation of alcohol or other drug related policies will be referred for disciplinary action, and may receive any of the sanctions outlined in the student conduct process.
2. If a recognized student organization violates the alcohol or other drug policies, the group will be referred for conduct action. The following minimum sanctions will apply:
 - a. A two hundred dollar fine and a period of probation for a first offense. Possible conditions of this probation include, but are not limited to, restrictions of

activities such as recruitment, sponsoring of social activities, or participation in campus events.

- b. Subsequent offenses may result in suspension of the group from campus.
- c. Other penalties may be assessed depending upon the nature of the violation.

State and Federal Laws Pertaining to Alcohol and Other Drugs

Ohio law prohibits the purchase, consumption, or possession of alcoholic beverages by persons under 21 years of age, with a fine up to \$1,000 and/or six months imprisonment for the first offense. Possession or display of a fictitious operator's license is a first-degree misdemeanor. The offense includes mere possession of a fictitious license or display of someone else's valid operator's license. The maximum penalty for this offense is six months imprisonment and/or a \$1,000 fine. If the fictitious operator's license is used to purchase alcohol or enter an establishment that serves alcohol the minimum fine is \$250.

A person who furnishes alcohol to an underage person is guilty of a first-degree misdemeanor. The maximum penalty associated with this offense is six months imprisonment and/or a \$1,000 fine. Therefore, a social host risks being fined and imprisoned. It is a minor misdemeanor to possess an open alcoholic container in public. A first conviction for driving under the influence of alcohol or drugs has a penalty of up to \$1,075 fine, forfeiture of driving privileges for six months, and a mandatory three days in jail and/or Driving Intervention Program.

Criminal penalties in Ohio for the illicit use of controlled substances ("drugs") vary with the type of drug and quantity. For example, possession of less than 100 grams of marijuana is a minor misdemeanor; possessing more than 201 grams is a felony. Possessing cocaine even in small amounts such as 5 grams is a felony.

Possession of drugs is illegal without valid authorization (i.e. a valid doctor's prescription). While penalties for possession are generally not as great as for manufacture and distribution of drugs, possession of a relatively large quantity may be considered distribution. Penalties for conviction of the sale or attempted distribution of drugs vary according to the amount and type of controlled substance in possession. Penalties can range between second degree misdemeanors and first-degree felony. For more information see the Ohio Revised Code 2929.13.

Under both state and federal laws, penalties for possession, manufacture, and distribution are much greater for second and subsequent convictions. Many of these laws dictate mandatory prison terms and require that the full minimum term be served.

In compliance with the Drug Free Schools Act, the University Mount Union does not allow the possession, use, or sale of marijuana or marijuana products, including but not limited

to oils, edibles, etc. and, while Ohio has recently approved the use of medical marijuana, it is not permitted on campus.

Sale and possession of drug paraphernalia is illegal in Ohio. Drug paraphernalia can be classified as any equipment, product or material of any kind that is designed, intended or used for producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, injecting, ingesting, inhaling or otherwise introducing into the human body, a controlled substance in violation of Ohio drug law.

The exact legal wording can be found in the Ohio Revised Code, Sections 4301.63.2, 4301.63.3, 4301.63.4, 4301.69: <http://codes.ohio.gov/orc/4301>.

A student who is convicted of any offense under any Federal or State law involving the possession or sale of a controlled substance for conduct that occurred during a period of enrollment for which the student was receiving any federal grant, loan, or work assistance shall not be eligible to receive any federal grant loan or work assistance from the date of that conviction for the period of time specified in the following table:

If convicted of an offense involving the possession of a controlled substance the ineligibility period is:

First offense	1 year
Second offense	2 years
Third offense	Indefinite

If convicted of an offense involving the sale of a controlled substance the ineligibility period is:

First offense	2 years
Second offense	Indefinite.

A student whose eligibility has been suspended may resume eligibility before the end of the ineligibility period if:

1. The student satisfactorily completes a drug rehabilitation program that complies with criteria set by federal regulations and includes two unannounced drug tests.
or
2. The student successfully passes two unannounced drug tests conducted by a drug rehabilitation program that complies with criteria set by federal regulations.
or
3. The conviction is reversed, set aside, or otherwise rendered nugatory.

Information Regarding the Impact of Alcohol and Other Drug Use

Risks of Alcohol Use

The following is a partial list of the adverse effects of alcohol use on the individual and society arranged by source.

The Truth about Alcohol: Tips for Teens (U.S. Department of Health & Human Services, 2003)

- Alcohol affects your brain. Drinking alcohol leads to a loss of coordination, poor judgment, slowed reflexes, distorted vision, memory lapses, and even blackouts.
- Alcohol affects your body. Alcohol can damage every organ in your body. It is absorbed directly into your bloodstream and can increase your risk for a variety of life-threatening diseases, including cancer.
- Alcohol affects your self-control. Alcohol depresses your central nervous system, lowers your inhibitions, and impairs your judgment. Drinking can lead to risky behaviors, including having unprotected sex. This may expose you to HIV/AIDS and other sexually transmitted diseases or cause unwanted pregnancy.
- Alcohol can kill you. Drinking large amounts of alcohol can lead to coma or even death. Also, in 2009, 37% of traffic deaths of 16- 20-year-olds were alcohol-related.
(<https://report.nih.gov/nihfactsheets/ViewFactSheet.aspx?csid=24>)

From Top Ten Myths About Alcohol (National Institute on Alcohol Abuse and Alcoholism: National Institutes of Health)

- Can you hold your liquor? That is not a good thing. If you have to drink increasingly larger amounts of alcohol to get a “buzz” or get “high”, you are developing tolerance. This increases your vulnerability to many serious problems, including alcoholism.
- One in three 18- to 24-year-olds admitted to emergency rooms for serious injuries are intoxicated. And alcohol is also associated with homicides, suicides, and drownings.

The Naked Truth: Alcohol and Your Body (FactsOnTap.org)

- The amount of alcohol it takes to make you pass out is dangerously close to the amount of alcohol it takes to kill you.
- A hangover is caused partly by the body’s being poisoned by alcohol and partly by the body’s reaction to withdrawal from alcohol.

Harmful Interactions: Mixing Alcohol with Medicines (U.S. Department of Health & Human Services)

- Some medicines that you might never have suspected can react with alcohol, including many medications that can be purchased ‘over-the-counter.’ Even some herbal remedies can have harmful effects when combined with alcohol.

- Mixing alcohol with certain medications (both prescription and over-the-counter) can cause nausea and vomiting, headaches, drowsiness, fainting, or loss of coordination. It can also put you at risk for internal bleeding, heart problems, and difficulties in breathing. In addition to these dangers, alcohol can make a medication less effective or even useless, or it may make the medication harmful or toxic to your body.
- Alcohol and medicines can interact harmfully even if they are not taken at the same time.
- Medications are safe and effective when used appropriately. Your pharmacist or other health care provider can help you determine which medications interact harmfully with alcohol.

Facts About Women and Alcohol (Texas Commission on Alcohol and Drug Abuse)

- Women are more susceptible to the influence of alcohol just prior to or during their menstrual cycle than at other times during their cycle.
- On average, a woman weighing 120 pounds requires 2.5 hours to metabolize one (standard) drink.
- The course of alcohol addiction progresses at a faster rate among women than men.

Risks of Drug Use

The following is a partial list of the adverse effects of drug use on the individual and society arranged by source.

Marijuana... It Can Leave You Breathless! (Texas Commission on Alcohol and Drug Abuse)

- Marijuana contains over 400 different chemicals including THC.
- THC, the active ingredient in marijuana, remains in the fat cells of the body from 14 – 30 days.
- Marijuana use...
 1. Slows reaction time;
 2. Impairs thinking;
 3. Interferes with Coordination;
 4. Impairs comprehension skills;
 5. Impairs mathematical skills;
 6. Impairs reading skills;
 7. Impairs verbal skills; and
 8. Can lead to psychological dependency.
- Long term, regular use of marijuana can have a permanent, negative effect on attention span, concentration, memory, judgment, and logical thought.
- Smoking one marijuana cigarette is as harmful to the lungs as smoking approximately 4 - 5 regular cigarettes. Smoking both greatly increases the risk of developing emphysema, cancer, and other lung diseases.

- Regular use of marijuana can affect fertility in males as it can suppress testosterone production.

Drugs & Pregnancy... No Way to Start a Life! and Drug Abuse & Pregnancy (Texas Commission on Alcohol and Drug Abuse)

- The use of marijuana during pregnancy may result in low birth weight and smaller length and head circumference in babies.
- Babies whose mothers smoked marijuana during pregnancy may have vision problems and shorter attention spans. Also, THC, the ingredient in marijuana that causes the 'high,' accumulates in the mother's milk and transfers to nursing infants where it could cause harm to the baby's development.
- The use of cocaine during pregnancy increases the risk of hemorrhage and premature delivery. Chronic use of cocaine causes increased risk of spontaneous abortion.
- Nursing babies of cocaine abusers can also receive doses of cocaine through their mother's milk.
- Mental deficiencies and abnormal facial features have been seen in babies whose mothers used inhalants or solvents in combination with alcohol while they were pregnant.
- The use of solvents during pregnancy has also been linked to central nervous system defects in newborns.
- Heroin use during pregnancy increases the likelihood of stillbirths and neonatal deaths, and babies born to opiate-addicted mothers experience withdrawal symptoms such as restlessness, tremulousness (tremors), sweating, vomiting, diarrhea, high-pitched crying, frantic fist sucking, and seizures.

Inhalants...Deadly Fumes! (Texas Commission on Alcohol and Drug Abuse)

- Products such as spray paint, glues, felt-tip markers, typewriter correction fluid, poppers, and RUSH are considered inhalants.
- The immediate effects of sniffing inhalants are disorientation, confusion, feelings of drunkenness, possible hallucinations, incoherence, and loss of memory.
- Sniffing inhalants can cause unpredictable or violent behavior in some persons. In other cases, it may cause someone to become withdrawn and isolated.
- Inhalant abuse can cause permanent brain, liver, heart, and lung damage.

Amphetamines...A Dead End Street! (Texas Commission on Alcohol and Drug Abuse)

- Amphetamines are used to treat some forms of Attention Deficit Disorder (ADD) and narcolepsy.
- The term amphetamines refers to three related drugs: amphetamine, dextroamphetamine and methamphetamine.
- Street names for amphetamines include: speed, white crosses, uppers, and crystal.
- Health risks associated with amphetamine use:

1. Brain damage;
2. Skin Disorders;
3. Lung Disease;
4. Delusions;
5. Paranoia;
6. Malnutrition;
7. Ulcers;
8. Heart Disease; and
9. Hallucinations.

Steroids (Texas Commission on Alcohol and Drug Abuse)

- Synthetic anabolic steroids are drugs which act like the male hormone, testosterone...Some athletes use steroids to increase their strength, muscle mass, and endurance. While not all athletes use steroids, many weight lifters and body builders do...Also, some non-athletes who want well-defined muscular shape and attractive over-all body appearance use steroids.
- A partial list of the adverse side-effects experienced by biologically male users includes:
 1. Enlarged breasts;
 2. Permanent premature hair loss;
 3. Shrinkage of the testicles;
 4. Risk of heart and blood vessel disease; and
 5. Sterility.
- A partial list of the adverse side-effects experienced by biologically female users includes:
 1. A lowering of the voice;
 2. Growth of permanent facial hair;
 3. Reduction in breast size;
 4. Muscle growth;
 5. Increased sex drive; and
 6. Permanent sterility.
- A partial list of the adverse side-effects shared by all users includes:
 1. Pimples & skin blemishes;
 2. Inability to release body heat through sweating;
 3. Abnormal blood clotting;
 4. Unusually aggressive behavior;
 5. Violent rages;
 6. High blood pressure;
 7. Liver dysfunction;
 8. Depression and frustration;
 9. Drug dependency; and
 10. Liver cancer.

Sexual Assault, Dating Violence, Domestic Violence and Stalking

Sexual Assault, Dating Violence, Domestic Violence, & Stalking Prevention and Response Policy Statements

The University of Mount Union is committed to creating an environment free of harassment and sexual misconduct as well as complying with all requirements as set forth by Title IX of the Education Amendments of 1972 (Title IX). Discrimination on the basis of sex or gender will not be tolerated by any of the University's education programs or activities. This includes, but is not limited to sexual harassment; sexual violence; sex or gender-based bullying; hazing; stalking; relationship violence (including domestic violence and dating violence,) as well as failure to provide equal opportunity in admissions, activities, employment, or athletics. Sex and gender violations will be addressed by Title IX complaint protocols which are jointly coordinated by the Offices of Human Resources and Student Affairs.

The University Title IX co-coordinators will be informed of, and oversee, all complaints of discrimination – even those that occur at off-campus locations or out of the country. Questions or concerns regarding the University's procedures and Title IX may be directed to any one of the following resources:

Michelle Gaffney, associate dean of students & Title IX co-coordinator
Hoover Price Campus Center, Office of Student Affairs
Phone: (330) 823-2496
E-mail: gaffnemi@mountunion.edu

Charles Stumpy, director of human resources and staff development & Title IX co-coordinator
Beeghly Hall, Office of Human Resources
Phone: (330) 829-6560
E-mail: stuppyca@mountunion.edu

Inquires made be made externally to:

Office of Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington DC 20202-1100
Customer Service Hotline: (800) 421-3481
Fax: (202) 453-6012
TDD: (877) 521-2172

Email: OCR@ed.gov

Web: <http://www.ed.gov/ocr>

The University will make a good faith effort to successfully complete the grievance process for complaints of sex discrimination over a period of 60 days or less. The reporting party will receive periodic status updates on the progress of the complaint and any subsequent appeals.

During the investigation and/or grievance process for complaints of sex discrimination, the University may take a number of interim actions in order to ensure the preservation of the educational experience and the overall environment of the reporting party. These actions may include, but are not limited to imposing a no contact order on the responding party; residence hall room change for one or more involved parties; changes in academic schedules or assignments for one or both parties, and interim suspension for the responding party.

Additionally, for study abroad students, please remember, laws may vary from country to country (and Title IX is a US law), so legal options available when traveling may vary as well. However, the Title IX coordinator is always available to students whether here or abroad to provide assistance and resources should they be needed.

Mount Union prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as those terms are defined under the Clery Act.

To read more about Title IX of the Education Amendments of 1972, please visit:

<http://www.doi.gov/oasam/regs/statutes/titleix.htm>.

Assistance for Victims of Sexual Assault, Domestic Violence, Dating Violence and Stalking.

Sexual Misconduct Responder Program

Often when people hear about sexual misconduct or sexual violence, they automatically think about rape. However, sexual misconduct occurs on a continuum. If permission has not been given or the individual does not want to engage in the sexual activity or is tricked, coerced or pressured into the behavior, it is sexual misconduct. It is also sexual misconduct when sexual behavior occurs when a person is unable to give consent due to being under the influence of alcohol or other drugs.

There are many decisions a person must make during their recovery after experiencing any type of sexual misconduct/violence. University of Mount Union provides services that can

assist the student with this process. The Sexual Misconduct Responder Program is designed for this purpose.

What is a sexual misconduct responder?

Sexual misconduct responders are Mount Union faculty and staff members who are trained to help a student who has experienced sexual misconduct understand their options. The sexual misconduct responder will not make decisions for the person, but will provide them with the knowledge they need to make decisions. The responder who is contacted either goes to the person who calls or makes arrangements to meet them. The responder assists the person as they address the need for counseling, medical and legal issues, and helps with any other concerns the person may have. The most up-to-date list of responders can be found on iRaider at <https://www.mountunion.edu/Documents/Campus%20Life/Safety%20and%20Parking/Sexual%20Misconduct%20Responders%20for%202017.pdf>.

Why should someone who has experienced sexual misconduct/violence call a Sexual Misconduct Responder?

By contacting a responder, the person can gain valuable assistance and information to help them make the many decisions ahead. They will also have someone to support them during this challenging time. The responder will provide written materials to the student that explains their many options. It is important to note that if a member of the Mount Union community informs a responder about an act of sexual misconduct, the sexual misconduct responder may be required, depending on the specifics of the situation, by University policy and by law to report the act to the police and to the Title IX coordinator in the Office of Student Affairs. This report does not mean that the student has to make a statement or pursue prosecution; just that the police will be informed of what happened. If the student is unwilling to make a statement, they will need to tell the police this directly. The student should be aware that they will not be able to control the progress or outcome of a legal investigation, but that their wishes will be given serious consideration.

What if someone who has experienced sexual misconduct doesn't want to call a responder?

There are decisions that the person needs to make with or without a responder. The person should give serious consideration to getting assistance from a responder or other trained sexual assault advocate. In case the student who has experienced sexual misconduct decides to work through this process without the benefit of a responder's assistance, there

is additional information below that focuses on the major issues the person will need to address during her/his recovery from this experience.

Who else can someone call for help?

Whether or not the person contacts a responder, in cases of sexual assault or sexual violence it is strongly recommended that they call a *Rape Crisis Hotline*. Workers at such a hotline can answer their questions and provide support, hospital advocacy and counseling, as well as, referral to longer-term treatment and help with health, legal, and financial issues.

Why should someone who has experienced sexual misconduct/ violence seek counseling?

It is important for someone in this circumstance to speak to a counselor, not because there is something wrong with them, but because they have been hurt. Having someone who can listen and help the student sort through their feelings is an important step toward regaining control of their life.

One way to receive this kind of counseling is through a *Rape Crisis Hotline*. Their counseling services are free and can be long-term, if necessary. There are also usually support groups available through these organizations which can be very beneficial for someone who has been through such an experience.

The Office of Counseling Services is also an excellent way for a student to receive free, confidential assistance. The Office of Counseling Services has counselors who can talk with the student and help in the process of emotional healing. If long-term counseling is needed they will help the student get additional assistance.

The Office of the Chaplain is another option for emotional support. The chaplain can offer spiritual guidance during this challenging time.

Should someone who has experienced sexual violence seek medical care?

Receiving medical care as soon as possible following a sexual assault or attempted sexual assault is extremely important for two reasons. First, the victim/survivor may have suffered injuries of which they are unaware or unable to determine. Testing, treatment and information regarding sexually transmitted diseases or pregnancy may also be needed.

Second, if the victim/survivor thinks that there may be any possibility that they will wish to pursue prosecuting the offender, a medical/legal examination for the collection of evidence is vital. Having evidence collected does not mean prosecution. The forensic evidence will be stored until there has been an investigation. While certain medical assistance can be received from a number of locations, the only locations where evidence necessary for medical and forensic evaluation can be collected by a Sexual Assault Nurse Examiner (S.A.N.E. program) and secured for legal purposes are both in Canton; at either Aultman Hospital or Mercy Medical Center.

For physical evidence to be present and useful, it is best collected as soon after the assault as possible; preferably within 12-24 hours and no later than 48-72 hours. It is best if the sexual assault victim/survivor does not shower, bathe, douche, brush her/his teeth, eat or drink, or change clothing prior to going to the Emergency Room. Doing so will destroy important physical evidence. If the person does take any of the above actions, it does not mean s/he should not go to the hospital. However, evidence collection may not be as productive. If the person changed clothes, she/he should take all articles of clothing worn at the time of the assault to the hospital. These items will need to be retained as evidence.

Since the crime of rape/sexual assault is a felony offense, hospital personnel are required by law to report the assault to a law enforcement officer. If the victim/survivor has not already spoken to a law enforcement officer, hospital personnel will notify the police that an assault has occurred. A law enforcement officer will come to the hospital to speak with the victim/survivor. It is always the victim/survivor's right to decide whether or not to talk to law enforcement, but the police officer will want to hear directly from the victim/survivor if they are unwilling to make a report.

There is no charge for the examination at the hospital if the victim/survivor cooperates with evidence collection. The victim/survivor does not have to request prosecution in order to have the exam for free. If too much time has passed for a hospital exam to be useful, the victim/survivor can also go to their own doctor or the Mount Union Student Health Center for an exam and testing for STDs and pregnancy. In addition, STD testing can be conducted at the Alliance City Health Department or Planned Parenthood of Stark County in Canton. The cost of tests at these facilities is based on a sliding scale. Most college students can expect free or extremely reduced costs. Planned Parenthood also conducts pregnancy tests, as does the Alliance Pregnancy Center.

Should someone who has been sexually violated report the assault?

Mount Union encourages those that have experienced sexual misconduct/violence to file a report about the incident. By providing the Alliance Police Department and the Office of Student Affairs with information, the student may be able to prevent future such acts

against themselves and others. It is vital that a report is made as soon as possible, particularly if it was a stranger assault. The potential danger to the victim/survivor and the community is higher with stranger assaults. Reporting is not the same as prosecuting. While the investigation and charges placed are not under the control of the victim/survivor, they have the opportunity to make their wishes regarding prosecution known.

In order to report to the police, the student can call the police department and an officer will meet them to take a statement. If the student would rather not have the officer come to them, the student can also go to the police department to make a report. If the student goes to the hospital for an examination, hospital personnel will contact the police and they can make a report there.

Some students may be reluctant to make a report if they were drinking at the time of the assault, particularly if they are under the legal age for alcohol consumption. Please be aware that University of Mount Union and the Alliance Police Department are more concerned about sexual misconduct than underage drinking.

If someone experienced an act of sexual misconduct by a Mount Union student, on or off campus, the accused student may be charged under the Mount Union Code of Student Conduct. Details of this process can be discussed with the director of student conduct, the vice president for student affairs/dean of students, or associate dean of students/Title IX co-coordinator. The decision to place charges is made by the director of student conduct, but the reporting student's wishes are given serious consideration. The University conduct process is an administrative process, not a legal one; therefore, situations that the city prosecutor chooses not to pursue may be able to be addressed through the conduct process. Additionally, remedial and supportive actions can be provided regardless of whether the student chooses to pursue conduct action.

Mount Union Sexual Misconduct Responders

Faculty and staff are asked each year if they would like to volunteer to serve in this role. Those that volunteer for the upcoming year are required to attend an annual training to be on the list as an active responder. Therefore, that list changes from year to year based on who has volunteered and been able to complete the required training. For a current list of responders and their contact information, go on-line to iRaider at:

<https://www.mountunion.edu/Documents/Campus%20Life/Safety%20and%20Parking/Sexual%20Misconduct%20Responders%20for%202017.pdf>.

Civil Rights Equity Policy and Resolution Process for Students

Members of the University community, guests, and visitors have the right to be free from sexual violence and discrimination. All members of the University community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The University Civil Rights Equity policy has been developed to reaffirm this expectation and to provide recourse for those individuals whose rights have been violated. The University maintains a policy of zero tolerance for sexual misconduct regardless of the sexual orientation or gender identity of individuals engaging in sexual activity. Zero tolerance means the University will remedy all unwelcome conduct of a sexual nature and will impose serious sanctions on anyone who violates this policy. Resolution by the University is intended to bring an end to harassing or discriminatory conduct, prevent its recurrence, and remedy the effects on the victim and the community. This policy has dual purposes; as a guide for students on the University's expectations, preventatively, for sexual communication and interaction, responsibility, and respect; and it serves as a measure to determine, after-the-fact, if behaviors trespassed on community values.

While the policy below is quite detailed and specific, the expectations of this university community can be summarized in this simple paragraph: Consent is clear sexual permission and can only be given by one of legal age. Consent can be given by word or action, but non-verbal consent is more ambiguous than explicitly stating one's wants and limitations. Consent to one form of sexual activity should not, and cannot, be taken as consent to any other sexual activity. Individuals who consent to sex must be able to fully understand what they are doing. Under this policy, "No" always means "No" and "Yes" may not always mean "Yes." For example, when alcohol or other drugs are used, a person will be considered unable to give valid consent if the person cannot appreciate the who, what, where, when, why, or how of a sexual interaction. In addition, silence - without clear actions demonstrating permission - cannot be assumed to indicate consent.

Violations of the University Civil Rights Equity Policy

Sexual misconduct and discrimination are serious offenses and such violations are subject to any combination of conduct sanctions as described in the Code of Student Conduct - Section 8M: Conduct Sanctions, with individuals who are found responsible for violation of the nonconsensual sexual intercourse policy facing a recommended sanction of University suspension or University expulsion. Deviations from this range are rare and only made where there are compelling mitigating circumstances. Suspensions, if given, are based on satisfying conditions rather than solely on a period of time. Predatory, pattern, and/or repeat offenders face expulsion, which is also available for any serious offense whether pattern, predatory, or repeat offending is evidenced or not. The other forms of sexual misconduct defined below cover a range of behaviors, and therefore a range of sanctions from warning to expulsion can be applied, depending on the nature of the misconduct. Acts of sexual misconduct may be committed by any person upon any other

person, regardless of the sex, sexual orientation, and/or gender identity of those involved. Violations include:

1. **Sexual Harassment** is defined as unwelcome conduct of a sexual nature. The University encourages the reporting of all sexual harassment to the Title IX co-coordinator. The University will promptly and effectively remedy all instances of reported sexual harassment by providing resources to the victim and addressing the effects on the victim and the community. To impose discipline on a harasser, sexual harassment must also meet the definition of hostile environment, quid pro quo, or retaliation defined immediately below:
 - *Hostile Environment* includes situations where harassment is sufficiently severe, pervasive or persistent, and objectively offensive that it unreasonably interferes with, limits or denies the ability to participate in or benefit from the University's educational or employment program or activities. Sanctions can be imposed for the creation of a hostile environment. The determination of whether an environment is "hostile" must be based on all the circumstances. These circumstances could include, but are not limited to:
 - The frequency of the speech or conduct;
 - The nature and severity of the speech or conduct;
 - Whether the conduct was physically threatening;
 - Whether the speech or conduct was humiliating;
 - The effect of the speech or conduct on the alleged victim's mental and/or emotional state;
 - Whether the speech or conduct was directed at more than one person;
 - Whether the speech or conduct arose in the context of other discriminatory conduct;
 - Whether the speech or conduct unreasonably interfered with the alleged victim's educational or work performance;
 - Whether a statement is a mere utterance of an epithet, which engenders offense in an employee or a student or offends by mere discourtesy or rudeness.
 - *Quid Pro Quo sexual harassment* exists when there are unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where submission to, or rejection of, such conduct results in adverse educational or employment action. Quid pro quo harassment may also exist when a threat of adverse action or a promise of a benefit is explicitly conditioned on submission to, or rejection of, such requests.
 - *Retaliation* exists when an individual harasses, intimidates, or takes other adverse action(s) against a person because of the person's participation in an investigation of discrimination or sexual misconduct or their support of someone involved in an investigation of discrimination or sexual misconduct.

Retaliatory actions include, but are not limited to, threats or actual violence against the person or their property, adverse educational or employment consequences, ridicule, intimidation, bullying, or ostracism. The University will impose sanctions on any student found to be engaging in retaliation.

2. ***Discriminatory and Bias-Related Harassment:*** Harassment constitutes a form of discrimination that is prohibited by University policy as well as the law. Mount Union condemns and will not tolerate discriminatory harassment against any employee, student, visitor, or guest on the basis of any status protected by policy or law. Mount Union will remedy all forms of harassment when reported, whether or not the harassment rises to the level of creating a hostile environment. When harassment rises to the level of creating a hostile environment, Mount Union may also impose sanctions on the harasser through application of the Equity Resolution Process. Mount Union's harassment policy explicitly prohibits any form of harassment, defined as unwelcome conduct on the basis of actual or perceived membership in a protected class, by any member or group of the community.

The University reserves the right to address offensive conduct and/or harassment that 1) does not rise to the level of creating a hostile environment, or 2) that is of a generic nature not on the basis of a protected status. Addressing such behaviors may not result in the imposition of conduct sanctions under University policy, but will be addressed through respectful confrontation, remedial actions, education, and/or effective conflict resolution mechanisms. For assistance with conflict resolution techniques, students should contact the director of student conduct.

3. ***Nonconsensual Sexual Intercourse*** (or attempts to commit the same):
 - Any sexual intercourse (anal, oral, or vaginal),
 - however slight,
 - with any object,
 - by a person upon another person,
 - without consent and/or by physical force .
4. ***Nonconsensual Sexual Contact*** (or attempts to commit the same):
 - Any intentional sexual touching,
 - however slight,
 - with any object,
 - by person upon another person,
 - without consent and/or by physical force .
5. ***Sexual Exploitation*** is taking nonconsensual or abusive sexual advantage of another for one's own advantage or benefit, or to benefit a person other than the one being exploited. Examples of sexual exploitation include, but are not limited to:
 - Prostituting another student;
 - Non-consensual video or audio recording of sexual activity;

- Exceeding the boundaries of explicit consent, such as allowing friends to hide in a closet to be witness to one's consensual sexual activity;
 - Engaging in voyeurism (Peeping Tommeary); and/or
 - Knowingly transmitting a sexually transmitted disease/infection or HIV to another student.
6. **Other Civil Right's Offenses:** In addition to the forms of sexual misconduct described above, the following behaviors are also prohibited as forms of discrimination when the act is based upon the reporting party's actual or perceived membership in a protected class.
- Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person;
 - Discrimination, defined as actions that deprive, limit, or deny other members of the community of educational or employment access, benefits, or opportunities;
 - Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;
 - Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the university community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity (as defined further in the [Hazing Policy](#));
 - Bullying, defined as
 - Repeated and/or severe,
 - Aggressive behavior,
 - Likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally,
 - That is not speech or conduct otherwise protected by the 1st Amendment;
 - Intimate Partner Violence, defined as violence or abuse between those in an intimate relationship to each other;
 - Stalking
 - Repetitive and Menacing,
 - Pursuing, following, harassing and/or interfering with the peace and/or safety of another.
7. **Retaliation** is defined as any adverse action taken against a person participating in a protected activity because of their participation in that protected activity. Retaliation against an individual for alleging harassment, supporting a party bringing an allegation, or for assisting in providing information relevant to a claim of harassment is a serious violation of University policy and will be treated as a possible instance of harassment or discrimination. Acts of alleged retaliation should be reported immediately to the Title IX co-coordinator and will be promptly investigated. Mount

Union is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation.

Force and Consent

Force: Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that overcomes resistance or produces consent ("Have sex with me or I'll hit you." "Okay, don't hit me, I'll do what you want.").

Coercion: Coercion is unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

NOTE: Silence or the absence of resistance alone is not consent. There is no requirement on a party to resist the sexual advance or request, but resistance is a clear demonstration of non-consent. The presence of consent is not demonstrated by the absence of resistance. Sexual activity that is forced is by definition non-consensual, but non-consensual sexual activity is not by definition forced.

Consent: Consent is knowing, voluntary, and clear permission by word or action to engage in mutually agreed upon sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to make certain that the other has consented before engaging in the activity. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Consent can be withdrawn once given, as long as the withdrawal is clearly communicated.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous dating relationship is not sufficient to constitute consent. The existence of consent is based on the totality of the circumstances, including the context in which the alleged incident occurred and any similar previous patterns that may be evidenced.

Incapacitation: A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious for any reason, including due to alcohol or other drugs. An individual who engages in sexual activity when the individual knows, or should know, that the other person is physically or mentally incapacitated has violated this policy.

It is not an excuse that the responding party was intoxicated and, therefore, did not realize the incapacity of the reporting party.

Incapacitation is defined as a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction). This policy also covers a person whose incapacity results from mental disability, involuntary physical restraint, and/or from the taking of incapacitating drugs.

In the State of Ohio, a minor (meaning a person under the age of 16 years) cannot consent to sexual activity. This means that sexual contact by an adult with a person younger than 16 years old may be a crime, and a potential violation of this policy, even if the minor wanted to engage in the act.

Remedial Action

Mount Union will implement initial remedial, responsive, and/or protective actions upon notice of alleged harassment, retaliation, and/or discrimination. Such actions could include but are not limited to: no contact orders, providing counseling and/or medical services, academic support, living arrangement adjustments, transportation accommodations, visa and immigration assistance, student financial aid counseling, providing a campus escort, academic or work schedule and assignment accommodations, safety planning, and referral to campus and community support resources.

Mount Union will take additional prompt remedial and/or conduct action with respect to any member of the community, guest, or visitor upon a finding that they have engaged in harassing or discriminatory behavior or retaliation.

The University will maintain as confidential any accommodations or protective measures, provided confidentiality does not impair the University's ability to provide the accommodations or protective measures.

Procedures for handling reported incidents are fully described below.

Reporting Discrimination

Reports of discrimination, harassment, and/or retaliation may be made using any of the following options. There is no time limitation on the filing of allegations. However, if the

responding party is no longer subject to the University's jurisdiction, the ability to investigate, respond, and provide remedies may be more limited:

- 1) Report directly to the Title IX co-coordinator
Michelle Gaffney, associate dean of students & Title IX co-coordinator
Hoover Price Campus Center, Office of Student Affairs
Phone: (330) 823-2496
E-mail: gaffnemi@mountunion.edu;
- 2) Report online, using the reporting form posted at
<https://myhousing.mountunion.edu/mycoco/public/>; and/or
- 3) Report it to the Office of Campus Safety and Security at 405 W Simpson St at (330) 428-1344 or SAFE from any campus phone.

All reports are acted upon promptly while every effort is made by the University to preserve the privacy of reports. Such reports may also be anonymous. Anonymous reports will be investigated to determine if remedies can be provided. Additionally, all employees of the University, excluding counselors and the chaplain acting in the purview of their position and including student employees such as resident assistants and raider guides, are designated as mandated reporters and will share a report with the Title IX co-coordinator promptly. Confidentiality and mandated reporting is addressed more specifically [below](#). Reports of misconduct or discrimination committed by the Title IX co-coordinator should be reported to the University President, Dr. Merriman at merrimdr@mountunion.edu or (330) 823-6050.

Jurisdiction

This policy adheres to the jurisdiction statement in the Code of Student Conduct on page 40 in the Student Handbook, which states:

The Code of Student Conduct and the student conduct process apply to the conduct of individual students, both undergraduate and graduate, and all University-affiliated student organizations. For the purposes of student conduct, the University considers an individual to be a student when an offer of admission has been extended and thereafter as long as the student has a continuing educational interest in the University.

Mount Union retains conduct jurisdiction over students who choose to take a leave of absence, withdraw, or who have graduated for any misconduct that occurred prior to the leave, withdrawal, or graduation. If sanctioned, a hold may be placed on the student's ability to re-enroll and all sanctions must be satisfied prior to re-enrollment eligibility. In the event of serious misconduct committed while still enrolled but reported after the accused student has graduated, the University may

invoke these procedures and should the former student be found responsible, the University may revoke that student's degree.

The Code of Student Conduct applies to behaviors that take place on the campus, at university -sponsored events and may also apply off-campus when the vice president for student affairs/dean of students or designee determines that the off-campus conduct affects a substantial University interest. A substantial University interest is defined to include:

- Any situation where it appears that the student's conduct may present a danger or threat to the health or safety of themselves or others; and/or
- Any situation that significantly impinges upon the rights, property, or achievements of self or others or significantly breaches the peace and/or causes social disorder; and/or
- Any situation that is detrimental to the educational mission and/or interests of the University.

The Code of Student Conduct may be applied to behavior conducted online, via email, or other electronic medium. Students should also be aware that online postings such as blogs, web postings, chats, and social networking sites are in the public sphere and are not private. These postings can subject a student to allegations of conduct violations if evidence of policy violations is posted online. The University does not regularly search for this information but may take action, if and when, such information is brought to the attention of university officials. However, most online speech by students not involving Mount Union networks or technology will be protected as free expression and not subject to the Code of Student Conduct, with two notable exceptions:

- A true threat, defined as "a threat a reasonable person would interpret as a serious expression of intent to inflict bodily harm upon specific individuals";
- Speech posted online about the University or its community members that causes a significant on-campus disruption.

The Code of Student Conduct applies to guests of community members whose hosts may be held accountable for the misconduct of their guests. Visitors to and guests of Mount Union may seek resolution of violations of the Code of Student Conduct committed against them by members of the University community.

There is no time limit on reporting violations of the Code of Student Conduct; however, the longer someone waits to report an offense, the harder it becomes for university officials to obtain information and witness statements and to make determinations regarding alleged violations.

Though anonymous complaints are permitted, doing so may limit the University's ability to investigate and respond to a complaint. Those who are aware of misconduct are encouraged to report it as quickly as possible to the Office of Student Conduct and/or the Office of Campus Safety and Security. Reports can be made online at <https://myhousing.mountunion.edu/mycoco/public/>.

The student's assigned Mount Union email is the University's primary means of communication with students. Students are responsible for all communication delivered to their university email address.

Confidentiality and Reporting Sexual Misconduct

University officials, depending on their roles at the University, have varying reporting responsibilities and abilities to maintain confidentiality. In order to make informed choices, one should be aware of confidentiality and mandatory reporting requirements when consulting campus resources. On campus, some resources may maintain confidentiality, offering options and advice without any obligation to inform an outside agency or individual unless you have requested information to be shared. Other resources exist for you to report crimes and policy violations and these resources will take action when you report victimization to them. All non-student employees, with the exception of University counselors and the chaplain when acting as such, resident assistants, and raider guides are required reporters. Should you share information with any of these people, they are required to report this to a Title IX co-coordinator. Please note that AVI Food Services is an outside agency and its employees are not covered in these definitions. The following describes the reporting options at Mount Union:

1. **Confidential Reporting:** If you would like the details of an incident to be kept confidential, you may speak with on-campus counselors, campus health service providers, off-campus rape crisis resources, or the chaplain who will maintain confidentiality. Campus counselors are available to help you free of charge and can be seen on an emergency basis.
2. **Required Reporting:** Sharing information about a potential violation of the Civil Rights Equity Policy with any non-student university employee, including sexual misconduct responders, will result in their reporting the information to a Title IX coordinator. Additionally, any student employee with supervisory responsibility, such as a resident assistant or raider guide, is required to report this information to a Title IX coordinator as well.
3. **Formal Reporting Options:** You are encouraged to speak to university officials, such as the Title IX co-coordinator, director of student conduct, campus safety and security, or the vice president for student affairs/dean of students to make formal reports of

incidents of sexual misconduct. You have the right, and can expect, to have incidents of sexual misconduct taken seriously by the University when formally reported, and to have those incidents investigated and properly resolved through administrative procedures. Formal reporting still affords privacy to the reporter, and only a small group of officials who need to know will be told. Information will be shared as necessary with investigators, witnesses, and the responding party. The circle of people with this knowledge will be kept as tight as possible to preserve your rights and privacy.

Federal Timely Warning Obligations

Victims of sexual misconduct should be aware that University administrators must issue timely warnings for incidents reported to them that pose a serious or ongoing threat of bodily harm or danger to members of the campus community. The University will ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger.

False Allegations

Deliberately false and/or malicious accusations under this policy, as opposed to allegations which, even if erroneous, are made in good faith, are a serious offense and will be subject to appropriate conduct action.

Amnesty for Reporting Party and Witnesses

The University community encourages the reporting of misconduct and crimes by reporting parties and witnesses. Sometimes, reporting parties or witnesses are hesitant to report to University officials or participate in resolution processes because they fear that they themselves may be accused of policy violations, such as underage drinking at the time of the incident. It is in the best interests of this community that reporting parties choose to report to university officials, and that witnesses come forward to share what they know. To encourage reporting, the University pursues a policy of offering reporting parties and witnesses amnesty from minor policy violations related to the incident. The full amnesty policy for students can be found [here](#).

Federal Statistical Reporting Obligations

Most campus officials – those deemed Campus Security Authorities - have a duty to report sexual assault, domestic violence, dating violence, and stalking for federal statistical reporting purposes (Clery Act). All personally identifiable information is kept confidential, but statistical information must be passed along to the director of student conduct regarding the type of incident and its general location (on or off-campus, in the surrounding area, but no addresses are given) for publication in the Annual Security

Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime, to ensure greater community safety. Mandated federal reporters include: all faculty and staff, with the exception of university counselors and the chaplain acting in the purview of their position, and student staff with supervision responsibilities such as resident assistants and raider guides. AVI staff are not considered university staff and are exempt from this reporting requirement. The information to be shared includes the date, the location of the incident (using Clery location categories), and the Clery crime category. This reporting protects the identity of the victim and may be done anonymously.

Resolution Process for All Violations of the Civil Rights Equity Policy

The University of Mount Union will act on any formal or informal allegation or notice of violation of the Civil Rights Equity Policy, that is received by the Title IX co-coordinator or a member of the administration, faculty, or other employee.

The procedures described below apply to all allegations of harassment or discrimination on the basis of protected class. These procedures may also be used to address collateral misconduct occurring in conjunction with harassing or discriminatory conduct (e.g.: vandalism, physical abuse of another, etc.). All other allegations of misconduct unrelated to incidents covered by this policy will be addressed through the Code of Student Conduct [procedures](#) elaborated in the Student Handbook.

Overview

Upon notice to the Title IX co-coordinator, this resolution process involves a prompt preliminary inquiry to determine if there is reasonable cause to believe the nondiscrimination policy has been violated. If so, the University will initiate a confidential investigation that is thorough, reliable, impartial, prompt, and fair. The investigation and the subsequent resolution process determines whether the Civil Rights Equity Policy has been violated. If so, the University will promptly implement effective remedies designed to end the discrimination, prevent its recurrence and address its effects.

1. Equity Resolution Process (ERP)

Allegations of violations under the policy on nondiscrimination are resolved using the ERP. The ERP utilizes an ERP pool of trained faculty and staff members as investigators. Members of the ERP pool are trained in all aspects of the resolution process, and can serve in any of the following roles, at the direction of the Title IX co-coordinator:

- To provide sensitive intake for and initial advice pertaining to allegations
- To investigate allegations
- To act as process advisors to those involved in the Equity Resolution Process

ERP pool members also recommend proactive policies, and serve in an educative role for the community. ERP pool members receive annual training organized by the Title IX co-coordinator, including a review of University policies and procedures as well as applicable federal and state laws and regulations so that they are able to appropriately address allegations, provide accurate information to members of the community, protect safety, and promote accountability. This training will include, but is not limited to: how to appropriately remedy, investigate, render findings, and determine appropriate sanctions in reference to all forms of harassment and discrimination allegations; the University's Civil Rights Equity Policy and Resolution Process (including Sexual Misconduct); confidentiality and privacy; and applicable laws, regulations and federal regulatory guidance. All ERP pool members are required to attend this annual training to be eligible to serve.

2. Reporting Misconduct

Any member of the community, guest, or visitor who believes that the Civil Rights Equity Policy has been violated should contact the Title IX co-coordinator. It is also possible for students to notify an administrator or faculty member. Any member of the community, including visitors, may contact Campus Safety and Security to make a report. These individuals will in turn notify the Title IX co-coordinator. A reporting form at <https://myhousing.mountunion.edu/mycoco/public/> may serve to initiate the resolution process.

All employees receiving reports of a potential violation of University policy are expected to promptly contact the Title IX co-coordinator, within 24 hours of becoming aware of a report or incident. All initial contacts will be treated with privacy: specific information on any allegations received by any party will be reported to the Title IX co-coordinator, but, subject to the University's obligation to redress violations, every effort will be made to maintain the privacy of those initiating an allegation. In all cases, University will give consideration to the reporting party with respect to how the reported misconduct is pursued, but reserves the right, when necessary to protect the community, to investigate and pursue a resolution even when a reporting party chooses not to initiate or participate in the resolution process.

3. Preliminary Inquiry

Following receipt of notice or a report of misconduct, the Title IX co-coordinator engages in a preliminary inquiry to determine if there is reasonable cause to believe the nondiscrimination policy has been violated. The preliminary inquiry is typically 1-3 days in duration. This inquiry may also serve to help the Title IX co-coordinator to determine if the allegations indicate violence, threat, pattern, predation, and/or weapon, in the event that the reporting party has asked for no action to be taken. In any case where violence, threat, pattern, predation, and/or weapon is not indicated, the Title IX co-coordinator may respect a reporting party's request for no action, and will investigate only so far as necessary to determine appropriate remedies. As necessary, the University reserves the right to initiate resolution proceedings without a formal report or participation by the reporting party.

In cases where the reporting party wishes to proceed or the University determines it must proceed, and the preliminary inquiry shows that reasonable cause exists, the Title IX co-coordinator will direct a formal investigation to commence and the allegation will be resolved through one of three processes discussed briefly here and in greater detail below:

- Conflict Resolution – typically used for less serious offenses and only when both parties agree to conflict resolution;
- Informal Resolution – a resolution without a hearing; or
- Formal Resolution – a resolution of contested allegations through a formal administrative hearing.

The process followed considers the preference of the parties, but is ultimately determined at the discretion of the Title IX co-coordinator. Conflict Resolution may only occur if selected by all parties. The parties can elect for Informal Resolution, but Informal Resolution may also apply if the responding party accepts responsibility for all alleged violations of policy. If either party or both parties select Formal Resolution, or the Title IX co-coordinator determines that Formal Resolution is appropriate, the allegation will be addressed using the Formal Resolution option.

If conflict resolution is desired by the reporting party, and appears appropriate given the nature of the alleged behavior, then the report does not proceed to investigation, unless a pattern of misconduct is suspected or there is an actual or perceived threat of further harm to the community or any of its members.

Once a formal investigation is commenced, the Title IX co-coordinator will provide written notification of the investigation to the parties at an appropriate time during the investigation. The University aims to complete all investigations within a sixty (60) calendar

day time period, which can be extended as necessary for appropriate cause by the Title IX co-coordinator with notice to the parties as appropriate.

If, during the preliminary inquiry or at any point during the formal investigation, the Title IX co-coordinator determines that there is no reasonable cause to believe that policy has been violated, the process will end unless the reporting party requests that the Title IX co-coordinator makes an extraordinary determination to re-open the investigation or to forward the matter for a hearing. This decision is left to the sole discretion of the Title IX co-coordinator.

4. Interim Remedies/ Actions

The Title IX co-coordinator may provide interim remedies intended to address the short-term effects of harassment, discrimination, and/or retaliation, i.e., to redress harm to the reporting party and the community and to prevent further violations.

These remedies may include, but are not limited to:

- Referral to counseling and/or health services
- Education to the community
- Altering the housing situation of the responding party (or the reporting party, if desired)
- Providing campus escorts
- Providing transportation accommodations
- Implementing contact limitations between the parties
- Offering adjustments to academic deadlines, course schedules, etc.

The University may interim suspend a student or organization pending the completion of an ERP investigation and procedures, particularly when in the judgment of the Title IX co-coordinator the safety or well-being of any member(s) of the campus community may be jeopardized by the presence on-campus of the responding party or the ongoing activity of a student organization whose behavior is in question. In all cases in which an interim suspension is imposed, the student or student organization will be given the option to meet with the Title IX co-coordinator prior to such suspension being imposed, or as soon thereafter as reasonably possible, to show cause why the suspension should not be implemented. The Title IX co-coordinator has sole discretion to implement or stay an interim suspension and to determine its conditions and duration. Violation of an interim suspension under this policy will be grounds for expulsion or termination.

During an interim suspension or administrative leave, the student is banned from university property, functions, events, and activities without prior written approval from

the director of student conduct or designee. . As determined by the Title IX co-coordinator, this restriction can include classes and/or all other University activities or privileges for which the student might otherwise be eligible. At the discretion of the Title IX co-coordinator, alternative coursework options may be pursued to ensure as minimal an impact as possible on the responding party.

The institution will maintain as confidential any interim actions or protective measures, provided confidentiality does not impair the institution's ability to provide the interim actions or protective measures.

5. Investigation

Once the decision is made to commence a formal investigation, the Title IX co-coordinator appoints ERP pool members to conduct the investigation (typically using a team of two ERP investigators), usually within two (2) days of determining that an investigation should proceed. Investigations are completed expeditiously, normally within ten (10) days, though some investigations take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc.

The University may undertake a short delay in its investigation (several days to weeks, to allow evidence collection) when criminal charges on the basis of the same behaviors that invoke this process are being investigated. The University will promptly resume its investigation and resolution processes once notified by law enforcement that the initial evidence collection process is complete. University action will not typically be altered or precluded on the grounds that civil or criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

All investigations will be thorough, reliable, impartial, prompt, and fair. Investigations entail interviews with all relevant parties and witnesses, obtaining available evidence and identifying sources of expert information, as necessary.

The investigators will typically take the following steps, if not already completed (not necessarily in order):

- In coordination with campus partners (e.g.: the Title IX co-coordinator), initiate or assist with any necessary remedial actions;
- Determine the identity and contact information of the reporting party;
- Identify all policies allegedly violated;
- Assist the Title IX co-coordinator with an immediate preliminary inquiry to determine if there is reasonable cause to believe the responding party has violated policy.

- If there is insufficient evidence to support reasonable cause, the inquiry should be closed with no further action;
- Meet with the reporting party to finalize their statement;
- Prepare the notice of allegations on the basis of the preliminary inquiry;
- Commence a thorough, reliable, and impartial investigation by developing a strategic investigation plan, including a witness list, evidence list, intended timeframe, and order of interviews for all witnesses and the responding party, who may be given notice prior to or at the time of the interview;
- If possible, provide written notification to the parties prior to their interviews that they may have the assistance of an ERP pool member or other advisor of their choosing present for all meetings attended by any of the parties;
- Provide the parties with a written description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures and a statement of the potential sanctions/responsive actions that could result;
- Prior to the conclusion of the investigation, provide the reporting party and the responding party with a list of witnesses whose information will be used to render a finding;
- Allow each party the opportunity to suggest questions they wish the investigators to ask of the other party and witnesses.
- Provide the parties with all relevant evidence to be used in rendering a determination and provide each with a full and fair opportunity to address that evidence prior to a finding being rendered;
- Complete the investigation promptly, and without unreasonable deviation from the intended timeline;
- Provide regular updates to the reporting party throughout the investigation, and to the responding party, as appropriate;
- Recommend a finding, based on a preponderance of the evidence (whether a policy violation is more likely than not);
- Investigators and/or the director of student conduct or designee finalize and present the findings to the responding party, who may accept the findings, accept the findings in part and reject them in part, or may reject all findings;
- Investigators and/or the director of student conduct or designee will share the findings and update the reporting party on the status of the investigation and responding party's decision on the finding, without undue delay.

At any point during the investigation, if it is determined there is no reasonable cause to believe that University policy has been violated, the Title IX co-coordinator has authority to terminate the investigation and end resolution proceedings.

Witnesses (as distinguished from the parties) are expected to cooperate with and participate in the University's investigation and the Equity Resolution Process. Any witness who declines to participate in or cooperate with an investigation will not be permitted to offer evidence or testimony later in a hearing (if a hearing is held). Witnesses may provide written statements in lieu of interviews during the investigation and may be interviewed remotely by phone, Skype, or similar technology, if they cannot be interviewed in person or if the investigators determine that timeliness or efficiency dictate a need for remote interviewing. Parties who elect not to participate in the investigation or to withhold information from the investigation will not have the opportunity to offer evidence during the hearing and/or appeal stages of the process if it could have been offered during the investigation. Failure to offer evidence prior to an appeal does not constitute grounds for appeal on the basis of new evidence.

No unauthorized audio or video recording of any kind is permitted during investigation meetings or other Equity Resolution Process proceedings.

6. Advisors

Each party is allowed to have an advisor of their choice present with them for all ERP meetings and proceedings, from intake through to final determination. The parties may select whomever they wish to serve as their advisor as long as the advisor is eligible and available, and not otherwise involved in the resolution process, such as serving as a witness. The advisor may be a friend, mentor, family member, attorney, or any other supporter a party chooses to advise them who is available and eligible. Witnesses cannot also serve as advisors. The parties may choose advisors from inside or outside the campus community. The Title IX co-coordinator will also offer to assign a trained ERP pool member or trained process advisor to serve as an advisor for any party. The parties may choose their advisor from the ERP pool, choose a non-trained advisor from outside the pool, if preferred, or proceed without an advisor.

The parties may be accompanied by their advisor in all meetings and interviews at which the party is entitled to be present, including intake and interviews. Advisors should help their advisees prepare for each meeting, and are expected to advise ethically, with integrity, and in good faith. The University cannot guarantee equal advisory rights, meaning that if one party selects an advisor who is an attorney, but the other party does not, or cannot afford an attorney, the University is not obligated to provide one.

All advisors are subject to the same campus rules, whether they are attorneys or not. Advisors may not address campus officials in a meeting or interview unless invited to. The advisor may not make a presentation or represent the reporting party or the responding party during any meeting or proceeding and may not speak on behalf of the advisee to

the investigators or hearing officer. The parties are expected to ask and respond to questions on their own behalf, without representation by their advisor. Advisors may confer quietly with their advisees or in writing as necessary, as long as they do not disrupt the process. For longer or more involved discussions, the parties and their advisors should ask for breaks or step out of meetings to allow for private conversation. Advisors will typically be given an opportunity to meet in advance of any interview or meeting with the administrative officials conducting that interview or meeting. This pre-meeting will allow advisors to clarify any questions they may have, and allows the University an opportunity to clarify the role the advisor is expected to take.

Advisors are expected to refrain from interference with the investigation and resolution. Any advisor who steps out of their role will be warned once and only once. If the advisor continues to disrupt or otherwise fails to respect the limits of the advisor role, the advisor will be asked to leave the meeting. When an advisor is removed from a meeting, that meeting will typically continue without the advisor present. Subsequently, the Title IX coordinator will determine whether the advisor may be reinstated, may be replaced by a different advisor, or whether the party will forfeit the right to an advisor for the remainder of the process.

The University expects that the parties will wish to share documentation related to the allegations with their advisors. The University provides a consent form that authorizes such sharing. The parties must complete this form before the University is able to share records with an advisor, though parties may share the information directly with their advisor if they wish. Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by the University. The University may seek to restrict the role of any advisor who does not respect the sensitive nature of the process or who fails to abide by the University's privacy expectations.

The University expects an advisor to adjust their schedule to allow them to attend University meetings when scheduled. The University does not typically change scheduled meetings to accommodate an advisor's inability to attend. The University will, however, make reasonable provisions to allow an advisor who cannot attend in person to attend a meeting by telephone, video, and/or virtual meeting technologies as may be convenient and available.

A party may elect to change advisors during the process, and is not locked into using the same advisor throughout.

The parties must advise the investigators of the identity of their advisor at least one (1) day before the date of their first meeting with investigators (or as soon as possible if a

more expeditious meeting is necessary or desired). The parties must provide, in a timely manner, notice to investigators if they change advisors at any time.

7. Conflict Resolution and Informal Resolution

Proceedings are private. All persons present at any time during any meeting or hearing are expected to maintain the privacy of the proceedings in accord with University policy. While the contents of the hearing are private, the parties have discretion to share their own experiences if they so choose, and should discuss doing so with their advisors.

Conflict Resolution

Conflict Resolution is often used for less serious, yet inappropriate, behaviors and is encouraged as an alternative to the formal hearing process to resolve conflicts. The Title IX co-coordinator will determine if conflict resolution is appropriate, based on the willingness of the parties, the nature of the conduct at issue, and the susceptibility of the conduct to conflict resolution. In a conflict resolution meeting, a trained administrator will facilitate a dialogue with the parties to an effective resolution, if possible. Sanctions are not possible as the result of a conflict resolution process, though the parties may agree to appropriate remedies. The Title IX co-coordinator will keep records of any resolution that is reached, and failure to abide by the accord can result in appropriate responsive actions.

Conflict Resolution will not be the primary resolution mechanism used to address reports of violent behavior of any kind or in other cases of serious violations of policy, though it may be made available after the formal process is completed should the parties and the Title IX co-coordinator believe that it could be beneficial. Mediation will not be used in cases of sexual violence. It is not necessary to pursue conflict resolution first in order to pursue Informal or Formal Resolution, and either party participating in Conflict Resolution can stop that process at any time and request a shift to either Informal or Formal Resolution.

Informal Resolution: Resolution Without a Hearing

Informal Resolution can be pursued for any behavior that falls within the Civil Rights Equity Policy at any time during the process. This option may be used when:

- A responding party admits responsibility for all or part of the alleged policy violations at any point in the process;
- When the investigation reaches a finding that the parties accept;
- When both parties elect to resolve the allegation using the Informal Resolution process and the Title IX co-coordinator assents;

In Informal Resolution, the investigator has the authority to address all collateral misconduct, meaning that they hear all allegations of discrimination, harassment, and retaliation, but also may address any additional alleged policy violations that have occurred in concert with the discrimination, harassment, or retaliation, even though those collateral allegations may not specifically fall within the Civil Rights Equity Policy and Process. Accordingly, investigations should be conducted with as wide a scope as necessary.

Any evidence that the investigator believes is relevant and credible may be considered, including history and pattern evidence. The investigator may exclude irrelevant or immaterial evidence and may choose to disregard evidence lacking in credibility or that is improperly prejudicial.

Unless the investigator determines it is appropriate, the investigation and the finding will not consider: (1) incidents not directly related to the possible violation, unless they show a pattern, (2) the sexual history of the reporting party (though there may be a limited exception made in regards to the sexual history between the parties), (3) or the character of the reporting party. While previous conduct violations by the responding party are not generally admissible as information about the present allegation, the investigators may consider information about previous good faith allegations and/or findings to consider as evidence of pattern and/or predatory conduct.

The investigator(s) will not meet with character witnesses, nor will they accept letters or other statements in regards to character.

The investigator(s) will base the determination(s) on the preponderance of the evidence, whether it is more likely than not that the responding party violated policy as alleged.

Typically, within ten (10) days of the close of an investigation which determines that a responding party is in violation of policy, the director of student conduct or designee will meet with the responding party to explain the finding(s) of the investigation. Once informed, the responding party may choose to admit responsibility for all or part of the alleged policy violations. If the responding party admits responsibility, in whole or in part, the director of student conduct or designee will render a determination that the individual is in violation of University policy for the admitted conduct, and will normally proceed to a formal hearing on any remaining disputed violations.

If the responding party admits to the violation(s), the director of student conduct or designee, in consultation as appropriate, will determine an appropriate sanction or responsive action. If the sanction/responsive action is accepted by both the reporting party and responding party, the director of student conduct or designee will implement the

finding and sanction, and act promptly and effectively to stop the harassment or discrimination, prevent its recurrence, and remedy the effects of the discriminatory conduct. No appeal is permitted.

If either party rejects the sanction/responsive action, a formal hearing will be held on the sanction/responsive action only, according to the Formal Resolution procedures below.

If alleged misconduct is resolved at this stage, the director of student conduct or designee will inform the parties of the final determination within three (3) days of the resolution, without significant time delay between notifications. Notification will be made in writing and may be delivered by one or more of the following methods: emailed to the parties' University-issued email account (primary); in person; or mailed to the local or permanent address of the parties as indicated in official University records. Once emailed, mailed, and/or received in-person, notice will be presumptively delivered. The notification of outcome will specify the finding on each alleged policy violation, any sanctions that may result which the University is permitted to share according to state or federal law, and the rationale supporting the essential findings to the extent the University is permitted to share under state or federal law. The notice will also include information on when the results are considered by the University to be final, any changes that occur prior to finalization, and any appeal options that are available.

At any point during the Informal Resolution process, including at its conclusion, either party may request that the matter be referred to the Formal Resolution Process for presentation before an administrative hearing officer.

Formal Resolution: Resolution with a Hearing

For all contested allegations that are not resolved through either Conflict Resolution or Informal Resolution, the Title IX co-coordinator will initiate a formal administrative hearing within ten (10) days of the conclusion of the investigation, barring unusual circumstances.

Formal Hearing Procedures

Hearing Administrator

The Title IX co-coordinator will refer the investigation findings to an administrative hearing officer, generally the director of student conduct. The administrative hearing officer is responsible for convening the hearing and will determine the time of the hearing based on the academic schedules of the reporting and responding parties as appropriate.

Notice of Hearing

At least five (5) days prior to the hearing, or as far in advance as is reasonably possible if an accelerated hearing is scheduled with the consent of the parties, the administrative hearing officer will send a letter to the parties with the following information. Once emailed, mailed, and/or received in-person, notice will be presumptively delivered. The letter will contain:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures, and a statement of the potential sanctions/responsive actions that could result.
- The time, date, and location of the hearing and a reminder that attendance is mandatory, superseding all other campus activities. If any party does not appear at the scheduled hearing, the hearing will be held in their absence. For compelling reasons, the administrative hearing officer may reschedule the hearing. Notification that the parties may have the assistance of an ERP pool member or other advisor of their choosing at the hearing (See Section 6: "Advisors" above).

Hearings for possible violations that occur near or after the end of an academic term and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term or during the summer, as needed, to meet the resolution timeline followed by the University and remain within the sixty (60) day goal for resolution.

Hearing Procedures

Hearing panels will usually be convened within ten (10) days of the completion of the investigation, and will be conducted in private. The director of student conduct or designee has the authority to hear all collateral misconduct, meaning that it hears all allegations of discrimination, harassment, and retaliation, but also may hear any additional alleged policy violations that have occurred in concert with the discrimination, harassment, or retaliation, even though those collateral allegations may not specifically fall within this policy's jurisdiction. Accordingly, investigations should be conducted with as wide a scope as necessary.

Participants will include the title IX co-coordinator, director of student conduct, the investigator(s) who conducted the investigation, the reporting party, responding party (or up to three (3) organizational representatives where an organization is charged), advisors to the parties and any called witnesses.

Pre-Hearing

The director of student conduct will exchange the names of witnesses who will be participating in the hearing, all pertinent documentary evidence and the investigation report with all parties at least two (2) days prior to the hearing. Any witness scheduled to participate in the hearing must have been interviewed first by investigators (or have

proffered a written statement,) unless all parties consent to the participation of that witness in the hearing. In addition, the parties will be given a list of the name of the administrative hearing officer at least two (2) days in advance of the hearing. All objections to the administrative hearing officer must be raised in writing to the Title IX co-coordinator as soon as possible. Administrative hearing officers will only be unseated if the Title IX co-coordinator concludes that their bias precludes an impartial hearing of the allegation. When notified of the identity of the parties and all witnesses in advance of the hearing, the director of student conduct or designee who cannot make an objective determination must recuse themselves from the proceedings.

The director of student conduct, in consultation with the parties and investigators, may decide in advance of the hearing that certain witnesses do not need to be physically present if their testimony can be adequately summarized by the investigator(s) in the investigation report or during the hearing. All parties will have ample opportunity to present facts and arguments in full and question all present witnesses during the hearing, though formal cross-examination is not used between the parties. If alternative attendance or questioning mechanisms are desired, such as the reporting party not wanting to be in the same room as the responding party for the hearing (screens, Skype, questions directed through the director of student conduct, etc.), the parties should request them from the director of student conduct at least two (2) days prior to the hearing. In the case of documented disabilities, Mount Union will make reasonable accommodations for the parties when requested in advance.

Investigator Presents the Report

Once the procedures are explained and the participants are introduced, the investigator will present the report of the investigation first, and be subject to questioning by the parties and the administrative hearing officer. The investigator(s) will be present during the entire hearing process, but will only be present during deliberations at the request of the administrative hearing officer. The findings of the investigation are not binding on the administrative hearing officer, though any undisputed conclusions of the investigation report will not be revisited, except as necessary to determine sanctions/responsive actions. Once the investigator(s) present their report and are questioned, the administrative hearing officer will permit the parties to provide relevant information in turn and permit questioning of and by the administrative hearing officer. The administrative hearing officer will then permit all present witnesses to provide relevant information and the administrative hearing officer and the parties will each be allowed to ask questions of the witnesses. Questions are usually directed to the parties and witnesses through the administrative hearing officer at the discretion of the administrative hearing officer.

Evidence Presented at the Hearing

Formal rules of evidence do not apply. Any evidence that the administrative hearing officer believes is relevant and credible may be considered, including history and pattern evidence. The administrative hearing officer will address any evidentiary concerns prior to and/or during the hearing, may exclude irrelevant or immaterial evidence, and may ask the panel to disregard evidence lacking in credibility or that is improperly prejudicial. The administrative hearing officer will determine all questions of procedure and evidence. Anyone appearing at the hearing to provide information will respond to questions on their own behalf.

Unless the administrative hearing officer determines it is appropriate, no one will present information or raise questions concerning: (1) incidents not directly related to the possible violation, unless they show a pattern, (2) the sexual history of the reporting party (though there may be a limited exception made in regards to the sexual history between the parties), (3) or the character of the reporting party. While previous conduct violations by the responding party are not generally admissible as information about the present allegation, the investigators will supply the administrative hearing officer with information about previous good faith allegations and/or findings to consider as evidence of pattern and/or predatory conduct.

There will be no observers in the hearing. The administrative hearing officer may allow witnesses who have relevant information to appear at a portion of the hearing in order to respond to specific questions from the administrative hearing officer or the parties involved, and then be excused. The administrative hearing officer does not hear from character witnesses.

In hearings involving more than one responding party or in which two (2) or more reporting parties have accused the same individual of substantially similar conduct, the standard procedure will be to hear the allegations jointly; however, the Title IX co-coordinator may permit the hearing pertinent to each responding party to be conducted separately. In joint hearings, separate determinations of responsibility will be made for each responding party.

Proceedings are private. All persons present at any time during the hearing are expected to maintain the privacy of the proceedings in accord with University policy. While the contents of the hearing are private, the parties have discretion to share their own experiences if they so choose, and should discuss doing so with their advisors.

Hearings (except for deliberations) are recorded for purposes of review in the event of an appeal. The parties may not record the proceedings and no other unauthorized recordings

are permitted. The administrative hearing officer, the parties, and appropriate administrative officers of the University will be allowed to listen to the recording in a location determined by the Title IX co-coordinator. No person will be given or be allowed to make a copy of the recording without permission of the Title IX co-coordinator.

Alternative Testimony Options

For sexual misconduct reports, and other reports of a sensitive nature, the reporting party will be offered alternative testimony options, such as placing a privacy screen in the hearing room, or testifying outside the physical presence of the responding party, such as by Skype or phone. While these options are intended to help make the reporting party more comfortable, they are not intended to work to the disadvantage of the responding party.

Deliberation and Decisions

The administrative hearing officer will deliberate in closed session to determine whether the responding party is responsible or not responsible for the policy violation(s) in question. The administrative hearing officer will base its determination(s) on a preponderance of the evidence (i.e., whether it is more likely than not that the responding party committed each alleged violation). If a responding party or organization is found responsible by the administrative hearing officer, the administrative hearing officer will recommend appropriate sanctions.

The administrative hearing officer will prepare a written deliberation report and deliver it to the Title IX co-coordinator, detailing the recommended finding, the information cited by the administrative hearing officer in support of its recommendation and any information the administrative hearing officer excluded from consideration and why. The report should conclude with any sanctions. This report should not exceed two (2) pages in length and must be submitted to the Title IX co-coordinator within two (2) days of the end of deliberations, unless the Title IX co-coordinator grants an extension.

The director of student conduct or designee will inform the parties of the final determination – both the finding(s) and applicable sanction(s) within three (3) days of the hearing, without significant time delay between notifications. Notification will be made in writing and may be delivered by one or more of the following methods: emailed to the parties' University-issued email account; in person; or mailed to the local or permanent address of the parties as indicated in official University records. Once emailed, mailed, and/or received in-person, notice will be presumptively delivered. The notification of outcome will specify the finding on each alleged policy violation, any sanctions that may result which the University is permitted to share according to state or federal law, and the rationale supporting the essential findings to the extent the University is permitted to share under state or federal law. Upon request, his notification will be shared with the next

of kin if the reporting party is deceased. The notice will also include information on when the results are considered by the University to be final, any changes that occur prior to finalization and any appeal options that are available. Upon request, Mount

Sanctions

The administrative hearing officer assigned to the resolution will determine the sanctions or responsive actions. Factors considered when determining a sanction/responsive action may include:

- The nature, severity of, and circumstances surrounding the violation;
- An individual's conduct history;
- Previous allegations or allegations involving similar conduct;
- Any other information deemed relevant by the hearing officer;
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation;
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation;
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the reporting party and the community.

Student Sanctions

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination:

- Warning: An official written notice that the student has violated the Code of Student Conduct, that such behavior is unacceptable, and that more severe conduct action will result should the student be involved in other violations while the student is enrolled at the University.
- Restitution: Compensation for damage caused to the University or any person's property. This could also include situations such as failure to return a reserved space to proper condition – labor costs and expenses. This is not a fine but, rather, a repayment for labor costs and/or the value of property destroyed, damaged, consumed, or stolen. This may take the form of appropriate service and/or monetary replacement.
- Fines: Reasonable fines may be imposed.
- Community Service Requirements: For a student or organization to complete a specific supervised university and/or community service.
- Loss of Privileges: The student will be denied specified privileges for a designated period of time.
- Confiscation of Prohibited Property: Items whose presence is in violation of University policy will be confiscated and will generally become the property of the University. Prohibited items may be returned to the owner at the discretion of the

appropriate university administrator or designee. For more information see the [Confiscation Policy](#) in the Student Handbook.

- Educational Sanctions: This includes required activities including, but not limited to, seeking counseling or substance abuse screening, writing a letter of apology, etc.
- Educational Program: Requirement to attend, present, and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about a specific topic or issue related to the violation for which the student or organization was found responsible. Audience may be restricted.
- Restriction of Visitation Privileges: May be imposed on a resident or non-resident student. The parameters of the restriction will be specified.
- Housing Probation: Official notice that, should further violations of Residence Life or University policies occur during a specified probationary period, the student may immediately be removed from University housing. Regular probationary meetings may also be imposed.
- Housing Reassignment: Reassignment to another University housing facility. Residential Life personnel will decide on the reassignment details in collaboration with the director of student conduct or designee. When a student is reassigned within University housing, they are banned from the building or hall they were reassigned from for the rest of the academic year unless otherwise noted in their decision letter.
- Housing Suspension: Removal from University housing for a specified period of time after which the student is eligible to return. Conditions for re-admission to University housing may be specified. Under this sanction, a student is required to vacate University housing within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the director of residence life. This sanction may be enforced with a trespass action if deemed necessary. Prior to reapplication for University housing, the student must gain permission from the director of residence life or designee. When a student is suspended from University housing, they are banned from all housing facilities until they have received permission to return to University housing.
- Housing Expulsion: The student's privilege to live in, or visit, any University housing structure is revoked indefinitely. This sanction may be enforced with a trespass action if deemed necessary.
- University Probation: The student is put on official notice that, should further violations of University policies occur during a specified probationary period, the student may face more severe sanctions, including suspension or expulsion. Regular probationary meetings may also be imposed. A student on University probation is deemed "not in good standing" with the institution.

- Suspension: Separation from the University for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The student is required to vacate the campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the director of student conduct or designee. During the suspension period, the student is banned from university property, functions, events and activities without prior written approval from the director of student conduct or designee. This sanction may be enforced with a trespass action as necessary.
- Expulsion: Permanent separation from the University. The student is banned from university property and the student's presence at any University-sponsored activity or event is prohibited. This action may be enforced with a trespass action as necessary.
- Other Sanctions: Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of the director of student conduct or designee.

The following sanctions may be imposed upon groups or organizations found to have violated the Civil Rights Equity Policy:

- One or more of the sanctions listed above; and/or
- Deactivation, loss of recognition, and/or loss of all privileges (including status as a University registered group/organization), for a specified period of time.

Withdrawal or Resignation While Charges Pending

The University does not permit a student to withdraw if that student has an allegation pending for violation of the Civil Rights Equity Policy. Should a student decide to leave and/or not participate in the ERP, the process will nonetheless proceed in the student's absence to a reasonable resolution and that student will not be permitted to return to Mount Union unless all sanctions have been satisfied. The student will not have access to an academic transcript until the allegations have been resolved.

Appeals

Both the reporting and responding party may request an appeal of the decision of the administrative hearing officer by filing a written request to the director of student conduct or designee subject to the procedures outlined below. All sanctions imposed by the original hearing body remain in effect, and both the reporting and responding party should be informed in a timely manner of the status of requests for appeal, the status of the appeal consideration, and the results of the appeal decision. Any party may appeal, but appeals are limited to the following grounds:

- A procedural error or omission occurred that significantly impacted the outcome of the hearing (e.g. substantiated bias, material deviation from established procedures, etc.).
- To consider new evidence, unknown or unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction. A summary of this new evidence, why it was not available at the time of the original hearing, and its potential impact must be included.
- The sanctions imposed are excessive and/or fall outside the range of sanctions the University has designated for this offense and the cumulative record of the responding party.

Appeals must be filed from the student's Mount Union email with the director of student conduct or designee (via studentconduct@mountunion.edu) on the appeal form (obtained on the Student Conduct website or from the director of student conduct) within three (3) business days of the notice of the outcome to the hearing, barring exigent circumstances. Any exceptions are made at the discretion of the Title IX co-coordinator.

The Appeal Panel will be made up of the vice president for student affairs/dean of students, a student member of the student conduct board, and a faculty member of the student conduct board. This Panel will be appointed by the Title IX co-coordinator. In situations where it is not possible for a panel to be convened, such as when class is not in session, appeals will be heard by the vice president for student affairs/dean of students.

The Appeal Panel will review the appeal request(s). The original finding and sanction/responsive actions will stand if the appeal is not timely or is not based on the grounds listed above, and such a decision is final. The party requesting appeal must show that the grounds for an appeal request have been met, and the other party or parties may show the grounds have not been met, or that additional grounds are met. The original finding and sanction are presumed to have been decided reasonably and appropriately. When any party requests an appeal, the Title IX co-coordinator will share the appeal request with the other party(ies), who may file a response within three (3) days and/or bring their own appeal on separate grounds within the original timeframe. If new grounds are raised, the original appealing party will be permitted to submit a written response to these new grounds within three (3) days. Any response or appeal request will be shared with each party.

Where the Appeal Panel finds that at least one of the grounds is met by at least one party, additional principles governing the hearing of appeals will include the following:

- Decisions by the Appeal Panel are to be deferential to the original decision, making changes to the finding only where there is clear error and to the sanction/responsive action only if there is a compelling justification to do so.

- Appeals are not intended to be full re-hearings (de novo) of the allegation. In most cases, appeals are confined to a review of the written documentation or record of the original hearing, and pertinent documentation regarding the grounds for appeal. An appeal is not an opportunity for appeal panelists to substitute their judgment for that of the original hearing panel merely because they disagree with its finding and/or sanctions.
- Appeals granted based on new evidence should normally be remanded to the original administrative hearing officer or investigators for reconsideration. Other appeals may be remanded at the discretion of the Title IX co-coordinator or, in limited circumstances, heard by the three-member Appeal Panel.
- Sanctions imposed as the result of the Formal or Informal Resolution processes are implemented immediately unless the Title IX co-coordinator or designee stays their implementation in extraordinary circumstances, pending the outcome of the appeal.
 - For students: Graduation, study abroad, internships/ externships, etc. do NOT in and of themselves constitute exigent circumstances, and students may not be able to participate in those activities during their appeal.
- The Title IX co-coordinator will confer with the Appeal Panel, incorporate the results of any remanded grounds, and render a written decision on the appeal to all parties within three (3) days from hearing of the appeal or remand.
- All parties should be informed of whether the grounds for an appeal are accepted and the results of the appeal decision or remand.
- Once an appeal is decided, the outcome is final: further appeals are not permitted, even if a decision or sanction is changed on remand (except in the case of a new hearing).
- All parties will be informed in writing within three (3) days of the outcome of the Appeal Panel, without significant time delay between notifications, and in accordance with the standards for notice of outcome as defined above.
- In rare cases where a procedural or substantive error cannot be cured by the original administrative hearing officer (as in cases of bias), the Appeal Panel may recommend a new hearing with a new administrative hearing officer. The results of a remand to an administrative hearing officer cannot be appealed. The results of a new hearing can be appealed, once, on any of the three applicable grounds for appeals.
- In cases where the appeal results in reinstatement to the University or resumption of privileges, all reasonable attempts will be made to restore the responding party to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Long-Term Remedies/ Actions

Following the conclusion of the Equity Resolution Process and in addition to any sanctions implemented, the Title IX co-coordinator may utilize long-term remedies or actions to stop the harassment or discrimination, remedy its effects and prevent their reoccurrence. These remedies/actions may include, but are not limited to:

- Referral to counseling and health services
- Education to the community
- Permanently altering the housing situation of the responding party (or the reporting party, if desired)
- Providing campus escorts
- Climate surveys
- Policy modification
- Providing transportation accommodations
- Implementing long-term contact limitations between the parties
- Offering adjustments to academic deadlines, course schedules, etc.

At the discretion of the Title IX co-coordinator, long-term remedies may also be provided even when the responding party is found not responsible.

The institution will maintain as confidential any long-term remedies/actions or protective measures, provided confidentiality does not impair the institution's ability to provide the actions or protective measures.

Failure to Complete Sanctions/ Comply with Interim and Long-term Remedies/ Responsive Actions

All responding parties are expected to comply with conduct sanctions, responsive actions and corrective actions within the timeframe specified. Failure to abide by these conduct sanctions, responsive actions and corrective actions by the date specified, whether by refusal, neglect, or any other reason, may result in additional sanctions/responsive/corrective actions and/or suspension, expulsion and/or termination from the University. Sanction completion will be determined by the director of student conduct. A suspension will only be lifted when compliance is achieved to the satisfaction of the director of student conduct.

Records

In implementing this policy, records of all allegations, investigations, resolutions, and hearings will be kept by the director of student conduct indefinitely in the student conduct database.

Statement of the Rights of the Parties

Statement of the Reporting Party's rights:

- The right to investigation and appropriate resolution of all credible allegations of sexual misconduct or discrimination made in good faith to University officials;
- The right to be informed in advance of any public release of information regarding the incident;
- The right not to have any personally identifiable information released to the public, without their consent;
- The right to be treated with respect by University officials;
- The right to have University policies and procedures followed without material deviation;
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence;
- The right not to be discouraged by University officials from reporting sexual misconduct or discrimination to both on-campus and off-campus authorities;
- The right to be informed by University officials 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 such authorities, if the reporting party so chooses. This also includes the right not to be pressured to report, however, State Law requires university officials to notify the police if they have knowledge of a felony;
- The right to have reports of sexual misconduct responded to promptly and with sensitivity by campus safety and security and other campus officials;
- The right to be notified of available counseling, mental health, victim advocacy, health, legal assistance, student financial aid, visa and immigration assistance, or other student services, both on campus and in the community;
- The right to a campus no contact order (or a trespass order through the local authorities against a student or a non-affiliated third party) when someone has engaged in or threatens to engage in stalking, threatening, harassing, or other improper behavior that presents a danger to the welfare of the reporting party or others;
- The right to notification of and options for, and available assistance in, changing academic and living situations after an alleged sexual misconduct incident, if so requested by the reporting party and if such changes are reasonably available (no formal report, or investigation, campus or criminal, need occur before this option is available). Accommodations may include:
 - Change of an on-campus student's housing to a different on-campus location;
 - Assistance from University support staff in completing the relocation;
 - Transportation accommodations;
 - Arranging to dissolve a housing contract and pro-rating a refund;
 - Exam (paper, assignment) rescheduling;

- Taking an incomplete in a class;
- Transferring class sections;
- Temporary withdrawal;
- Alternative course completion options;
- Adjustments to on campus working situations;
- The right to have the University maintain such accommodations for as long as is necessary, and for protective measures to remain confidential, provided confidentiality does not impair the institution's ability to provide the accommodations or protective measures;
- The right to be fully informed of campus policies and procedures as well as the nature and extent of all alleged violations contained within the report;
- The right to ask the investigators to identify and question relevant witnesses, including expert witnesses provided by the reporting party;
- The right to review all documentary evidence available regarding the report, subject to the privacy limitations imposed by state and federal law, at least 48 hours prior to the hearing;
- The right to be informed of the names of all witnesses who will be called to give testimony, at least two (2) days prior to the hearing, except in cases where a witness's identity will not be revealed to the responding party for compelling safety reasons (this does not include the name of the reporting party, which will always be revealed);
- The right not to have irrelevant prior sexual history admitted as evidence;
- The right to regular updates on the status of the investigation and/or resolution;
- The right to have reports heard by administrative hearing officers who have received at least eight hours of annual sexual misconduct training;
- The right to preservation of privacy, to the extent possible and permitted by law;
- The right to meetings, interviews, and/or hearings that are closed to the public;
- The right to petition that any University representative in the process be recused on the basis of demonstrated bias and/or conflict of interest;
- The right to bring a victim advocate or advisor of the reporting party's choosing to all phases of the investigation and resolution proceeding;
- The right to provide evidence by means other than being in the same room with the responding party;
- The right to be present for all testimony given and evidence presented during any resolution-related hearing;
- The right to submit an impact statement, in person or in writing, to the administrative hearing officer following determination of responsibility, but prior to sanctioning;
- The right to be promptly informed of the outcome and sanction of the resolution process in writing, without undue delay between the notifications to the parties;
- The right to be informed in writing of when a decision by the University is considered final, any changes to the sanction to occur before the decision is finalized, to be informed of the right to appeal the finding and sanction of the resolution process, and

the procedures for doing so in accordance with the standards for appeal established by the University.

Statement of the Responding Party's rights:

- The right to investigation and appropriate resolution of all credible reports of sexual misconduct and/or discrimination made in good faith to University administrators;
- The right to be informed in advance, when possible, of any public release of information regarding the report;
- The right to be treated with respect by University officials;
- The right to have University policies and procedures followed without material deviation;
- The right to be informed of, and have access to, campus resources for medical, health, counseling, and advisory services;
- The right to timely written notice of all alleged violations, including the nature of the violation(s), the applicable policies, procedures, and possible sanctions;
- The right to a hearing on the report, including timely notice of the hearing date, and adequate time for preparation;
- The right to review all documentary evidence available regarding the report, subject to the privacy limitations imposed by state and federal law, at least two (2) days prior to the hearing;
- The right to be informed of the names of all witnesses who will be called to give testimony, at least two (2) days prior to the hearing, except in cases where a witness's identity will not be revealed to the responding party for compelling safety reasons (this does not include the name of the reporting party, which will always be revealed);
- The right not to have irrelevant prior sexual history admitted as evidence in a campus resolution process;
- The right to have reports heard by administrative hearing officers who have received at least 8 hours of annual training;
- The right to petition that any University representative be recused from the resolution process on the basis of demonstrated bias and/or conflict of interest;
- The right to a panel that is not single-sex in its composition, if a panel is used;
- The right to meetings, interviews, and hearings that are closed to the public;
- The right to have an advisor of their choice to accompany and assist in the campus resolution process;
- The right to a fundamentally fair resolution, as defined in these procedures;
- The right to submit an impact statement, in person or in writing, to the administrative hearing officer following any determination of responsibility, but prior to sanctioning;
- The right to a decision based solely on evidence presented during the resolution process. Such evidence shall be credible, relevant, based in fact, and without prejudice;

- The right to be promptly informed of the outcome and sanction of the resolution process in writing, without undue delay between the notifications to the parties;
- The right to be informed in writing of when a decision of the University is considered final, any changes to the sanction to occur before the decision is finalized, to be informed of the right to appeal the finding and/or the sanction of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by the University.

Disabilities Accommodation in the Equity Resolution Process

Mount Union is committed to providing qualified students with disabilities with reasonable accommodations and support needed to ensure equal access to the Equity Resolution Process at the University. Anyone needing such accommodations or support should contact the director of accessibility services, who will review the request and, in consultation with the person requesting the accommodation, and the Title IX co-coordinator, determine which accommodations are appropriate and necessary for full participation.

Revision

These policies and procedures will be reviewed and updated annually by the Title IX co-coordinator or designee. The University reserves the right to make changes to this document as necessary and once those changes are posted online, they are in effect. The Title IX co-coordinator may make minor modifications to procedure that do not materially jeopardize the fairness owed to any party, such as to accommodate summer schedules, etc. The Title IX co-coordinator may also vary procedures materially with notice (on the institutional web site, with appropriate date of effect identified) upon determining that changes to law or regulation require policy or procedural alterations not reflected in this policy and procedure. Procedures in effect at the time of the resolution will apply to resolution of incidents, regardless of when the incident occurred. Policy in effect at the time of the offense will apply even if the policy is changed subsequently but prior to resolution, unless the parties consent to be bound by the current policy. If government regulations change in a way that impacts this document, this document will be construed to comply with government regulations in their most recent form.

This document does not create legally enforceable protections beyond the protection of state and federal laws which frame such codes generally.

Faculty and Staff Procedures in Addressing Sexual Misconduct

In instances of sexual assault, domestic/dating violence, or stalking that involve University faculty or staff member(s), persons who believe they have been wronged are encouraged to bring the complaint to the Director of Human Resources/Title IX Co-Coordinator. Faculty and

staff members who are victims will be afforded the same rights and services provided to students under the Sexual Misconduct Responder program. Furthermore, employees of the University are encouraged to utilize the grievance procedures. Every attempt will be made to investigate the complaint, stop the behavior, remediate the effects, prevent the reoccurrence, and prohibit retaliation.

Grievance Procedures

Persons who believe they have been harassed are encouraged to discuss the complaint with the Associate Dean of Students or the Director of Human Resources, who share responsibilities with regard to Title IX. All members of the University community are encouraged to utilize the informal grievance procedures as a means of resolving harassment complaints. Every attempt will be made to protect any alleged victim from further harassment or injury. The University and persons involved in the investigation will make every effort to maintain the confidentiality of the complaint and the investigation.

Procedures for Student to Student/ Faculty/ Staff Member Harassment

If seeking to make an informal grievance, any campus community member with a complaint of harassment against a student should discuss this complaint with the Associate Dean of Students*. If appropriate and desired by the complainant, the Associate Dean of Students will arrange a meeting between the two parties and assist in the discussion of the complaint. The complainant has the right to end this informal grievance process at any time and proceed to the formal grievance procedure. If the complainant does not desire an informal meeting, the Associate Dean of Students will assist him/her in the completion of the formal grievance procedure.

Any campus community member who wishes to make formal complaint against a student should submit a detailed written report about the allegations to the Associate Dean of Students*. The report should include information about the dates, time, place, participants' names, and the harassing behavior. The Associate Dean of Students will discuss the report with the complainant to ensure clear and thorough understanding of the allegations. Every effort will be made to maintain the confidentiality of information regarding the complaint.

The Associate Dean of Students, with the knowledge of the complainant, will contact the accused student to discuss the accusation. Investigation of a harassment complaint may include interviewing other persons necessary to obtain sufficient information on which to make a determination of the situation. The accused student will receive written notice of the allegations and the specific violations of the Student Code of Conduct with which the student is being charged.

A hearing will be scheduled before a Judicial Hearing Officer or Board, as assigned by the Dean of Students or his/her designee. The accused student and the complainant will be afforded all

rights outlined in the procedures of the Student-Faculty-Administration Judicial System, which can be found in the Student Handbook.

The Hearing Officer or Board will make a determination of responsibility based upon the preponderance of evidence. If the accused student is found to be responsible for the alleged harassment, he/she will be sanctioned in accordance with the Student Code of Conduct. Based on Title IX of the 1972 Educational Amendments, the complainant will be informed of the determination of responsibility. However, the Family Education Right to Privacy Act prohibits the disclosure to the complainant of any sanctions placed against the accused student unless they directly involve the complainant (i.e. letters of apology to complainant, restrictions on contact, etc.)

Disciplinary action shall be taken against any person found to have willfully falsified a claim of harassment. It is also a violation of this policy to retaliate against another member of the campus community for bringing forward a claim of harassment.

** If a student/faculty member/staff member wishes to make a complaint of harassment against the Associate Dean of Students, he/she should contact the Dean of Students.*

The director of human resources will provide, in writing, to victims the available options and assistance in the following: academic situations (moving classrooms, removal of student, etc.), living situations (if employee lives on campus – adjustment of housing as needed, etc.), transportation situations (in conjunction with Campus Safety and Security), working situations (movement of offices, alternate hours, temporary removal of the accused from a department, etc.), and protective measures (no contact orders on campus, assistance in securing a restraining order). These options are available regardless of whether the victim chooses to report the crime to local law enforcement.

Procedure for Faculty/ Staff Member to Faculty/ Staff Member Harassment

Complaints of harassment of any nature will be taken seriously and thoroughly investigated. There are two options for a Faculty or Staff member with a complaint of harassment against another faculty or staff member to initiate a claim of sexual harassment. They include contacting one of the following: 1) the Vice President responsible for their department or 2) the Director of Human Resources. If appropriate and with the knowledge of the complainant, the Vice President will contact the Director of Human Resources to discuss the allegations. If desired by the complainant, the Director of Human Resources will arrange a meeting between the complainant and the accused faculty/staff member and assist in the discussion of the complaint. The complainant has the right to end this informal grievance process at any time and proceed to the formal grievance procedure.

Any Faculty or Staff member who wishes to make a formal complaint of harassment against another Faculty or Staff member should submit a detailed written report about the allegations to the Director of Human Resources*. The report must include information about

the dates, times, place, participants' name(s), and the harassing behavior. The Director of Human Resources will discuss the report with the complainant to ensure clear and thorough understanding of the allegations. Every effort will be made to maintain the confidentiality of information regarding the complaint. The Director of Human Resources will contact the appropriate Vice President and advise him or her of the accusations.

The Director of Human Resources, with the knowledge of the complainant, will contact the accused to conduct a thorough investigation of the allegations. Investigation of a harassment complaint may include interviewing other persons necessary to obtain sufficient information on which to make a determination of the situation. The Director of Human Resources will then make a determination if the accusations can be substantiated and, if so, refer the matter to the appropriate Vice President to be handled in accordance with the guidelines in the appropriate personnel handbook.

Disciplinary action shall be taken against any person found to have willfully falsified a claim of harassment. It is also a violation of this policy to retaliate against another member of the campus community for bringing forward a claim of harassment.

** If a student/faculty member/staff member wishes to make a complaint of harassment against the Director of Human Resources, he/she should contact the Vice President of Business Affairs.*

Bystander Intervention

The University expects all community members to take reasonable and prudent actions to prevent or stop an act of sexual misconduct. Taking action may include direct intervention, calling Campus Safety and Security or local law enforcement, or seeking assistance from a person in authority. The University will support its members who choose to intervene in this fashion.

Risk Reduction Tips

Risk reduction tips can often take a victim-blaming tone, even unintentionally. With no intention to victim-blame, and with recognition that only those who commit sexual violence are responsible for those actions, these suggestions may nevertheless help you to reduce your risk of experiencing a non-consensual sexual act.

- Make any limits known as early as possible.
- Tell a sexual aggressor "NO" clearly and firmly.
- Try to remove yourself from the physical presence of a sexual aggressor.
- Find someone nearby and ask for help.
- Take affirmative responsibility for your alcohol intake/drug use and acknowledge that alcohol/drugs lower your sexual inhibitions and may make you vulnerable to someone who views a drunk or high person as a sexual opportunity.

- Take care of your friends and ask that they take care of you. A friend should challenge you if you are about to make a mistake. Respect them when they do.
- Clearly communicate your intentions to your sexual partner and give them a chance to clearly relate their intentions to you.
- Understand and respect personal boundaries.
- Don't make assumptions about consent; about someone's sexual availability; about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity then you DO NOT have consent.
- Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension and communicate better. You may be misreading them. They may not have figured out how far they want to go with you yet. You must respect the timeline for sexual behaviors with which they are comfortable.
- Don't take advantage of someone's drunkenness or drugged state.
- Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage simply because of your gender or size. Don't abuse that power.
- Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior.
- Silence and passivity cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language.

Disclosure of Disciplinary Proceedings

Mount Union will disclose the results of any conduct/disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator/responding party of any crime of violence or a non-forcible sex offense (incest or statutory rape) to the alleged victim/reporting party or next of kin if the victim/reporting party is deceased.

Sex Offender Registration

In accordance with the Wetterling Act, states are required to obtain information from registered sex offenders regarding their enrollment or employment at institutions of higher education and to then make this information available promptly to the appropriate law enforcement agency having jurisdiction where the institution is located. In the case of the University of Mount Union, our jurisdictional agencies are the Alliance Police Department or the Stark County Sheriff's Office. Members of the Mount Union campus community who want to obtain information about registered sex offenders provided by the State of Ohio have several options. Inquiries can be made to the director of campus safety and security who will provide any information that has been disclosed to them. In addition, community members can contact the Alliance Police Department, or review the complete list of sex offenders registered in Stark County at the [Stark County Sheriff's Office Website](#).

Missing Student Policy and Procedures

It is the policy of the University of Mount Union to treat all reports of missing students as serious incidents and to investigate such reports completely. In order to promote the well-being of Mount Union students and to comply with federal law as stated in the Missing Persons Procedures of the Higher Education Opportunity Act, Mount Union encourages all members of the campus community to make timely reports to Campus Safety and Security regarding missing students.

Reporting Missing Students

A student may be considered missing if the student's absence of 24 hours or more is contrary to their usual pattern of behavior and unusual circumstances may have caused the absence. The University of Mount Union encourages any student who believes that another student is missing to contact Campus Safety and Security as soon as possible. Any University employee who receives information indicating that a student may be missing is required to report this information to Campus Safety and Security immediately, whether the student lives on or off campus. The phone number for Campus Safety and Security is (330) 428-1344.

Campus Safety and Security, in cooperation with other Student Affairs staff members, investigates all reported incidents of missing students. This may include checking the student's residence hall and other areas the student may frequent, checking with faculty, staff members, or other students, etc. Within 24 hours of a credible report being received, the Alliance Police are notified regarding the missing student. This occurs regardless of the student's residential status, and even if they have not registered an emergency contact person. Nothing in this policy requires the University to wait 24 hours before reporting to the Alliance Police.

Students' Emergency Contact Information

When registering for campus housing each year (or at the beginning of the spring semester for students who were not on campus in the fall), all first-year students and all those students living on campus have the opportunity to identify a contact person or persons who will be notified within 24 hours of the determination by campus officials that the student is missing. Students are asked to provide emergency contact information that identifies the contact person they would prefer to be notified. Every effort is made to obtain this information for every student; however, it is ultimately the student's responsibility to provide it. The emergency contact information is confidential and accessible only to authorized University officials. It will not be disclosed except to law enforcement personnel involved in a missing persons investigation.

For students who are under 18 years of age and not emancipated, both the student's custodial parent or guardian and the student's designated emergency contact person will be contacted within 24 hours of the determination that the student is missing.

Fire Safety Report

Fire Safety Regulation

Students are expected to use good judgment at all times to prevent fires. Tampering with fire equipment or ringing the fire alarm, except in case of fire, violates state laws and University regulations and could result in suspension from the University. Fire doors in all campus facilities must be closed at all times.

Fire drills are held annually in all living units. All inhabitants are required by law and University policy to exit the building if a fire alarm is sounding. Failure to do so could result in serious sanctions. Students are expected to follow the posted procedures for the evacuation of the particular area. When a fire alarm rings, students should:

- Close all windows.
- Wear coat and shoes.
- Close the door to their room.
- Leave via the closest exit as quickly as possible.
- Assemble away from the building.
- Adhere to directions given by hall staff, administrators and fire personnel.
- Wait for signal to return to the building.

All fires must be reported. If a fire is actively burning, community members should pull the nearest fire alarm pull-station as they exit the building. Calling 911 as soon as possible after exiting the building is also recommended. Campus Safety and Security should also be notified as soon as possible in the case of any fire, regardless of how small it may be. Campus Safety and Security can be reached at (330) 428-1344 or from any campus phone by dialing S-A-F-E (x7233).

If a fire has occurred in student housing that was not reported to Campus Safety and Security at the time of the incident, these should be reported for purposes of inclusion in the annual fire safety report below. These should be reported to Campus Safety and Security at (330)-428-1344.

Policies Related to Fire Safety

Mount Union considers the behavior described in the following list as inappropriate for the University community and in opposition to the core values set forth in the Student Handbook. These expectations and rules apply to all students. The University encourages community members to report to University officials all incidents that involve the following

actions. The following is a partial list of prohibited behavior highlighting policies that are related to fire safety. The full list can be found starting on page 42 in the Student Handbook.

- *Fire Safety*: Violation of local, state, federal, or campus fire policies including, but not limited to:
 - Intentionally or recklessly causing a fire which damages University or personal property or which causes injury.
 - Failure to evacuate a University-controlled building or to not do so in a timely manner during a fire alarm;
 - Improper use of University fire safety equipment; or
 - Tampering with or improperly engaging a fire alarm or fire detection/control equipment while on University property;
 - Causing, making, or circulating a false report or warning of fire, explosion, or other crisis or emergency;
- *Tobacco*: Smoking or tobacco use in any area of campus, including the use of smokeless tobacco, vaporizers and e-cigarettes;
- *Appliance Usage*: Use or possession of any appliance on the unapproved appliance list.

The unapproved appliance list includes, but is not limited to:

- Air conditioners (installed or free standing)
- Any appliance with an open heating element
- Any type of fog or smoke machine
- Bread makers
- Ceiling fans
- Electric frying pans or woks
- Electric or outdoor grills
- Halogen lamps
- Hot dog cooker
- Hot plates
- Hot pots
- Hoverboards
- Microwaves more than 1,000 watts
- Oil-based popcorn poppers
- Refrigerators larger than 4.5 cubic feet and or 36 inches high
- Rice Cookers
- Slow cookers/Crock-Pots
- Space heaters
- Sun lamps
- Toaster ovens
- Toasters

For additional information please see <http://www.mountunion.edu/packing-list>.

- *Cleanliness*: Failure to keep residences (individual bedrooms and common spaces) clean and orderly at all times. Residence life and/or physical plant staff may conduct periodic room inspections to ensure health and safety standards are adhered to. 24-hours' notice will be given in advance of inspections, unless staff deems there is an immediate concern. Additionally, inspections may be conducted prior to winter break to insure closing procedures have been adhered to.
- *Decorations*: Permanently altering a room or use or possession of decorations on the prohibited decoration list.

The prohibited decoration list includes:

- Decorations hindering the use or restricting access to hallways, doorways, stairs, corridors, or fire related equipment;
- Cardboard, aluminum foil, flags, signs, bottles, or other items hung or displayed in windows, excluding fire-retardant cloth curtains;
- Displaying alcohol/drug signs, or other related alcohol/drug memorabilia so they are visible from outside a student residence (such as in windows or on doors);
- Attaching items to or tampering with light fixtures, ceiling tiles, fire safety equipment, or exit signs;
- Use of tape, decals, nails, double-sided foam mounting tape, etc. on walls, ceilings, doors, and floors that result in patching or repainting of the room;
- Cut/live evergreen trees, pine roping, garland, cotton batting, straw, vines, leaves, shrubbery, foam plastic, or other flammable items;
- Displaying material that is generally accepted as offensive or that is biased against any person or groups so it is visible from outside a student residence (such as in windows or on doors);
- Decorative hangings and draperies placed over doors or entryways;
- Street signs;
- No more than 50% of the wall/ceiling space may be covered. No paper may be hung within 1 foot of an electrical outlet.
- *Open Flames*: Possession and/or use of candles, candles warmers, oil burners, incense, fireworks (including sparklers), or other open flame apparatus is prohibited within university-operated housing.

Fire Safety Education

Fire safety education at the University of Mount Union is primarily focused on fire drills that educate students about how to escape in case of a fire. Drills are scheduled annually by the Office of Residence Life in coordination with Mount Union Campus Safety and Security. Drills are not publicized prior to happening. In addition, Residence

Life staff members receive training about how to respond if there is a fire, including safely leading residents from the building and notification of emergency personnel. Additionally, the Alliance Fire Department provides fire suppression training to the residence life staff members annually. Further, at the opening floor and hall meetings residents are instructed on fire safety and where they should meet upon leaving the building when the fire alarm sounds.

Fire Equipment Maintenance and Future Fire Safety Improvements

Mount Union annually looks at the life safety systems, specifically condition of and performance of the fire alarm systems. Mount Union annually invests in upgrades and replacement of fire alarm systems. This assessment for update is done annually in March. Every three (3) years Physical Plant conducts a facility audit to review life safety improvement plans. Recently, these improvements have included replacing the main fire control panel in Cunningham Hall and replacing all the auto call/pull stations in the Hoover-Price Campus Center. Physical Plant completes annual testing of all systems and requests evaluation from our fire alarm control system provider in regard to the updates needed.

Fire Statistics

Campus Housing Facility	Sprinkler	Local smoke detector (or heat)	Building smoke (or heat) detector	Remotely monitored smoke (or heat) detector	Remotely monitored sprinkler	Manual alarm pull stations	Fire rated doors at rooms	Fire rated walls at rooms	Portable fire extinguishers	Number of drills during 2017	Number of reported fires during 2017	Number of reported fires during 2016	Number of reported fires during 2015
1401 S Union	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	1
1413 S. Union	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
1445 S. Union	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Adams Court	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Clutter Manor	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Groves Court	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Jae Manor	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Orwick Court	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	1	0	0
Bica Ross Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	1
Cunningham Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Elliott Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Hoiles Peterson Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Ketcham Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
King Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
McCready Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
McMaster Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Miller Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Shields Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Alpha Tau Omega	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Berea House/PKT	Yes	Yes	No	No	No	Yes	No	No	Yes	1	0	0	0
Dussel House/DST	No	Yes	No	No	No	Yes	No	No	Yes	1	0	0	0
King Guest House/ADPi	No	Yes	No	No	No	Yes	No	No	Yes	1	0	0	0
Sigma Nu	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
205 W. Simpson	No	Yes	No	No	No	Yes	No	No	Yes	0	0	0	0
431 W. Simpson	No	Yes	No	No	No	Yes	No	No	Yes	0	0	0	0
330 W. Vincent	No	Yes	No	No	No	Yes	No	No	Yes	0	0	0	0
532 W. Vincent	No	Yes	No	No	No	Yes	No	No	Yes	0	0	0	0
544 W. Vincent	No	Yes	No	No	No	Yes	No	No	Yes	0	0	0	0
552 W. Vincent	No	Yes	No	No	No	Yes	No	No	Yes	n/a	0	0	n/a
30 E. Simpson St.	No	Yes	Yes	No	No	Yes	No	No	Yes	n/a	n/a	n/a	n/a
40 E. Simpson St.	No	Yes	Yes	No	No	Yes	No	No	n	n/a	n/a	n/a	n/a

Crime Statistics for University of Mount Union

(Made Available by October 1, 2018, as required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act - formerly the Campus Security Act)

All institutions that receive federal student aid must compile and publish crime rate statistics each year for certain crimes reported to have occurred on campus, in non-campus buildings that are controlled by the University or one of its organizations, and for public property contiguous to campus. Information on these reported crimes must be made available to all students and employees and to applicants for enrollment or employment. Please note the following information on how to interpret this report.

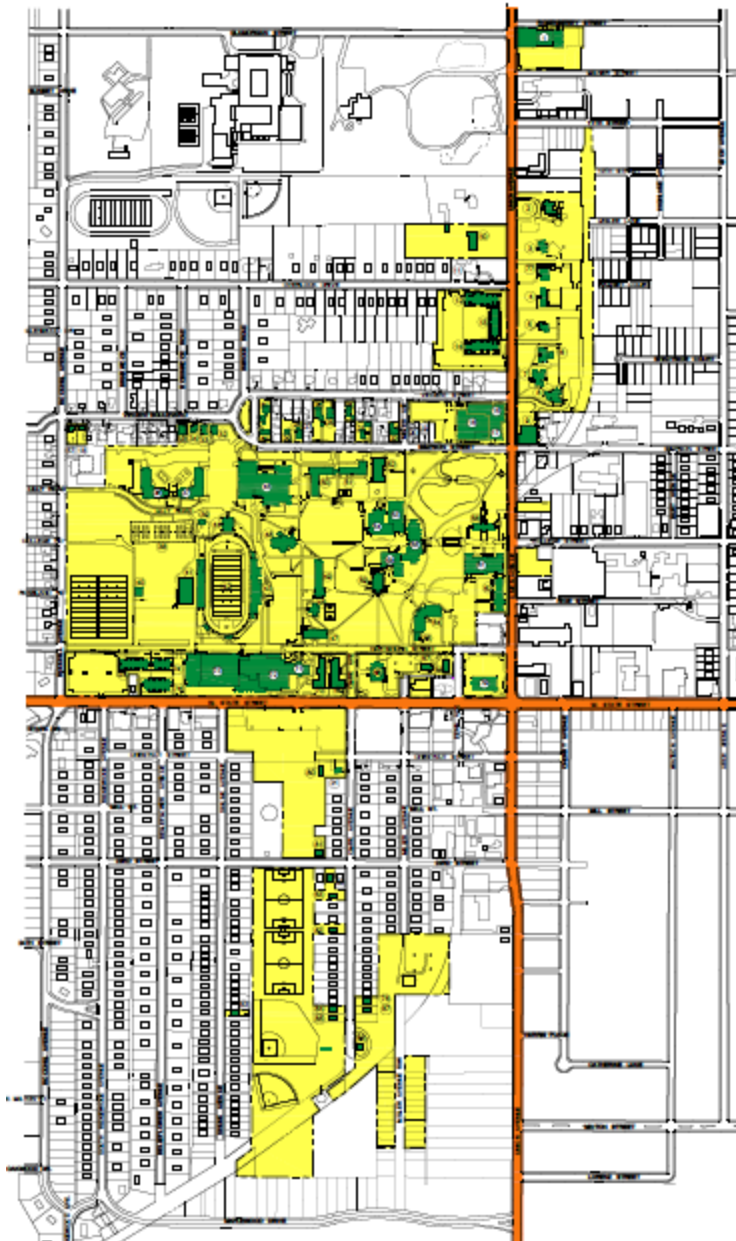
Reporting Geography

The Annual Security Report provides documentation regarding Crime Statistics that occur with Mount Union's *Clery Act* geography. This is defined by U.S. Department of Education as

Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and

Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but is controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

To assist in identifying these areas, below is a map of the *Clery Act* geography that is contiguous to the University of Mount Union's Campus (please note it does not include the Nature Center or any *Clery Act* geography not contiguous to the campus).



1. Physical Plant
2. Heult House - 1301 Union Avenue
3. Delta Sigma Tau Sorority House
4. Sigma Nu Fraternity House
5. Perry F. King Grand House - 1474 S. Union Avenue
6. Apartment Housing - 1446 S. Union Avenue - Cluber Manor
7. Apartment Housing - 1474 S. Union Avenue - Keller Manor
8. Apartment Housing - 1304 S. Union Avenue - Joe Manor
9. William H. Gales Art Center
10. Phi Kappa Tau Fraternity House
11. Sigma Alpha Ipsilon Fraternity House
12. Apartment Housing - 1421 S. Union Avenue - Building #1
13. Apartment Housing - 1413 S. Union Avenue - Building #2
14. Apartment Housing - 1445 S. Union Avenue - Building #3
15. Cope Music Hall
16. Gales Center for the Performing Arts
17. Otto Gallery
18. 742 Vincent Street - Rental
19. Alpha Delta Pi Sorority House
20. Alpha Xi Delta Sorority House
21. 2101 Clark Avenue - Rental
22. 205 Simpson Street
23. 243 Simpson Street - Multi-Cultural Center
24. 254 Vincent Street - Rental
25. 218 Vincent Street - Rental
26. 325 Vincent Street
27. Alpha Chi Omega Sorority House
28. 355 Simpson Street
29. 405 Simpson Street - Campus Security
30. 431 Simpson Street
31. 440 Vincent Street - Rental
32. 522 Vincent Street
33. 544 Vincent Street
34. 552 Vincent Street
35. 550/554 Vincent Street
36. Stone Residence Hall
37. Rice-Ross Residence Hall
38. Winfield Tennis Courts
39. Satellite Communications Building
40. Restroom Building
41. Gullery Training Center
42. Mount Union Stadium
43. Stadium Press Box
44. Wible-Harter Locker Room
45. Hoover Plaza Campus Center
46. Romberger Health Center
47. Miller Residence Hall
48. DeWald Chapel
49. King Residence Hall
50. McMaster Residence Hall
51. Ketchum Residence Hall
52. Stone Residence Hall
53. Tolerton and Hood Hall
54. Engineering and Business Building
55. Kardonian-Hunter Information Center
56. Welcome Center
57. 756 Vincent Street - Rental
58. Library
59. Chapman Hall
60. 270 West 23rd Street
61. Riley Hall
62. Galsider Hall
63. 2327 Clark Avenue - Rental
64. Holes-Peterman Residence Hall
65. Kessler House
66. S.A.G.S. Lab
67. Van Den Lynden Hall
68. Sweglio Hall
69. Cunningham Residence Hall
70. McCready Residence Hall
71. McPherson Wellness Center
72. Timken Recreation and Athletic Center
73. Peterson Field House
74. Apartment Housing - 625 Hedstrom Street - Adena Court
75. Apartment Housing - 638 Hedstrom Street - Grove Court
76. Apartment Housing - 635 W. State Street - Onick Court
77. Alpha Tau Omega Fraternity House
78. 2450 Clark Avenue - Rental
79. Family Dollar Store - 1945 South Union Street
80. 330 W. Chestnut Street
81. 265 W. 22nd Street - Rental
82. 2359 Clark Avenue - Rental
83. 2474 Shunk Avenue - Rental
84. 2471 Clark Avenue - Rental
85. 2474 Clark Avenue - Rental
86. Clark Avenue - Sports Equipment Building
87. 2470 Clark Avenue - Rental

Definition of Clergy Act Reportable Crimes

Criminal Homicide

- **Murder and Non-Negligent Manslaughter**
The willful (non-negligent) killing of one human being by another.
- **Negligent Manslaughter**
The killing of another person through gross negligence.

Sex Offenses-Forcible

Any sexual act directed against another person, forcibly and/or against that person's will; or not forcible or against the person's will where the victim is incapable of giving consent.

- **Forcible Rape**
The carnal knowledge of a 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 because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth). This offense includes the forcible rape of both males and females.
- **Forcible Sodomy**
Oral or anal sexual intercourse with another person, forcible and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.
- **Sexual Assault With an Object**
The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against the person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity. An object or instrument is anything used by the offender other than the offender's genitalia.
- **Forcible Fondling**
The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.

Non-Forcible Sex Offenses

- **Incest**
Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape**

Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Other Crimes

- **Robbery**
The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
- **Aggravated Assault**
An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.
- **Burglary**
Unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.
- **Motor Vehicle Theft**
The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on land surface and not on rails. Watercraft, construction equipment, airplanes, and farming equipment are specifically excluded from this category.
- **Arson**
Any willful or malicious burning or attempting to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Violence Against Women Act Reportable Crimes

Dating Violence

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

Domestic Violence

Domestic violence includes felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabiting with, or has cohabitated with, the victim as a spouse or intimate partner, 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 by any 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.

Stalking

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others or (b) suffer substantial emotional distress. 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. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Corresponding Ohio Criminal Code Regarding Sexual Assault, Dating Violence, Domestic Violence, and Stalking

3113.31 Domestic violence definitions - hearings.

(A) As used in this section:

(1) "Domestic violence" means the occurrence of one or more of the following acts against a family or household member:

(a) Attempting to cause or recklessly causing bodily injury;

(b) Placing another person by the threat of force in fear of imminent serious physical harm or committing a violation of section [2903.211](#) or [2911.211](#) of the Revised Code;

(c) Committing any act with respect to a child that would result in the child being an abused child, as defined in section [2151.031](#) of the Revised Code;

(d) Committing a sexually oriented offense.

2903.211 Menacing by stalking.

(A)

(1) No person by engaging in a pattern of conduct shall knowingly cause another person to believe that the offender will cause physical harm to the other person or cause mental distress to the other person. In addition to any other basis for the other person's belief that the offender will cause physical harm to the other person or the other person's mental distress, the other person's belief or mental distress may be based on words or conduct of the offender that are directed at or identify a corporation, association, or other organization that employs the other person or to which the other person belongs.

(2) No person, through the use of any electronic method of remotely transferring information, including, but not limited to, any computer, computer network, computer program, or computer system, shall post a message with purpose to urge or incite another to commit a violation of division (A)(1) of this section.

(3) No person, with a sexual motivation, shall violate division (A)(1) or (2) of this section.

2907.02 Rape.

(A)

(1) No person shall engage in sexual conduct with another who is not the spouse of the offender or who is the spouse of the offender but is living separate and apart from the offender, when any of the following applies:

(a) For the purpose of preventing resistance, the offender substantially impairs the other person's judgment or control by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.

(b) The other person is less than thirteen years of age, whether or not the offender knows the age of the other person.

(c) The other person's ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the other person's ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age.

(2) No person shall engage in sexual conduct with another when the offender purposely compels the other person to submit by force or threat of force.

Campus Crime Statistics

University of Mount Union Crime Statistics							
Crime Classification		Total On Campus			Non Campus	Public Property	Unfounded
		In Housing	On Campus	Sum			
Reports of Criminal Homicide: Murder and Non-Negligent Homicide	2015	0	0	0	0	0	0
	2016	0	0	0	0	0	0
	2017	0	0	0	0	0	0
Reports of Negligent Manslaughter	2015	0	0	0	0	0	0
	2016	0	0	0	0	0	0
	2017	0	0	0	0	0	0
Rape	2015	0	1	1	0	0	0
	2016	5	1	4	0	0	0
	2017	0	0	0	0	0	0
Fondling	2015	1	0	1	0	0	0
	2016	0	0	0	0	0	0
	2017	0	0	0	1	0	0
Incest	2015	0	0	0	0	0	0
	2016	0	0	0	0	0	0
	2017	0	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0	0
	2016	0	0	0	0	0	0
	2017	0	0	0	0	0	0
Reports of Robbery	2015	0	0	0	0	0	0
	2016	0	0	0	0	0	0
	2017	0	0	0	0	0	0
Reports of Aggavated Assault	2015	0	1	1	0	0	0
	2016	0	1	1	0	0	0
	2017	0	0	0	0	0	0
Reports of Burglary	2015	3	4	7	0	0	0
	2016	10	12	22	0	0	0
	2017	6	2	8	0	0	0
Reports of Motor Vehicle Theft	2015	0	1	1	0	0	0
	2016	0	0	0	0	0	0
	2017	0	2	2	0	0	0
Reports of Arson	2015	0	0	0	0	0	0
	2016	0	0	0	0	0	0
	2017	0	0	0	0	0	0
Arrest for Liquor Law Violations	2015	3	10	13	0	0	0
	2016	0	9	9	12	0	0
	2017	2	2	4	0	1	0
Arrests for Drug Law violations	2015	13	7	20	0	0	0
	2016	3	17	20	1	0	0
	2017	6	5	11	0	0	0
University Disciplinary Referrals for Liquor Law Violations**	2015	112	7	119	0	4	0
	2016	108	1	109	0	0	0
	2017	82	21	103	0	0	0
University Disciplinary Referrals for Drug Law Violations**	2015	1	0	1	0	0	0
	2016	4	6	10	0	0	0
	2017	4	4	8	0	0	0
Arrests for Illegal Weapon Possession	2015	0	0	0	0	0	0
	2016	0	0	0	0	0	0
	2017	0	0	0	0	0	0
University Disciplinary Referrals for Illegal Weapon Possession **	2015	0	0	0	0	0	0
	2016	1	0	1	0	0	0
	2017	1	0	1	0	0	0
Domestic Violence	2015	0	0	0	0	0	0
	2016	0	0	0	0	0	0
	2017	0	0	0	0	0	0
Dating Violence	2015	0	0	0	0	0	0
	2016	3	1	4	0	0	0
	2017	1	0	1	0	0	0
Stalking	2015	0	1	1	0	0	0
	2016	0	4	4	0	0	0
	2017	1	3	4	0	0	0

Hate Crime Statistics																													
Crime Classification		Total On Campus														Unfounded													
		In Campus Housing							On Campus							Non-Campus						Public Property							
		Race	Religion	Sexual Orientation	Gender	Ethnicity	National Origin	Disability	Race	Religion	Sexual Orientation	Gender	Ethnicity	National Origin	Disability	Race	Religion	Sexual Orientation	Gender	Ethnicity	National Origin	Disability	Race	Religion	Sexual Orientation	Gender	Ethnicity	National Origin	Disability
Murder/Non-negligent Manslaughter	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-Theft	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism	2015	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2016	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2017	0	0	0	2	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes for the above tables:

* Although most arrests are addressed disciplinarily, the statistics for disciplinary referrals do not include those crimes where an arrest was made. Inclusion in the statistic for disciplinary referrals does not mean that the individual was found responsible for the violation, only that a referral was made.