



**WESTMINSTER
COLLEGE**

THE POWER IN PURPOSE™

ANNUAL SECURITY REPORT

JANUARY 1, 2022 - DECEMBER 31, 2022

This report is published annually in compliance with the Jeanne Clery Disclosure of Campus security Policy and Campus Crime Statistics Act (20 U.S.C Section 1092(f)). All currently registered students as well as employees are directly mailed (via campus e-mail) a notice by October 1 of each year which includes a statement of the report's availability, the electronic address at which it is posted, a brief description of the contents, and a notice that a paper copy will be provide upon request. An electronic version is available online at the following link: <https://www.wcmo.edu/student-life/security/clery.html>

Printed copies may be requested by calling the Director of Campus Safety & Security at 573-592-5515, by written request, or in person at the following location:

Office of Campus Security & Safety

OFFICE LOCATION: 710 Westminster Avenue

MAILING ADDRESS: 501 Westminster Avenue

Fulton, MO 65251

Preparing Westminster's ASR

Westminster College has a Clery Task Force, comprised of campus officials from the following areas: the Office of Student Life (including The Wellness Center and Residential Life), the Office of Campus Security & Safety, and the Office of Human Resources. This Task Force continually monitors campus incidents to identify Clery reportable crimes, and has shared responsibility in the creation of the College's ASR. This Task Force utilizes reports from internal constituents and reporting mechanisms, as well as reports from the Fulton Police Department, to determine the institution's reportable offenses.

Crime Reporting

Any individual on the Westminster College campus who is a victim of, or observes any criminal activity, should immediately report the incident to the Fulton Police Department (911), or Westminster's Campus Security (573-592-5555 OR 573-540-3764). Crimes should be reported even when the victim/survivor of the crime elects not to make a report, or is unable, either physically or mentally, to make a report. Persons reporting criminal incidents should provide as much information as available. If possible, this should include the location, nature of injuries, description of possible criminals/perpetrators, and a short statement of what occurred. Fulton Police officers will respond to protect victims, investigate the incident as necessary, and make arrests when appropriate. Crimes reported to Campus Security will be documented with a campus incident report and could also be referred to the Fulton Police Department, depending on the nature of the crime.

If campus community members wish to report a crime in person, they may do so by visiting the FPD at 935 US BUSINESS 54 South, or by visiting the Campus Safety and Security Office at 710 Westminster Avenue. There are also six (6) Emergency Phones on campus, which provide direct contact to local 911 responders. These phones are located at the following campus locations:

- Northeast corner of Mueller Student Center
- North side of Lot B parking (behind Sloss Hall)
- 300 block of West 5th St. (directly across from Sigma Alpha Epsilon fraternity house)
- Northwest corner of Westminster Grove Townhouses (near Maple and Oak)
- 500 block of West 7th St (directly across from Wetterau Sports Center)
- Corner of Hickman Avenue and 7th St., outside Hickory Community Room entrance

Conduct which may include criminal activity can also be reported to Residential & Greek Life staff, both professional and paraprofessional, or the Office of Student Life. These incidents may include

both campus policy violations in addition to criminal activity. However, community members are still encouraged to utilize the Fulton Police Department for reporting and investigation, where necessary.

Westminster College regularly monitors and records criminal activity, with support of the Fulton Police Department, at non-campus locations of student organizations officially recognized by the College, including student organizations with non-campus housing facilities. Reports which include such activity are obtained on a regular basis from the Police Department by Campus Safety & Security.

Emergencies (i.e. medical, fire, crime, etc.) should always be reported to the Fulton Emergency Communications Department by calling 911. This can be done independently or through the use of our Emergency Phones located throughout campus. Non-emergency situations should be reported to Campus Safety & Security (573-592-5555 OR 573-540-3764).

Campus Security Authorities

Conduct or crimes which may need to be tracked for inclusion in the annual security report can be reported to any officer from Campus Safety & Security (573-592-5555 OR 573-540-3764), or the Fulton Police Department (573.592.3100). Additionally, crimes can be reported to a Campus Security Authority (CSA). CSA's are members of the Westminster community whose functions involve relationships with students or who have significant responsibilities for student and campus activities. CSAs have a duty to report incidents to Campus Safety & Security for federal statistical reporting purposes ("Clery Act"). CSAs, in addition to the Fulton Police Department and Campus Safety & Security, attempt to keep all personally identifiable information as confidential as possible, while insuring that statistical information regarding an incident and general location (on or off campus, sans address) 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 ultimately ensure greater community safety.

Responsible officials identified as CSAs include: Vice-President/Dean of Student Life, campus safety & security, coaches, the Director of Athletics, Residential Life staff (including professional and student members), human resources staff, advisors to campus clubs and organizations, and any other official with significant responsibility for student and campus activities. The Office of Human Resources maintains a list of all employees meeting this definition and the Title IX Coordinator/Director of Human Resources provides annual training to them to ensure they understand the breadth of their responsibilities. The information which needs to be shared about an incident includes the date, location (using Clery location categories and terminology) and the Clery crime category. This method of reporting protects the identity of the victim/survivor and could be done anonymously.

Westminster College encourages pastoral counselors (the Chaplain and Chaplain Resident) and professional licensed counselors, employed through the Wellness Center, to inform persons they are counseling of any procedures to report crimes on a voluntary and confidential basis, as the counselors deem appropriate. These incidents, if reported, will be included in the College's annual disclosure of crime statistics for the respective year, while also protecting the confidentiality of the individuals involved.

Facilities Access

Westminster College operates under standard business hours of 8:00 a.m. – 5:00 p.m., Monday-Friday on a weekly basis. Rare exceptions may occur for national and/or local holidays, as approved by the President and Cabinet of Westminster College. As such, campus facilities (including administration buildings, academic buildings and student service facilities) are deemed open to the public during standard business hours or when approved campus events are scheduled in facilities outside of business hours. Academic, administration, and service buildings are typically secured when they are not in use

during weekends and evening hours and will only be unlocked and accessible as needed. However, select academic facilities may be available for student use after hours. Campus security officers regularly patrol all facilities on campus, 24 hours a day, seven days a week.

Unless a facility is specifically opened after business hours for authorized use or approved campus events, all buildings and facilities other than campus housing facilities are off limits to all persons, including students and/or the greater community. There are some areas of campus specifically identified as off-limits to all persons other than trained and approved special staff (i.e., physical plant and maintenance areas, labs, etc.). If a student requires after-hours access to a campus facility, the sponsoring faculty or staff member must submit a written request to the Director of Campus Safety & Security in advance of the access period. This request should include a list of names of approved students, as well as any restrictions to their access privileges (i.e., time or day).

Students living in college owned or approved housing will have 24 hours, all access to their respective living areas. However, students who are not residents of a specific area will not have private access to other campus living areas and should always receive building access from a host who resides in that facility. Campus security will not grant access to living areas where a student is not specifically assigned. In addition, campus security will not grant access to private living units if the requesting student is not an actual resident.

In select areas of campus, students will not be permitted to participate in activities without an adult staff or chaperone present for assistance in the event of a campus emergency. These areas include, but are not limited to, all recreational activity spaces (i.e., HAC gym, the Historic Gym, Wetterau Sports Center, etc.). In addition, all students, faculty and staff are expected to carry an official Westminster identification card to potentially gain access or show proof of student and/or employment status with the College.

Law Enforcement & Jurisdiction

Westminster College reserves the right to take necessary and appropriate action to protect the safety and well-being of the campus community subject to the inherent right of the Board of Trustees and the delegated right of the President of the College to exercise supervision over all or any disciplinary matters of the College. Such action may include pursuing disciplinary action for any violation of state or federal law – on- or off-campus that affects the College’s educational interest.

As such, Westminster’s Office of Campus Safety & Security also has inherent authority over all Westminster property and community members. Campus security officers have the authority to ask any member or guest of the College community to produce legal identification upon request and determine whether an individual has a right to visit campus for personal or professional business. While Westminster’s security officers do not possess arrest authority, they do have the ability to issue official trespass warnings to individuals no longer welcome on campus. Security officials also have the authority to search a student’s private residence or vehicle, with appropriate permissions from the student or at the directive of the VP/Dean of Student Life.

Westminster’s Director of Campus Safety & Security maintains a collaborative working relationship with the Fulton Police Department, the Callaway County Sheriff’s Department, State Highway Patrol, and all other emergency personnel within the City of Fulton. Both Campus Security officials and Student Life personnel have the authority to invite local law enforcement to campus to assist or consult with any reported crime and the subsequent investigation. The College and local law enforcement agencies also share incident reports as necessary to assist with Clery crime reporting and/or compiling statistics.

Accurate & Prompt Reporting

Community members, students, faculty, staff and guests are encouraged to report all crimes and public safety related incidents to Campus Security in a timely manner. To report a crime or an emergency on the Westminster College campus property, call Campus Security at 573-592-5555 OR 573-540-3764.

Security Officers are on duty 24/7 to answer your call. In response to a call, Campus Security will take the required action, respond to the scene, contact the Fulton Police Department for assistance, or ask the victim to file an incident report with Campus Security. All incident reports are forwarded to the Dean of Student Life's Office for review and potential action. If a sexual assault or rape should occur, the Wellness Center has 24/7 on-call counselors who will be summoned by Security to offer the victim a wide variety of services. All crimes should be reported to Campus Security to ensure inclusion in the Annual Crime Statistics Report and to aid in providing Timely Warning Notices to the community when appropriate.

Emergency Notification Policy

Emergency Notifications will be issued in compliance with the Higher Education Opportunity Act (HEOA) of 2008 in response to a significant emergency or a dangerous situation either on campus, or in select cases, off campus, that in the judgement of the College constitutes an immediate, imminent, or impending threat to the health, safety, and/or security of members of the College community.

Emergency notifications are considered for the following types of incidents: severe weather, hazardous chemical or hazardous materials spills, violent intruder, significant outbreak of illness, flood, fire, earthquake, gas leak, bomb threat, terrorist incident, explosion, or any other circumstance which may constitute an immediate threat to the College community.

Procedure for issuing emergency notifications:

1. Anyone with information believed to warrant an emergency notification should promptly report the circumstances to Campus Safety & Security by phone (573-592-5555 OR 573-540-3764).
2. The Director of Campus Safety & Security (or designee) shall confer with the appropriate public or institutional officials responsible for managing the emergency and decide whether an emergency notification shall be issued.
3. Every attempt will be made to issue the notification as soon as possible after the incident is reported to Campus Safety & Security; however, the release is subject to the availability of accurate facts surrounding the incident. The Director of Campus Safety & Security (or designee) shall make contact with relevant first responders (both public and campus) to obtain information necessary to confirm the existence of a legitimate emergency and/or threat.
4. If the determination is made that an emergency notification shall be issued, the Director of Campus Safety & Security (or designee) shall confer with the appropriate public and/or college officials to determine who needs to be notified and the content of the emergency notification. Things to consider while making this determination include which members of the community may be endangered by the emergency, whom else may be affected by it, and what information is appropriate to communicate to relevant constituents.
 - a. The decision to issue an emergency notification shall be made on a case-by-case basis after consideration of the available facts, including factors such as the nature of the emergency and/or the continuing risk to the campus community.
5. Once an emergency notification message is prepared, the Director of Campus Safety & Security (or designee) shall without delay, initiate the notification. The notification may be distributed in one or more of the following methods:
 - a. Westminster's TextCaster alert system, which will send a text message notification to all students, faculty, staff, and other constituents enrolled to receive this service. Community members may sign up for [TextCaster](#)

- b. Via mass e-mail message, sent to members of all relevant listservs (including DL-Students; DL-Staff and DL-Faculty)
 - c. Audio/Visual message boards
 - d. Westminster's website
 - e. Via official press releases, shared with local media outlets
 - f. Campus flyers and/or postings
 - g. Door-to-door messaging via campus housing
 - h. City of Fulton notification services (specifically for cases of weather warnings)
 - i. Any other means appropriate under the emergency circumstances and relevant to our campus community.
6. Emergency notification messages should include the following details, as appropriate:
- a. A statement as to what the emergency or dangerous situation is, in clear and specific terms;
 - b. A statement providing direction as to what action the message recipient should take to ensure their own safety;
 - c. A statement as to where or when additional information may be obtained or become available;
 - d. If applicable, a list or link to relevant campus or community resources available to the Westminster community.
7. Testing of the College's Emergency Notification System should be done at least once annually. Different components shall be tested on an individual basis to ensure the College's ability to rely on that component for communication in case of an emergency. These tests should be planned and performed by the Safety Committee. These tests may be announced or unannounced; however, at least one shall be publicized in conjunction with the College's emergency response and evacuation procedures.
- a. Each test should be documented to include a description of the exercise, the date of the test, the start and end times of the test, and whether the test was announced or unannounced.

Timely Warnings Policy

Timely warnings will be issued in compliance with the Jeanne Clery Act in response to reported crimes committed either on campus, or in some cases, off campus, that in the judgement of the College constitutes a serious or continuing threat to members of the College community. Timely warnings issued for criminal incidents will not include names or other identifying information about victims/survivors of the incident.

Timely warnings are considered for the following classifications of reported crimes: criminal homicide, sex offenses, robbery, aggravated assault, hate crimes, burglary, motor vehicle theft, and arson, as outlined in Jeanne Clery Disclosure of Campus Security and Policy Crime Statistics Act (20 U.S.C. § 1092(f), with implementing regulations in the U.S. Code of Federal Regulations at 34 C.F.R. 668.46.). Timely warnings may also be issued for other reported crimes as deemed appropriate under the circumstances. A decision of whether to issue a timely warning will be made in compliance and consideration of the Clery Act and in an effort to prevent similar crimes from occurring.

Procedure for issuing timely warnings:

- 1) Anyone with information believed to warrant a timely warning should promptly report the circumstances to Campus Safety & Security by phone (573-592-5555 OR 573-540-3764).
- 2) The Director of Campus Safety & Security (or designee) shall confer with the VP/Dean of Student Life (or designee) to decide whether a timely warning shall be issued.

- 3) Every attempt will be made to issue the timely warning as soon as possible after the incident is reported to Campus Safety & Security; however, the release is subject to the availability of accurate facts surrounding the incident.
 - a) The decision to issue a timely warning shall be made on a case-by-case basis after consideration of the available facts, including factors such as the nature of the emergency and/or the continuing risk to the campus community or the possible risk of compromising law enforcement efforts and investigation.
- 4) If the determination is made that a timely warning shall be issued, the Director of Campus Safety & Security or the VP/Dean of Student Life shall inform the College community by one or more of the following means, depending on the circumstances of the situation:
 - a) Westminster's TextCaster alert system, which will send a text message notification to all students, faculty, staff, and other constituents enrolled to receive this service. Community members may sign up for [TextCaster](#)
 - b) Via mass e-mail message, sent to members of all relevant listservs (including DL-Students; DL-Staff and DL-Faculty)
 - c) Mass telephone notification
 - d) Audio/Visual message boards
 - e) Westminster's website
 - f) Via official press releases, shared with local media outlets
 - g) Campus flyers and/or postings
 - h) Door-to-door messaging via campus housing
 - i) Any other means appropriate under the emergency circumstances and relevant to our campus community.
- 5) The timely warning notice shall not only contain the circumstances regarding the crime or incident, but it shall also contain additional information to help promote safety and, where appropriate, means to avoid similar crimes. Timely warnings shall typically include the following information, if available:
 - a) A succinct statement of the incident, including the nature and severity of the threat and the locations of the persons who might be affected;
 - b) Any connection to previous incidents;
 - c) Physical description of the suspect(s) and/or vehicle(s);
 - d) Date and time the warning was released;
 - e) Other relevant and important information, such as any bias, motive, gender of the victim/survivor, and/or student/non-student status;
 - f) Additional safety tips;
 - g) If applicable, a list or link to relevant campus or community resources available to the Westminster community.

As a reminder, conduct, incidents, or crimes which result in the issuance of either an emergency notification or timely warning can be reported to any campus security official, the Fulton Police Department, or the VP/Dean of Student Life.

Registered Sex Offenders

In accordance with the Campus Sex Crimes Prevention Act, the Campus Security webpage provides a link to the Callaway County Registered Offender List: <http://www.callawaysheriff.org/sex-offenders/>. This act amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act, and the Family Educational Rights and Privacy Act of 1974 and requires institutions of higher education to issue a statement advising the campus community where information about registered sex offenders may be obtained. It also requires sex offenders to provide notice to each institution of higher education at which the person is employed, carries a vocation, or is a student. As required by the Missouri Revised Statutes Chapter 589.400, the Callaway County Sheriff's

Department maintains a list of convicted offenders residing in Callaway County who are registered under section 589.400 RsMo.

In accordance with the Higher Education Opportunity Act, Westminster College has the following policy and procedure in place for reporting and investigating a report of a missing student. If a Westminster student has not been seen on campus for more than 24 hours and community members do not know where the student may be or are concerned about their whereabouts, the Vice President/Dean of Student Life should be notified or Student Life staff member. If this report is made after typical business hours, community members should immediately notify Campus Security (573-592-5555 OR 573-540-3764), and they will be able to contact the Vice President/Dean of Student Life or his/her designee.

If the student of concern has been missing for 24 hours and is 18 or older, the College will notify the proper local authorities and cooperate with any initiated investigation. At this time, the College may also begin contacting close acquaintances of the missing student to assist with the investigative process. If the student of concern has been missing for 24 hours and is under the age of 18, their permanent legal guardian will be contacted immediately by the Office of Student Life. After the permanent legal guardian has been contacted, the College will cooperate with both the guardian and the local authorities to pursue the appropriate course of action.

If community members are concerned about the student's whereabouts and feel that they may be in danger, they should immediately contact Campus Security, the Fulton Police Department, and/or call 911 if there is immediate, present danger. Depending on the circumstances regarding the student's absence or status, the College reserves the right to notify parents and/or permanent legal guardian regarding the report of the missing student at any time, regardless of their age.

Alcohol and Drug Abuse Policies

Westminster College believes that the use of illegal drugs and the abuse of alcohol impedes the intellectual and social growth of students and has a negative impact on the Westminster community. To fulfill the Concept for Student Development through its programs and procedures, the Westminster Alcohol Policy seeks to accomplish the following objectives:

- To promote a campus climate that encourages individuals to cultivate and exhibit mature, healthy, responsible, and lawful conduct relative to the possession and use of alcohol.
- To encourage compliance with all relevant laws regarding the possession, use, and sale of alcohol.
- To influence the social climate and expectations of the campus in ways that promote a positive, safe, and balanced social environment.
- To provide educational programming that informs students of the potential dangers of alcohol and promotes responsibility and moderation relative to alcohol use.
- To implement appropriate conduct mechanisms and sanctions for individuals who violate the standards set forth by the Policy.

The educational mission and the values of Westminster College – **Integrity, Fairness, Respect, and Responsibility** – require that students act responsibly with regard to alcohol. Furthermore, the College prohibits **unlawful** possession, use of, or distribution of illegal and prescription drugs, including alcohol, by students and employees on Westminster property or at any College-sponsored activity. Westminster College takes a strong stance on the possession and use of illegal substances. Westminster regards possession, use, or distribution of illegal drugs as a violation of college regulations and of the law. The College reserves the right to have professional staff immediately contact local police to assist with suspected violations, particularly in the case of uncooperative residents, repeated situations, or to help determine the source of an alleged violation. In situations

where any volume or quantity of illegal or controlled substances are present the College will always contact local law enforcement for collection and disposal of said substances.

Students of the College and their on- and off-campus guests who choose to possess and/or consume alcoholic beverages are expected to abide by college policy, and by all federal, state and local laws regarding alcohol. Westminster students will be held accountable for their own actions and for those of their guests. While the College expects responsibility and moderation with regard to alcohol use, students should not be reluctant to report instances of intoxication, sexual misconduct or seek medical attention for immediate medical needs because they fear being charged with policy violations (as outlined in the College's Student Handbook policies).

The presence or possession of drug paraphernalia, illegal substances, and misuse of legal (prescription) drugs are all regarded as violations of the Westminster College's policy. In incidents where any professional staff member detects and confirms the odor of marijuana with no physical evidence, probable cause exists to authorize a room search for controlled substances. Any illegal item(s) found and confiscated by college staff will be itemized and included in a formal report. If controlled substances are found, local law enforcement agencies will be notified.

Where it may be effective, the College prefers a policy of developmental discipline and rehabilitative education, as opposed to mandatory punishment. The developmental nature of the College community raises the expectation that assistance will be offered to any member who is suffering from the abuse of any substance. This help may be in the form of educational programs, on-campus counseling, or off-campus counseling referrals. If the College believes that developmental discipline and/or rehabilitative education is not effective, it will terminate its relationship with students or employees who persist in their use of illegal drugs or in their unlawful possessions of any substance, including alcohol.

Counseling and Treatment

Short term alcohol and other drug counseling is available on campus to students through The Wellness Center, Westminster Hall lower level, (573) 592-5361. The Wellness Center offers BASICS (Brief Alcohol Screening and Intervention for College Students), a consultation process that assesses one's attitudes, beliefs, values, and behaviors around the use of alcohol and/or other substances. Students can participate in BASICS programming one of two ways: by either contacting the Wellness Center to schedule an appointment or by being referred for such services by the College (i.e., by the Dean of Student Life, Director of Residential or accountability officer) due to an alcohol and/or drug policy violation. If students are in need of more intensive or inpatient treatment, they will be referred to appropriate rehabilitation services in the Columbia/Kansas City/St. Louis area.

Resources for Employees:

All Westminster College employees dealing with substance abuse issues are encouraged to utilize our 'Life EAP (Employee Assistance Program) and Beneficiary Services'

- Toll free phone with access to master level counselor 24/7, phone consultations with financial professionals, and referral to community resources. Phone Number: (866) 3024480 or (888) 887-4114; Website: www.liveandworkwell.com

Employees enrolled in Westminster College's medical benefit may also utilize the 'Substance Abuse Treatment Hotline' through United Healthcare. The Helpline is a free and confidential benefit of your health plan.

- Phone Number: (855) 780-5955, 24 hours a day to speak with a substance use recovery advocate who will listen, provide support and develop personalized recovery plans. Website: liveandworkwell.com/recovery

Potential Legal Sanctions for Violation of Relevant Laws

Legal sanctions for violations of federal, state, or local laws governing the use or possession of alcohol vary by the type of offense and may include fines, classes, community service, license suspension or revocation, and/or incarceration, as well as a misdemeanor or felony conviction on an individual's criminal record.

Sanctions for Alcohol Policy Violations

Infractions of the Westminster College Alcohol Policy by individual students and student organizations will result in disciplinary action and may in some cases subject the student or students to criminal or other legal action. The number of infractions is cumulative over the student's tenure at Westminster College. The sanctions for infractions of the alcohol policy by individual students or groups are listed below. Although the sanctions listed are typical, the Vice President/Dean of Student Life has wide latitude in assessing punishments and developmental actions to fit the seriousness of the offense. Aggravating factors such as property destruction, threats to the well-being of others, and disrespect of staff will be taken into consideration.

Please see [General Student Conduct Procedures](#) section for detailed description of conduct hearing, adjudication, definitions of conduct warning/disciplinary probation status, and appeal procedures.

First offense – Students will normally be placed on Conduct Warning, assigned on-campus community service, Judicial Educator online alcohol training, and assessed a \$100 fine, placed on the student's college account. If a student is involved in a more significant violation, such as providing minors or intoxication leading to harm to others, self or property, the sanctions may include restitution, disciplinary probation, and other sanctions as appropriate.

Second offense – Student will normally be placed on Disciplinary Probation, assigned a minimum of 20 hours of on-campus service, assessed a \$200 fine placed on the student's college account, and a mandatory meeting with the Vice President/Dean of Student Life. The student may also be sent to the Oath and Values Board. The student must complete an alcohol assessment, or possibly a substance abuse education program, at the student's expense, and completed within a reasonable time frame. If the student does not complete the program, they can be immediately suspended or dismissed from the College. If appropriate, the student will be considered for immediate dismissal from the residence hall or other campus housing.

Third Offense – Student will be eligible for all sanctions listed for a first or second offense as well as suspension or dismissal from the College. If a fine is appropriate, the fine can be up to \$500.

Group Alcohol Offenses

A group is defined as 3 or more individuals, living group, fraternity/sorority, or organization who provides possesses, sponsors, has in its presences or on its property, or host kegs, cash bars without a third-party vendor, drink-a-room parties, games involving drinking, pure grain alcohol parties, a common source of alcohol, or similar events that would be defined as an unregistered party.

First group alcohol offense – Will result in conduct warning and may be assigned additional sanctions including but not limited to: on-campus community service, judicial educator online training, educational or prevention meeting or presentation, assessed up to a fine of one thousand (\$1000), possible restriction of privileges. If the group is involved in a more significant violation, such as providing minors or intoxication leading to harm to others, self or property, the sanctions may include restitution, disciplinary probation, and other sanctions as appropriate.

Second offense within one year – May result in disciplinary probation and may be assigned additional sanctions including but not limited to: on-campus community service, judicial educator online training, educational or prevention meeting or presentation, assessed up to a fine of one thousand (\$1000), possible restriction of privileges.

Third offense within two years – Student groups will be eligible for all sanctions listed for a first or second offense as well as suspension or dismissal from the College. If a fine is appropriate, the fine can be up to \$5,000.

Sanctions for Drug Policy Violations

First offense – Students will be placed on Conduct Warning, may be assigned additional sanctions including but not limited to:

- On-campus community service
- Judicial Educator online alcohol training
- Educational or prevention meeting or presentation
- Assessed up to a \$500 fine, placed on the student’s college account.
- Mandatory meeting with the Vice President/Dean of Student Life in conjunction with one or more of the following additional sanctions: legal action, restitution, individual drug assessment attendance (at the student’s financial expense), eviction from college-owned or approved housing.

Second offense – Students will be placed on Disciplinary Probation, may be assigned additional sanctions including but not limited to:

- On-campus community service
- Judicial Educator online alcohol training educational or prevention meeting or presentation.
- Assessed up to a \$1,000 fine, placed on the student’s college account.
- Mandatory meeting with the Vice President/Dean of Student Life in conjunction with one or more of the following additional sanctions: legal action, restitution, individual drug assessment attendance (at the student’s financial expense), eviction from college-owned or approved housing.

Third offense - may result in suspension or dismissal from the college as well as other penalties. The number of infractions is cumulative over the student’s tenure at Westminster College.

** The cases where there may be evidence of distribution, with or without evidence of personal use, will result in immediate expulsion from Westminster College.*

Campus Programming and Education

1. First-Year Student Initiatives: All first-year students are required to enroll in a 1-credit hour leadership course “The Leader Within” during their first semester at Westminster College. Various health-behavior education topics are used throughout this course, including alcohol responsibility, sexual assault, drug use/abuse, and wellness. These specific topics give information about norms on Westminster’s campus, introduce local and state laws, explain how

their behaviors impact the Westminster community, and provide interactive education to influence positive behaviors.

- a. 2019-2020 –our campus added Not Anymore is a required online interpersonal violence prevention course to be completed by all new and returning students. The reality-driven course, featuring student survivors and presenters, is designed to educate students about consent, healthy relationships, bystander intervention, and more.
2. General Student On-going Prevention Initiatives:
 - a. Campus-wide trainings
 - b. Green Dot bystander intervention program.
 - c. QPR certification for suicide prevention; Question, Persuade, Refer
 - d. Not Anymore Online Interpersonal Violence Prevention Course (mandatory training for all students)
 - e. The peer health educator program is an active volunteer group made up of 15-20 students. These students are trained through The BACCHUS Network programming including The Certified Peer Health Educator Training and the NASPA Regional Meeting of the Minds conference. Additional topic-specific trainings are provided throughout the year. This organization meets weekly and provides evidenced-based programming on a variety of health topics throughout the year. Programming specific to alcohol responsibility includes hosting an alcohol responsibility week, bringing in speakers, tabling events, social norms messaging, partnering with other campus groups to provide additional late-night programming throughout the school year, and providing presentations to classrooms and residential halls.
 - f. Resident Advisor (RA) and Seminar mentor training. These students are campus leaders whom have been selected to serve in these capacities and have a professional staff/faculty advisor that meets with them weekly. They are trained on a variety of prevention and risk management areas and serve as a liaison for campus prevention student needs.
 - g. Alcohol-free, late-night programming occurs through Campus Activities Board.
3. Brief Alcohol Screening and Intervention for College Student (BASICS) programming is available to all Westminster College students that would like to examine their drinking behavior and lower the risks and unintended consequences from alcohol use. This program has been built into the disciplinary action program to require students with relevant alcohol-related offences to attend BASICS sessions
4. Task-Force/Strategic Planning-Strengthen our campus and community alcohol task force to be more diverse and integrated, using the Promising Practices: Campus Alcohol Guide and the Missouri Partners in Prevention Model.

*Westminster College is a member of the Missouri Partners in Prevention (PIP) program, a higher education consortium dedicated to creating safe and healthy college campuses. This group assists with campus policy review and makes recommendations on the most effective measures to take on campus and in the community regarding alcohol misuse and abuse. This coalition works with other Missouri colleges and universities to benchmark best practices, as well as current trends in prevention education. Because of our membership with PIP, Westminster has access to additional programming funds, survey results from all PIP member institutions, and local/regional conference opportunities. Historically, FULPIP (Fulton’s PIP organization) participation has included representation from the following areas of campus: Student Life, The Wellness Center, Residential & Greek Life, Athletics, Student Involvement, Campus Safety & Security, Human Resources, and Faculty.

Federal Drug Free Schools and Campuses Regulations: Notification/Distribution

As a requirement of Drug Free Schools and Communities Act (1989) Westminster College is to disseminate and ensure receipt of the below policy/information to all students, staff, and faculty on an annual basis. This process is a shared initiative between the Offices of Student Life and

Human Resources. All policy information is sent in a mass email to all faculty, staff, and students at the beginning of each semester. Questions concerning this policy and/or alcohol and other drug programs, interventions and policies may be directed to VP/Dean of Student Life at (573.592.5269) [or StuLife@wcmo.edu](mailto:StuLife@wcmo.edu).

Biennial Review

A biennial review of the alcohol policy, rehabilitation programs, disciplinary procedures, and requests regarding considered changes to the policy will be reviewed during even numbered years in the spring. The review is conducted, and summary report prepared by the alcohol/drug task force, chaired by the Vice-President/Dean of Student which includes student, faculty, and staff representation. The summary report will be kept on file with the Office of Student Life.

Alcohol and Drug Use by Employees

It is Westminster's desire to provide a drug-free, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.

Except as noted below, no employee may use, possess, distribute, sell, or be under the influence of alcohol or illegal drugs while in the workplace. The legal use of prescribed drugs is permitted on the job so long as it does not, in the judgment of the appropriate campus administrators, impair an employee's ability to perform the essential functions of his or her job and in a manner that does not endanger other individuals in the workplace. The use of alcohol is permitted at formal faculty gatherings and at department and/or division events and gatherings. With the approval of the President or other members of the Cabinet, alcohol may also be permitted at other events on campus. Westminster requires the cooperation of all employees in administering this policy.

Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences. Employees with questions or concerns about substance dependency or abuse are encouraged to discuss these matters with their supervisor, a staff member of the Counseling Center, or a member of the college administration with whom the employee feels comfortable. Employees with questions on this policy or issues related to drug or alcohol use in the workplace should raise their concerns with their supervisor or the other appropriate people without fear of reprisal.

TITLE IX SEXUAL HARASSMENT POLICY

Westminster College is committed to providing a learning environment free of all forms of violence, abuse, intimidation, fear, discrimination, and coercive conduct, including Sexual Harassment. Westminster College does not tolerate Sexual Harassment, as defined in this policy. Sexual Harassment is a serious offense and is a violation of the College's core values of fairness, integrity, respect, and responsibility.

Westminster College is committed to educating its community members on all forms of Sexual Harassment and to empowering students, faculty and staff to speak out against these acts. All reports of Sexual Harassment will be taken seriously and addressed through the processes outlined in this policy.

The purpose of this Title IX Sexual Harassment Policy is to prevent and respond to Sexual Harassment on campus and to restore equal access to the College's educational programs and activities. It is meant to encourage all members of the campus community to take responsibility

for their behavior, to ensure compliance with applicable campus, state and federal regulations, to fairly discipline and sanction behavior that is inconsistent with the Westminster's values (fairness, respect, responsibility, & integrity), and to educate the Westminster community about implications and consequences of prohibited behavior. This Title IX Sexual Harassment Policy below includes definitions of terms, prevention information, procedures, and resources available in the event of Sexual Harassment.

Statement of Policy

The College does not discriminate on the basis of sex in its education programs and activities. Furthermore, the College strictly prohibits Sexual Harassment, as defined in this policy. This policy applies to any member of the College community, including students, faculty, and staff, as well as contractors, vendors, visitors, guests and other third parties. Additionally, the College prohibits retaliatory actions including, but not limited to, acts of intimidation, threats, coercion or discrimination against individuals who make reports or complaint of prohibited Sexual Harassment or participate in or refuse to participate in an investigation, proceeding, or formal hearing concerning a violation of this Policy.

Scope of the Policy

The Title IX Sexual Harassment Grievance Process set out in this Policy pertains to Sexual Harassment, as defined by this policy, committed by or against students and/or employees, when: (1) the conduct occurs on campus or other property owned or controlled by the College; or (2) the conduct occurs in the context of a college employment or education program or activity within the United States. The College's education program or activity includes locations, events, or circumstances over which the College exercises substantial control over both the respondent and the context in which the Sexual Harassment occurred, and also includes any building owned or controlled by a student organization that is officially recognized by a postsecondary institution (such as fraternity or sorority house).

All members of the Westminster College community have the right to submit a complaint or raise concerns regarding Sexual Harassment under Title IX pursuant to this Policy without fear of retaliation.

A complete copy of College's Title IX Sexual Harassment Policy can be accessed via the website at www.wcmo.edu. Hard copies are available at Title IX Coordinator's Office, Westminster Hall 146. Complaints that do not fall under the scope of this process will be addressed by the College's Harassment and Discrimination Policy or another applicable student or employee policy. Please refer to Student Handbook or Employee Handbook for more information on reporting and the adjudication procedures involving complaints that fall outside the scope of this Policy. Any individual with questions about which policy may apply in a given set of circumstances should contact the College's Title IX Coordinator.

Title IX Coordinator

Title IX of the Education Amendments of 1972 ("Title IX") is a federal law that prohibits sex discrimination in federally funded education programs and activities within the United States. Title IX also prohibits retaliation against any individual who files a complaint pursuant to Title IX, or who participates in a Title IX complaint investigation. Any inquiries regarding Title IX or this Policy should be directed to the Associate Vice President & Chief Human Resources Officer as the College's Title IX Coordinator. The College's Title IX Coordinator is responsible for implementing and monitoring Title IX Compliance on behalf of the College, the coordinating training, education, and communications in regards to this Policy; administering the grievance procedures for handling complaints of violations of this Policy; and meeting with students

regarding issues relating to Title IX and this Policy. The Vice President/Dean of Student Life and Vice President/Dean of Academic Affairs serve as Deputy Title IX Coordinators. The Vice President/Dean of Student Life provides support to the Title IX Coordinator on issues affecting students, the Director of the Learning Opportunities Center/Faculty Athletic Representative provides support to the Title IX Coordinator on issues affecting student athletes, and the Vice President/Dean of Academic Affairs provides support to the Title IX Coordinator on issues affecting faculty. These Deputy Title IX Coordinators can also provide oversight in case the Title IX Coordinator is unavailable or if the Title IX Coordinator has a conflict of interest with a party in a grievance process. The contact information for each of these individuals follows:

<p><i>Associate VP & Chief HR Officer</i> 573-592-5226 mandy.march@wcmo.edu Washington West Second Floor</p>	<p><i>Vice President/Dean of Student Life</i> 573-592-5269 or 573-592- 5242 kasi.lacey@wcmo.edu HAC-Craighead Office</p>
<p><i>Vice President/Dean of Faculty</i> 573-592-5212 Ingrid.Ilinca@wcmo.edu Westminster Hall 127</p>	<p><i>Director of the Learning Opportunities Center</i> 573-592- 5304 karen.tompsonwolfe@wcmo.edu Westminster Hall 34</p>

Definitions

Sexual Harassment:

For the purposes of this policy, Sexual Harassment is defined as conduct based on sex that maybe one or more of following:

1. Employee conditioning provision of an aid, benefit, or service on an individual’s participation in unwelcome sexual conduct (i.e., a quid pro quo), or
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the College’s education program or activity; or
3. Sexual assault, stalking, dating/domestic violence, as defined herein.

Sexual Assault: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- Sexual Assault includes, but is not limited to, the following acts when they occur without consent of the victim:
- Any penetration, however slight, of the genitals or anus of one person with the genitals of another person,
- Any act involving the genitals of one person and the hand, mouth, tongue, or anus of another person,
- Any sexual act involving penetration, however slight, of the genitals or anus of one person by a finger, instrument, or object,
- Touching of another person’s genitals or breasts under or over the clothing, or
- Touching of one person with the genitals of another person under or over the clothing,

Dating Violence: Violence by a person who has been in a romantic or intimate relationship with the individual to whom the violence is directed. Whether there was such a relationship will be gauged by its length, type, and frequency of interaction.

Domestic Violence: Domestic Violence is a felony or misdemeanor crime of violence committed:

- By a current or former spouse or intimate partner of the victim
- By a person with whom the victim shares a child in common
- By a person who is cohabitating with or has cohabitated with the victim as a spouse 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
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred

Stalking: Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his/her/their own safety or the safety of others, or suffer substantial emotional distress.

For purposes of this policy:

- "Course of conduct" means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property
- "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling
- "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim

Complainant: A Complainant is any individual who is alleged to be the victim of conduct that could constitute sexual harassment under this Policy, in connection with his/her/their participation in or attempted participation in an educational program or activity of the College. A Complainant may be a student, an employee, or a third party.

Respondent: A Respondent is an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Understanding Consent

Consent is the unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter with a specific individual. Consent must be informed, freely given, and mutual. Consent is clear, mutually understandable words or actions communicating an agreement to engage in specific sexual or intimate conduct.

A current or past dating or sexual relationship, by itself, does not create consent. Consent to sexual activity in the past does not create consent to future sexual activity. Consent to sexual activity with one person does not create consent to sexual activity with another person. Consent to one sexual activity does not create consent to another sexual activity. Consent can be withdrawn at any time during a sexual encounter.

Consent cannot be given as the result of force, coercion, intimidation, or threats. Consent cannot be given by one who is incapacitated, voluntarily or involuntarily, due to a physical condition, including, but not limited to, the use or influence of drugs or alcohol, or being in a state of unconsciousness, sleep, or other state in which the person is unaware that sexual activity is occurring. If there is any doubt as to another person's capacity to give consent, community members should assume the other person does not have the capacity to give consent.

A person cannot consent if he/she/they are under the age of consent or if the person has a mental disability that impairs the individual's ability to provide consent.

Options for Reporting Sexual Harassment

Every report of Sexual Harassment received by the College will be taken seriously and action will be taken as appropriate. As detailed herein, students, faculty, and staff have a variety of options for reporting Sexual Harassment to the College.

Reporting to the College

Any person may report Sexual Harassment whether or not the person reporting is the person alleged to be the victim of conduct that could constitute Sexual Harassment. Reports may be made in person, by mail, by telephone, or by e-mail using the contact information listed for the Title IX Coordinator. Such a report may be made at any time, including during non-business hours, by using the telephone number or e-mail address, or by mail to the office address, listed below for the Title IX Coordinator.

Associate VP & Chief HR Officer/Title IX Coordinator
573-592-5226

mandy.march@wcmo.edu

Washington West Second Floor

Students may also notify faculty and staff of any incident of Sexual Harassment. With the exception of individuals who constitute Confidential Support Persons (listed below), all faculty and staff are considered mandatory reporters for purposes of this policy and are required to notify the Title IX Coordinator or Deputy Title IX Coordinators upon receipt of information regarding an alleged incident of Sexual Harassment.

Reporting Sexual Harassment to the Title IX Coordinator does not automatically start the grievance process – the Title IX Coordinator will explain to the Complainant how to start the grievance process by filing a Formal Complaint. An individual can make a report of Sexual Harassment in order to obtain supportive measures and resources – an individual making a report of Sexual Harassment is not required to file a Formal Complaint.

There is no time limit on reporting Sexual Harassment, though the College encourages prompt reporting, as delayed reporting may hinder the College's ability to complete the grievance process

Confidential Reporting of Sexual Harassment

When an individual is affected by an incident involving Sexual Harassment there are some people within the Westminster College community, he/she/they can talk with who can provide completely confidential support and assistance. The College's Confidential Support Persons include members of the Wellness Center staff (i.e. Director/Nurse Practitioner, Clinic Coordinator, Counselors, and Assistant Director) and the Chaplain.

Director of Counseling Services
573-592-5361

Kathy.dewein@wcmo.edu
Lower Level of Westminster Hall/The Wellness Center

Director of the Center for Faith & Service
573-592-5262; logan.john@wcmo.edu
329 West 7th Street, Fulton, MO

These individuals will maintain confidentiality about the details of an incident reported to them. Because reports to Confidential Support Persons remain confidential, the College will not be able to respond to offer supportive measures as outlined below in this policy.

Other Reporting Options

Individuals may make a criminal report with local law enforcement. College personnel are available to assist individuals in contacting the appropriate jurisdiction. For assistance in making a report to law enforcement, contact:

Director of Campus Security
573-592-6231
tim.howell@wcmo.edu
710 Westminster Avenue

Responding to Reports of Sexual Harassment

Upon receiving a report of Sexual Harassment, the Title IX Coordinator will promptly contact the complainant confidentially to:

- Discuss the availability of supportive measures with or without the filing of a formal complaint,
- Provide a copy of this policy,
- Explain to the complainant the process for filing a Formal Complaint and the grievance process,
- Discuss the options available to the complainant, including the complainant's right to file a criminal complaint that will run separately from the College's process, and
- Provide the Complainant with information about existing counseling, health services, victim advocacy, legal assistance, visa and immigration assistance, and other services available on and/or off campus.

Supportive Measures are individualized services designed to restore or preserve equal access to the College's education programs and activities, protect the safety of all parties and the educational environment, and/or deter Sexual Harassment. Supportive measures should be non-punitive, non-disciplinary, and not unreasonably burdensome to the other party. The College will do everything possible to provide a climate that is sensitive to and respectful and supportive of individual needs. Supportive measures will be provided if they are reasonably available and requested, regardless of whether the complainant chooses to file a Formal Complaint. Any supportive measures provided will be kept confidential to the extent that doing so will not impair the ability of the College to provide the supportive measure. Supportive measures may include, but are not limited to:

- Campus counseling and support services
- Adjustments to academic requirements, such as extension of deadlines
- Additional academic support
- Adjustments to work or class schedules
- Changes in work locations or assignments
- Mutual restrictions on contact between the parties

- Leaves of absence

Emergency Removal and Administrative Leaves

The College reserves the right to remove a student Respondent from its educational program or activity on an emergency basis. Such a removal may only occur if, after an individualized safety and risk analysis, the College determines an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment justifies removal. In the event a decision is made to remove a Respondent, he/she/they will be provided with notice by the Title IX Coordinator, and given the opportunity to challenge that decision immediately following the removal by submitting a request in writing to the Title IX Coordinator. Likewise, a non-student employee Respondent may be placed on administrative leave during the pendency of the grievance process described in this Policy.

Filing a Formal Complaint

In the event that a Complainant wishes for the College to proceed with an investigation and hearing regarding the allegations of Sexual Harassment pursuant to the grievance process procedures in this Policy, he/she/they must file a Formal Complaint. A Formal Complaint is a document alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment. The Complainant must be participating in or attempting to access a college education program or activity at the time the Formal Complaint is submitted.

A Formal Complaint must be in written form, but it may be submitted in person, by mail, or by email using the contact information available in the Policy. It must be signed by the Complainant, and the required signature may be physical or digital.

A Title IX Coordinator may also initiate a Formal Complaint by signing it. The Title IX Coordinator may consider the specific facts and circumstances and whether there is a pattern of misconduct involving a particular Respondent. A Title IX Coordinator may only sign a Formal Complaint after he/she/they have contacted the Complainant and discussed supportive measures and the Formal Complaint process with the Complainant. The Title IX Coordinator must consider the Complainant's wishes for how the College responds to the report of Sexual Harassment. The Title IX Coordinator should balance campus safety concerns with respect for the complainant's wishes.

The Title IX Coordinator may consolidate Formal Complaints where the allegations of Sexual Harassment arise out of the same facts or circumstances. Where a Formal Complaint includes more than one Complainant or more than one Respondent, any references in this policy to a single Complainant and/or Respondent will also refer to multiple Complainants and/or Respondents.

Dismissal of Formal Complaints

Upon receipt of a Formal Complaint, the Title IX Coordinator will review the allegations set forth therein and determine whether the Complaint may proceed. To proceed with the grievance process outlined in this policy, the Formal Complaint must fall within the scope of this Policy. Formal Complaints of Sexual Harassment brought pursuant to this policy *must be dismissed if*:

- The conduct alleged would not constitute Sexual Harassment as defined in this Policy;
- The conduct alleged did not occur against a person within the United States;
- The conduct alleged did not occur within a college educational program or activity, which includes locations, events, or circumstances over which the College exercises substantial control over both the respondent and the context in which the Sexual Harassment occurred, and also includes any building owned or controlled by a student organization that is officially recognized by a postsecondary institution (such as fraternity or sorority house).

If the Formal Complaint must be dismissed under this Policy, then it will be addressed by the College's Harassment and Discrimination Policy, or under the applicable student or employee policies. Please refer to the Student Handbook and Employee Handbook for more information on reporting and the adjudication procedures for other policies. Any individual with questions about which policy may apply in a given set of circumstances should contact the College's Title IX Coordinator.

The Title IX Coordinator may also, in his/her/their discretion, dismiss a Formal Complaint in the event that the Complainant withdraws their complaint, the Respondent is no longer enrolled or employed, or if specific circumstances prevent gathering evidence sufficient to reach a determination on responsibility.

After an initial review of the Formal Complaint, the Title IX Coordinator will continue to monitor the investigation and evaluate the Formal Complaint to determine if the above criteria for dismissal apply. In the event of a dismissal (either mandatory or discretionary) both parties will be notified in writing and given the opportunity to appeal.

To the extent the behavior alleged in the Formal Complaint could constitute a violation of another College policy, it may be pursued under that policy. The Title IX Coordinator has the discretion to refer the allegations to the appropriate College official.

General Grievance Process Procedures

If a Complainant or Respondent is concerned that an individual involved in investigating or adjudicating a complaint of Sexual Harassment may be biased or have a conflict of interest, that person should inform the Vice President/Dean of Student Life immediately. The Vice President/Dean of Student Life will consider this concern, determine if any bias or conflict of interest exists, and appoint an appropriate replacement if necessary. Concerns about any bias or conflict of interest on the part of the Vice President/Dean of Student Life should be reported to the Title IX Coordinator.

The Respondent will be presumed not responsible for the policy violation that is alleged in the Formal Complaint unless and until the Respondent is found responsible by the Hearing Officer at the conclusion of the grievance process. Charges of Sexual Harassment remain allegations until a decision is reached by college officials.

The grievance process generally will be completed within 120 days. However, extensions to this time frame may be granted at the request of either party, or at the discretion of the Title IX Coordinator when good cause exists for the delay. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity, or the need for language assistance or accommodation of disabilities. The College will not delay this grievance process pending the final results of a criminal investigation or proceeding, but may delay the process briefly to accommodate a law enforcement investigation. The Title IX Coordinator will notify all parties in writing of the delay, the length of the extension granted and the reason for the extension.

Notice

Within 5 working days of receipt of a Formal Complaint, the Title IX Coordinator will issue a written notice to the parties. The written notice should include, if known, the identity of the parties, the conduct alleged to be Sexual Harassment, and the date(s) and location(s) of the incident(s). The notice will also include a statement that the Respondent is presumed to be not responsible for any policy violations. The notice must also inform the parties that they have the right to an advisor of their choice during the grievance process, that they may inspect and review evidence gathered during the investigation, and that the Student Conduct Policy prohibits knowingly furnishing false information to the College.

If during the course of the investigation, additional allegations are going to be investigated that were not included in the original notice, the Title IX Coordinator will issue a supplemental written notice to the parties.

Parties will also be provided with notice of all meetings, interviews, or hearings with sufficient time to prepare for any meeting, interview, or hearing. Such notice will include the date, time, location, participants, and purpose of the meeting, interview, or hearing.

Advisors

Each party will be given the same opportunity to select an advisor of their choice. Advisors can be a friend, family member, faculty member, mentor, attorney, or any other person of the party's choice who is available and agrees to serve as the advisor. A party must provide notice of who will serve as their advisor during any grievance process hearing at least 5 working days prior to the hearing. If a party does not have an advisor for a grievance hearing, the College will provide an advisor chosen by the College at no cost to the party (Complainant or Respondent). This appointed advisor may be a college employee or may be an outside individual contracted to serve as an advisor.

During the investigation process, the advisor may attend meetings between the party and the Investigators. Advisors may confer with the party during any meeting, interview, or hearing, but generally may not speak on behalf of the party. Their purpose during the investigation meeting is to provide support to the party they are advising. The only time an advisor may speak on behalf of the party is to conduct cross examination during the grievance hearing.

Any advisor who fails to comply with these policies, the Rules of Procedure and Decorum for hearings, and/or who does not treat all others with respect throughout the grievance process may be warned by the Title IX Coordinator, Investigator(s), and/or Hearing Officer for his/her/their first infraction. An advisor may be asked to leave the grievance proceeding if after being warned he/she/they continue to violate these policies or the Rules of Procedure and Decorum for a hearing, and/or continues to not treat others with respect. If an advisor is asked to leave a meeting, interview, or hearing, the proceeding will end and be continued at another time when the party has an advisor. Whether an advisor who has been asked to leave a proceeding may serve as an advisor to the party at a later meeting, interview, or hearing will be a decision in the sole discretion of the Title IX Coordinator.

Investigation

The Title IX Coordinator will appoint an Investigator or Investigators to conduct a fair and thorough investigation of the allegations in the Formal Complaint. Generally, the Title IX Coordinator along with the Director of Campus Security will serve as Investigators; however, the Title IX Coordinator may appoint another College employee(s), or an outside individual(s) as Investigator(s).

The Investigator will provide written notice of any meetings or interviews to the parties and/or witnesses, which will include the date, time, and location for the meeting, as well as who will be participating in the meeting and the purpose for the meeting. This notice will be provided at least 3 working days in advance of the meeting or interview, unless the party/witness requests to meet sooner.

The burden will be on the Investigator(s) to fully and fairly investigate the allegation in the Formal Complaint. All parties will have an equal opportunity to present witnesses and evidence to the Investigator. The parties will not be restricted in their ability to discuss the allegations under investigation or to gather and present relevant evidence. The investigation will generally include interviews and/or written statements from parties and witnesses, as well as consideration of any other evidence relevant to the incident.

At the conclusion of the investigation, the Investigator(s) will send a copy of the evidence that is directly related to the allegations in the Formal Complaint to the parties and their advisors for inspection and review. The parties will then have 10 days in order to submit a written response to the evidence, if they choose to do so. The Investigator(s) will consider any written response to the evidence before the completion of the investigative report. The Investigator(s) will make all evidence that is directly related to the allegations available at the grievance hearing.

The Investigator(s) will prepare an investigative report that fairly summarizes all the relevant evidence. The investigative report should include a description of all steps taken in the investigation, as well as summaries of all interviews with parties and/or witnesses and all relevant evidence reviewed by the Investigator.

The Investigator(s) will send a copy of the report to the parties and their advisors at least 10 days prior to any hearing for the parties' review and written response

Hearing

Following the completion of the investigation, the College will conduct a live hearing before a Hearing Officer, who will act as the decision maker. The Hearing Officer will be appointed by the Title IX Coordinator, and may be a college employee, or may be an outside individual contracted to serve as Hearing Officer.

The hearing will be conducted pursuant to the Rules of Procedure and Decorum, which will be made available on MyWC and emailed to the parties by the Title IX Coordinator. At the request of either party, the College will provide for the entire live hearing (including cross-examination) to occur with the parties located in separate rooms with technology enabling the parties to see and hear each other. Whether the hearing is conducted in person or virtually, it will be recorded.

The Investigator(s) will make all evidence directly related to the allegations available at the grievance hearing. All parties may refer to such evidence and may use it in cross examination.

The Investigator(s) will provide a copy of the investigative report and all evidence that is relevant to the allegations in the Formal Complaint to the Hearing Officer. However, the Hearing Officer may not defer to the investigative report, and must objectively evaluate all relevant evidence and independently reach a determination regarding responsibility.

The Investigator(s), Complainant, and Respondent all have the ability to testify and call witnesses at the hearing, and to provide evidence to the Hearing Officer, who will have the opportunity to ask questions of all parties and witnesses during the hearing.

After the Hearing Officer asks their questions, each party's advisor will have the opportunity to ask all relevant and follow up questions of the other party and all witnesses during cross examination. The cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally. If a party does not have an advisor present at a live hearing, the College will provide an advisor of the College's choice to conduct the cross-examination on behalf of that party without fee or charge to that party.

Advisors must abide by the Rules of Procedure and Decorum in questioning parties and witnesses. Any advisor who does not abide by the Rules of Procedure and Decorum will be warned or dismissed from the hearing at the discretion of the Hearing Officer. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's or witness' absence from the hearing or refusal to answer questions during the hearing, including cross examination.

Only relevant cross-examination and other questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Hearing Officer must first determine whether the question is relevant and explain any decision to exclude a question as not relevant to the party's advisor asking the cross-examination questions. Questions or evidence that are deemed irrelevant by the Hearing Officer will be excluded from the hearing. Formal rules of evidence shall not apply.

The following types of evidence must be considered irrelevant by the Hearing Officer:

1. Evidence that is not pertinent to proving whether a fact material to the allegation is more or less likely to be true;
2. Information that is protected by privilege (e.g., attorney-client privilege);
3. Any party's medical, psychiatric, psychological, or counseling records without that party's voluntary, written consent;
4. Any information about the Complainant's sexual predisposition or prior sexual behavior, unless it is offered to prove that someone other than the Respondent committed the behavior alleged in the formal complaint or offered to prove consent.

In general, the Hearing Officer cannot rely on any statement by a party or witness who does not submit to cross-examination during the course of the hearing in reaching a determination on responsibility. However, in very limited circumstances, the Hearing Officer may consider statements by Complainants and Respondents that are against the individual's interest even if that individual does not submit to cross-examination. A statement against interest is a statement that could expose the individual to a finding of responsibility and sanctions, or a statement that tends to invalidate an individual's complaint against another. For example, if during an interview with an Investigator, a Respondent makes a statement admitting to the alleged conduct that would violate this policy, or a Complainant makes a statement that information in the Formal Complaint was false, then the Hearing Officer may consider those statements even if the individual does not submit to cross-examination.

Findings and Written Determination

The Hearing Officer will make a determination of responsibility and whether there is a policy violation based on a preponderance of evidence – that is, whether it is more likely than not that a policy violation occurred. This standard of evidence applies to all Title IX Sexual Harassment hearings as determined within this policy, which includes any type of Respondent (student, staff, or faculty).

The Hearing Officer will issue a written Determination Notification Letter regarding responsibility that includes:

1. Identifying allegations in the Formal Complaint;
2. Description of procedural steps taken from the receipt of the complaint through determination, including any notices, interviews, investigations, and hearings;
3. Findings of fact that support the determination;
4. Conclusions regarding application of the policy to the facts,
5. A statement and rationale for the result for each allegation including the determination of responsibility, any sanctions that will be imposed on the Respondent, and whether any remedies designed to restore and preserve equal access to the College's educational program will be provided to the Complainant; and
6. The procedures and acceptable bases for appeal of this determination.

Written determination will be sent simultaneously to the parties along with information about how to file an appeal. The determination will become final and any sanctions will take effect after the resolution of any appeal, or if no appeal is filed, after the deadline to file an appeal has passed.

Sanctions for Sexual Harassment

The possible sanctions that can be imposed on a student Respondent found to have violated this policy include: warning, probation, suspension, dismissal/expulsion, withholding diploma, withholding degree, transcript notation, organizational sanctions, and/or restrictions from events and/or college-sponsored activities. The possible sanctions that can be imposed on an employee Respondent include: warning, reprimand, reassignment, temporary suspension without pay, or termination.

In addition to sanctions imposed on the Respondent, remedies can be offered to the Complainant in order to restore and preserve equal access to the College's educational program and activities. Remedies may be, but are not limited to, a continuation of previously offered supportive measures. Additionally, remedies may burden the Respondent or be punitive/disciplinary in nature.

Appeals

Both the Complainant and the Respondent have a right to appeal the determination regarding responsibility and the College's dismissal of a formal complaint (see the 'Dismissal' section). Appeals must be written and submitted within 48 hours of receipt of the Decision Notification Letter (except in the case of new evidence). The Appeals Officer will be designated by the President of the College. In most cases, the designee will be the Vice President/Dean of Student Life (students), CFO (staff), and/or Vice President/Dean of Academic Affairs (faculty). A different designee will be chosen as appropriate or in the event of a conflict of interest. The appeal will be evaluated to determine if valid grounds exist for a review of the case. The following are the only permissible grounds for an appeal under this Policy:

- Procedural irregularity that affected the outcome,
- The existence of relevant information that was not available or known at the time of the hearing, and which, if known, might have changed the outcome of the hearing, or
- The Title IX Coordinator, Investigator(s), or Hearing Officer had a conflict of interest or bias that affected the outcome of the matter.

No appeal may be based only upon dissatisfaction with the determination and/or sanction.

The Appeal Officer will notify the parties that an appeal has been filed. Each party will then have 10 working days to submit a written statement in support of, or challenging the outcome of the hearing. The Appeal Officer will issue a written determination of the outcome of the appeal, describing the result of the appeal and the rationale in support of that decision. This decision will generally, be issued within 15 days of the deadline for the parties to submit their written statements. The decision of the Appeal Officer, including any changes in the sanctions, will be simultaneously issued in writing to both parties.

Retaliation

The College strictly prohibits retaliation of any kind against an individual for reporting Sexual Harassment pursuant to this Policy, assisting someone with a complaint of Sexual Harassment, or participating in the grievance process following a formal complaint of Sexual Harassment. Examples of such prohibited retaliation include threats, intimidation, reprisals, or adverse educational actions. Any incidents of alleged retaliation should be immediately reported to the Title IX Coordinator or the Deputy Title IX Coordinators. The College will take appropriate corrective action, including disciplinary action, up to and including dismissal or expulsion, if retaliation occurs.

Educational/Prevention Programs

The College has comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns that are intended to end sexual misconduct, dating/domestic violence, sexual assault, and stalking. Programs to prevent sexual misconduct, dating/domestic violence, sexual assault, and stalking

include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees. The ongoing educational programs are overseen by the Title IX Coordinator/Director of Human Resources and Vice-President/Dean of Student Life. All prevention programs are:

- culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and empirically based and assessed for value, effectiveness, or outcome
- in consideration of environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels
- accessible to students, faculty, and staff and accommodated based upon one's ability
- status, language, and/or learning style

Training

The College will ensure that the Title IX Coordinator, Investigator(s), Hearing Officer, and any person who facilitates an informal resolution has received training on:

- The definition of Sexual Harassment as set out in this policy;
- The definition of Consent under this policy and how to apply the definition of Consent consistently and impartially;
- The scope of the College's education program or activity;
- How to conduct the grievance process, including investigations, hearings, appeals, and informal resolutions (as applicable); and
- How to serve impartially, including avoiding prejudgment of the facts at issue, conflicts of interest, or bias.

Hearing Officer will also receive training on:

- How to operate any technology used in conducting a hearing; and
- How to determine relevance of questions and evidence, including the provisions of this policy pertaining to the exclusion of evidence of a Complainant's previous sexual behavior

Investigators will also receive training on:

- How to determine if evidence is relevant to an investigation; and
- How to create an investigative report that fairly summarizes relevant evidence.

All training materials used by the College must not rely on sex stereotypes and must promote the impartial investigation and adjudication of Formal Complaints. All training materials used to train the Title IX Coordinator, Investigator, Hearing Officer, and any individual who facilitates an informal resolution must be made publicly available. These materials will be published at: www.wcmo.edu.

Recordkeeping

The Title IX Coordinator must create and maintain for a period of at least seven years records of any actions, including any supportive measures taken in response to a report or formal complaint of Sexual Harassment. For each instance, the Title IX Coordinator must document:

1. the basis for the conclusion that the College's response was not deliberately indifferent, and
2. that the College has taken measures designed to restore or preserve equal access to the College's educational program or activity. If the Title IX Coordinator does not provide the Complainant with supportive measures, then the Title IX Coordinator must document why it was not clearly unreasonable to not provide supportive measures.

The Title IX Coordinator will also maintain the following records for a period of at least seven years:

- Records related to each Sexual Harassment investigation, including any determination regarding responsibility;

- Any audio or audiovisual recording or transcript from a grievance hearing;
- Records of any disciplinary sanctions imposed on the Respondent;
- Records of any remedies provided to the Complainant;
- Any appeal from a grievance process and the result of the appeal;
- Records related to any informal resolution and the result of the informal resolution;
- All materials used to train the Title IX Coordinators, Investigator, Hearing Officer, and any individual who facilitates an informal resolution.

College and Community Resources

Westminster College encourages members of the campus community who are victims of Sexual Harassment to take the following steps:

- Get to a safe place as soon as possible.
- Contact the Fulton Police Department (573-592-3100), as well as Campus Security (573-592-5555 or 573-540-3764).
- Do not blame yourself. Sexual Harassment is *never* the victim’s fault.
- Seek immediate medical attention at an area hospital or medical clinic. If the complainant wishes, Westminster staff members are available to accompany the complainant to a local hospital. Complainants who wish to be accompanied to a local hospital by Westminster staff, and have not identified a staff member whom they wish to accompany them should contact the Wellness Center.

A specialized/trained sexual assault nurse examiner (SANE) is available at the University of Missouri hospital to conduct an examination or “rape kit”. If possible, do not change clothes, shower, bathe, douche, or urinate. Emergency room personnel are trained to check for injuries and collect physical evidence. It is important to preserve evidence as it may be necessary should you decide to pursue criminal charges through the Fulton Police Department.

Utilize the College’s resources to seek support. Confidential support individuals as outlined in this policy are available and can discuss your reporting options if you choose to report. If you chose to report, you can report to campus authorities and/or local law enforcement. Incidents of Sexual Harassment are often underreported on college campuses, often because individuals do not recognize their experience as a criminal offense and/or a college violation or due to their lack of knowledge of and/or discomfort with campus and community resources. However, it is always your personal choice whether or not you report to campus officials and/or law enforcement.

Please be aware that hospital personnel may be obligated to contact proper authorities regarding a sexual assault or other criminal behavior. Although you are not obligated to do so, individuals reporting Sexual Harassment are highly encouraged to take advantage of the resources listed above, which can help you understand your options for off-campus proceedings, as well as make you aware of services, such as counseling, that are specific to your needs. Other options may be available to complainants, such as obtaining an order of protection, no contact order, or restraining order from the court system.

Title IX Coordinator

Title IX of the Education Amendments of 1972 (“Title IX”) is a federal law that prohibits sex discrimination in federally funded education programs and activities. Title IX also prohibits retaliation against any individual who files a complaint pursuant to Title IX or who participates in a Title IX complaint investigation.

Any inquiries regarding Title IX or this Policy should be directed to the Director of Human Resources as the College's Title IX Coordinator. The College's Title IX Coordinator is responsible for implementing and monitoring Title IX Compliance on behalf of the College; the coordination of training, education, communications, and administration of grievance procedures for the handling of complaints which allege violations of this Policy, and meeting with students, faculty and staff regarding issues relating to Title IX and this Policy. The Vice President/Dean of Student Life, Vice President/Dean of Academic Affairs, and Director of the Learning Opportunities Center serve as assistant coordinators that can provide oversight in case the Title IX Coordinator is unavailable.

Associate Vice-President/
Chief HR officer
573.592.5226

Vice President/Dean of Student Life
573.592.5269

Vice President/Dean of Academic Affairs
573.592.5212

Fire Safety

Westminster prepares an annual Fire Safety report which documents fires in campus housing facilities, as well as campus administration buildings. The Director of Campus Safety & Security is responsible for maintaining a complete fire call log. In addition, the Safety Committee reviews and updates the campus fire safety procedures and plan: <https://www.wcmo.edu/student-life/security/ehs/fire-safety.html>

Westminster conducts fire evacuation drills once per semester in all campus housing facilities, in addition to all campus administration buildings. All members of the Westminster community are expected to be on the alert for possible fire safety issues, and/or actual fires. Students, faculty, and staff should become familiar with the fire safety plan in their respective areas. Fire education and prevention responsibilities are shared by Student Life (including the Resident Advisor staff and Fraternity presidents), the Safety Committee, Campus Safety & Security, and our security officers.

Fire Safety Policies

Westminster College recognizes that fire safety is everyone's responsibility. In a residential setting, carelessness affects not only one student's safety, but that of every resident of the building. As outlined in the Student Handbook, all residents should actively avoid creating fire hazards and, as a result, are not permitted to:

- Smoke tobacco products anywhere on Westminster College's property;
- Use halogen lamps, incense, candles, oil lamps, or fire accelerant;
- Create or use any open flames;
- Use oversized barbeque grills, gas grills, or smokers; or use a charcoal grill which needs ignited with lighter fluid. All approved grilling activities must occur a minimum of 20 feet from the perimeter of any campus building. Residents should never leave grills unattended, and should only discard hot coals in approved containers after dousing with cold water.
- Hang items or tamper with fire sprinkler heads, heat detectors, or smoke detectors;
- Use fireworks or explosives of any kind;
- Use space heaters, toasters (with exposed heating coils), hot plates, toaster ovens, or any other coiled heating units;

- Possess firearms or weapons.

Tampering with or misuse of fire safety equipment (extinguishers, smoke detectors, alarms, sprinklers, exit signs, etc.) is considered to be exceptionally dangerous behavior in any community and represents a serious violation of college standards and expectations.

Fire Safety and Alarm Procedures – Student Housing Facilities

All residence halls and other College buildings are equipped with fire alarms and safety equipment including detectors, extinguishers, and hand-activated alarms. If a student discovers a fire, s/he should:

1. Activate an alarm;
2. Call the Fulton Fire Department (911);
3. Notify the Resident Advisor or other staff and other students; and
4. Call Campus Security (573-592-5555 OR 573-540-3764).

When a fire alarm is sounded, each student must leave the building immediately. Campus Security, College officials, or emergency personnel will direct students to safe shelter. All students in campus housing will conduct fire drills in the fall semester, and RAs (or other College staff) will indicate where each respective hall will meet in case of a fire emergency. Students are required to abide by the instructions given during emergency situations, including the directive to vacate any facility actively in alarm.

Hallways in the residence halls must be kept clear of debris or other items that restrict the ability of residents to exit the building. Bikes, furniture, and other items may not be stored in the hallways or stairways. In the Quadrangle, the residents of the suite are responsible for keeping their hallway clear and unobstructed. All members of the suite are subject to disciplinary action unless it can be determined who is responsible for the obstruction. Students who tamper with the fire alarm system or any safety equipment (including smoke detectors and/or fire extinguishers) will be subject to campus disciplinary proceedings.

Campus Crime Statistics

It is the policy of Westminster College to comply with all Clery Act requirements governing, obtaining, documenting, reporting, and disclosing crime statistics. This information is prepared by Westminster's Clery Task Force and in collaboration with local law and emergency agencies in locations where Westminster maintains and/or controls grounds frequented by students for institutional purposes. In addition to being found in this report, the statistics can also be found at <http://www.westminster---mo.edu/studentlife/security/CleryActCompliance.html>. Statistics included in the Clery report are:

Criminal Offenses

- **Criminal homicide:**
 - a) Murder and non-negligent manslaughter: The willful (non-negligent) killing of one human being by another.
 - b) Negligent manslaughter: The killing of another person through gross negligence.
- **Sex offenses:** Any sexual act directed against another person, without the consent of the victim/survivor, including instances where the victim is incapable of giving consent.
 - a) Rape: Includes the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim/survivor.
 - b) 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 capacity.
- c) Incest: Occurs between persons who are related to each other within the degrees wherein marriage is prohibited by law.
 - d) Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.
- **Robbery:** The taking or attempting to take anything of value from the care, custody, or control of a person(s) by force or threat or violence, and/or by putting the victim in fear. Robbery may occur with use of a firearm, knife/cutting instrument, another dangerous weapon, or “strong arm” tactics as a means of intimidation, force, or instilling fear in the victim.
 - **Aggravated Assault:** An unlawful attack by one person upon another for the purposes of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of weapon or means likely to produce death or great bodily harm. Aggravated assault may occur with the use of a firearm, knife/cutting instrument, another dangerous weapon, or personal weapons (i.e. hands, fists, feet, etc.) that result in serious or aggravated injury.
 - **Burglary:** The unlawful entry of a structure to commit a felony or theft. This may include burglary which occurs under forcible entry, unlawful entry (without force), and attempted forcible entry.
 - **Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle.
 - **Arson:** Willful or malicious burning or attempt to burn with or without intent to defraud a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
 - **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; the existence of such a relationship should be determined based upon the reporting party’s statement with consideration of: length of the relationship, type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - **Domestic Violence:** A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; a person with whom the victim shares a child in common; a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; 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 any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
 - **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others or suffer substantial emotional distress.

Clery Reported Hate Crimes

In the event that any of the above-mentioned offenses and/or crimes, or campus incidents are reported that are deemed to have been based upon bias, Westminster College must also count the incident as a hate crime. The basis for determining whether a hate crime occurred is whether or not a *pre-formed negative opinion or attitude toward a person or group of persons based upon their race, gender, religion, disability, sexual orientation, ethnicity, national origin, or gender identity.*

Additional crimes or incidents which may be reported with a hate crime bias are:

- Larceny/theft
- Simple assault
- Intimidation
- Destruction/damage/vandalism of property

These final four crimes or incidents are *only* reported if they are deemed as motivated by bias.

Arrests and Referrals for Disciplinary Action

Westminster College must also report arrests and referrals for disciplinary action for:

- Liquor law violations
- Drug law violations
- Illegal weapons possession

Any crime report made to Safety & Security, local law enforcement, or any Campus Security Authority (CSA) is counted and disclosed in Westminster's annual crime statistics. In addition, all crimes will be evaluated to determine if an emergency notification, timely warning, or other safety alert should be issued to the campus community.

Criminal Offenses – On campus			
Total occurrences On campus			
Criminal offense	2020	2021	2022
a. Murder/Non-negligent manslaughter	0	0	0
b. Manslaughter by Negligence	0	0	0
c. Rape	2	3	3
d. Fondling	1	1	1
e. Incest	0	0	0
f. Statutory rape	0	0	0
g. Robbery	0	0	0
h. Aggravated assault	0	1	4
i. Burglary	0	1	0
j. Motor vehicle theft	1	1	2
k. Arson	0	0	0

Criminal Offenses - On- Student Housing Facilities			
Total occurrences On campus			
Criminal offense	2020	2021	2022
a. Murder/Non-negligent manslaughter	0	0	0
b. Manslaughter by Negligence	0	0	0
c. Rape	1	3	3
d. Fondling	0	1	1
e. Incest	0	0	0
f. Statutory rape	0	0	0
g. Robbery	0	0	0
h. Aggravated assault	0	1	4
i. Burglary	0	1	0
j. Motor vehicle theft	0	0	0
k. Arson	0	0	0

Criminal Offenses – Non-campus			
	Total occurrences non-campus		
Criminal offense	2020	2021	2022
a. Murder/Non-negligent manslaughter	0	0	0
b. Manslaughter by Negligence	0	0	0
c. Rape	0	0	0
d. Fondling	0	0	0
e. Incest	0	0	0
f. Statutory rape	0	0	0
g. Robbery	0	0	0
h. Aggravated assault	0	0	0
i. Burglary	0	0	0
j. Motor vehicle theft	0	0	0
k. Arson	0	0	0

Criminal Offenses – Public			
Property	Total occurrences on-campus		
Criminal offense	2020	2021	2022
a. Murder/Non-negligent manslaughter	0	0	0
b. Manslaughter by Negligence	0	0	0
c. Rape	0	0	0
d. Fondling	0	0	0
e. Incest	0	0	0
f. Statutory rape	0	0	0
g. Robbery	0	0	0
h. Aggravated assault	0	0	0
i. Burglary	0	0	0
j. Motor vehicle theft	0	1	0
k. Arson	0	0	0

Hate Crimes – On Campus									
Criminal offense	Occurrences of Hate crimes								
	Total	Category of Bias for crimes reported in 2022							
		Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0
f. Statutory rape	0	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0	0
o. Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0	0

Occurrences of Hate crimes									
Criminal offense	Total	Category of Bias for crimes reported in 2021							
		Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
	a. Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0
f. Statutory rape	0	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0	0
o. Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0	0

Criminal offense	Occurrences of Hate crimes								
	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0
f. Statutory rape	0	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0	0
o. Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0	0

Hate Crimes – On Campus Student Housing Facilities

Criminal offense	Occurrences of Hate crimes								
	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0
f. Statutory rape	0	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0	0
o. Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0	0

Criminal offense	Occurrences of Hate crimes								
	Category of Bias for crimes reported in 2021								
	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0
f. Statutory rape	0	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0	0
o. Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0	0

Criminal offense	Occurrences of Hate crimes								
	Category of Bias for crimes reported in 2020								
	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0
f. Statutory rape	0	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0	0
o. Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0	0

Hate Crimes – Public		Property								
		Occurrences of Hate crimes								
Criminal offense	Category of Bias for crimes reported in 2022									
	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	
a. Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	
c. Rape	0	0	0	0	0	0	0	0	0	
d. Fondling	0	0	0	0	0	0	0	0	0	
e. Incest	0	0	0	0	0	0	0	0	0	
f. Statutory rape	0	0	0	0	0	0	0	0	0	
g. Robbery	0	0	0	0	0	0	0	0	0	
h. Aggravated assault	0	0	0	0	0	0	0	0	0	
i. Burglary	0	0	0	0	0	0	0	0	0	
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0	
k. Arson	0	0	0	0	0	0	0	0	0	
l. Simple assault	0	0	0	0	0	0	0	0	0	
m. Larceny-theft	0	0	0	0	0	0	0	0	0	
n. Intimidation	0	0	0	0	0	0	0	0	0	
o. Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0	0	

		Occurrences of Hate crimes								
		Category of Bias for crimes reported in 2021								
Criminal offense	Category of Bias for crimes reported in 2021									
	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin	
a. Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0	
c. Rape	0	0	0	0	0	0	0	0	0	
d. Fondling	0	0	0	0	0	0	0	0	0	
e. Incest	0	0	0	0	0	0	0	0	0	
f. Statutory rape	0	0	0	0	0	0	0	0	0	
g. Robbery	0	0	0	0	0	0	0	0	0	
h. Aggravated assault	0	0	0	0	0	0	0	0	0	
i. Burglary	0	0	0	0	0	0	0	0	0	
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0	
k. Arson	0	0	0	0	0	0	0	0	0	
l. Simple assault	0	0	0	0	0	0	0	0	0	
m. Larceny-theft	0	0	0	0	0	0	0	0	0	
n. Intimidation	0	0	0	0	0	0	0	0	0	
o. Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0	0	

Occurrences of Hate crimes									
Criminal offense	Category of Bias for crimes reported in 2020								
	Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
c. Rape	0	0	0	0	0	0	0	0	0
d. Fondling	0	0	0	0	0	0	0	0	0
e. Incest	0	0	0	0	0	0	0	0	0
f. Statutory rape	0	0	0	0	0	0	0	0	0
g. Robbery	0	0	0	0	0	0	0	0	0
h. Aggravated assault	0	0	0	0	0	0	0	0	0
i. Burglary	0	0	0	0	0	0	0	0	0
j. Motor vehicle theft	0	0	0	0	0	0	0	0	0
k. Arson	0	0	0	0	0	0	0	0	0
l. Simple assault	0	0	0	0	0	0	0	0	0
m. Larceny-theft	0	0	0	0	0	0	0	0	0
n. Intimidation	0	0	0	0	0	0	0	0	0
o. Destruction/damage/ vandalism of property	0	0	0	0	0	0	0	0	0

VAWA Offenses - On Campus			
Total occurrences On campus			
Crime	2020	2021	2022
a. Domestic violence	0	1	1
b. Dating violence	1	1	1
c. Stalking	0	0	1

VAWA Offenses - On-campus Student Housing Facilities			
Total occurrences On campus			
Crime	2020	2021	2022
a. Domestic violence	0	1	1
b. Dating violence	1	1	1
c. Stalking	0	0	1

VAWA Offenses – Non-campus			
Total occurrences On campus			
Crime	2020	2021	2022
a. Domestic violence	0	0	0
b. Dating violence	0	0	0
c. Stalking	0	0	0

VAWA Offenses - Public			
	Total occurrences On-campus		
Crime	2020	2021	2022
a. Domestic violence	0	0	0
b. Dating violence	0	0	0
c. Stalking	0	0	0

Arrests - On campus			
	Number of Arrests		
Crime	2020	2021	2022
a. Weapons: carrying, possessing, etc.	0	0	0
b. Drug abuse violations	2	2	1
c. Liquor law violations	1	0	0

Arrests - On-campus		Housing Facilities	
	Number of Arrests		
Crime	2020	2021	2022
a. Weapons: carrying, possessing, etc.	0	0	0
a. Drug abuse violations	2	2	1
b. Liquor law violations	1	0	0

Arrests - Noncampus			
	Number of Arrests		
Crime	2020	2021	2022
a. Weapons: carrying, possessing, etc.	0	0	0
c. Drug abuse violations	0	0	0
d. Liquor law violations	0	0	0

Arrests - Public Property			
	Number of Arrests		
Crime	2020	2021	2022
a. Weapons: carrying, possessing, etc.	0	0	0
e. Drug abuse violations	0	0	0
f. Liquor law violations	0	0	0

Disciplinary Actions - On Campus			
	Number of Arrests		
Crime	2020	2021	2022
a. Weapons: carrying, possessing, etc.	0	0	0
g. Drug abuse violations	10	18	14

h. Liquor law violations	19	8	7
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Disciplinary Actions - On-campus		Student Housing Facilities		
Crime	2020	2021	2022	
a. Weapons: carrying, possessing, etc.	0	0	0	
i. Drug abuse violations	10	18	14	
c. Liquor law violations	19	8	7	

Disciplinary Actions – Non-campus		2020	2021	2022
a. Weapons: carrying, possessing, etc.	Crime	0	0	0
j. Drug abuse violations		0	0	0
k. Liquor law violations		0	0	0

Disciplinary Actions - Public		Property		
Crime	2020	2021	2022	
a. Weapons: carrying, possessing, etc.	0	0	0	
b. Drug abuse violations	0	0	0	
c. Liquor law violations	0	0	0	

Unfounded Crimes			
Crime	2020	Number	2022
a. Total unfounded crimes	0	2021	0
		0	0

Name of	Fires - Summary								
	2020			2021			2022		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
208 W. 5th St.	0	0	0	0	0	0	0	0	0
300 W.5th St	0	0	0	0	0	0	0	0	0
302 W. 5th St.	0	0	0	0	0	0	0	0	0
Westminster Apt. 304	0	0	0	0	0	0	0	0	0
307 W. 5th St.	0	0	0	0	0	0	0	0	0
Westminster Apt. 308	0	0	0	0	0	0	0	0	0
314 W. 6th St.	0	0	0	0	0	0	0	0	0
316 W., 6th St	0	0	0	0	0	0	0	0	0
319 W. 6th St.	0	0	0	0	0	0	0	0	0
321 W. 6th	0	0	0	0	0	0	0	0	0
322 W. 6th	0	0	0	0	0	0	0	0	0
324 W. 6th	0	0	0	0	0	0	0	0	0
329 W. 7th	0	0	0	0	0	0	0	0	0
517 W. 7th	0	0	0	0	0	0	0	0	0
519 W. 7th	0	0	0	0	0	0	0	0	0
521 W. 7th	0	0	0	0	0	0	0	0	0
523 W. 7th	0	0	0	0	0	0	0	0	0
704 Hickman	0	0	0	0	0	0	0	0	0
707 Hickman	0	0	0	0	0	0	0	0	0
709 Hickman	0	0	0	0	0	0	0	0	0
710	0	0	0	0	0	0	0	0	0
Beta Theta Pi	0	0	0	0	0	0	0	0	0
Delta Tau	0	0	0	0	0	0	0	0	0
Emerson Hall	0	0	0	0	0	0	0	0	0
Gage Hall	0	0	0	0	0	0	0	0	0
Kappa Alpha Order	0	0	0	0	0	0	0	0	0
Marquess Hall	0	0	0	0	0	0	0	0	0
Phi Delta	0	0	0	0	0	0	0	0	0
Rice Hall	0	0	0	0	0	0	0	0	0
Scott Hall	0	0	0	0	0	0	0	0	0
Sigma Alpha Epsilon	01	0	0	0	0	0	0	0	0
Sigma Chi	0	0	0	0	0	0	0	0	0
Sloss Hall	0	0	0	0	0	0	0	0	0
Sweazey Hall	0	0	0	0	0	0	0	0	0
Weigle Hall	0	0	0	0	0	0	0	0	0
Wetterau Hall	0	0	0	0	0	0	0	0	0
Cedar Townhouse	0	0	0	0	0	0	0	0	0
Oak	0	0	0	0	0	0	0	0	0
Maple Townhouse	0	0	0	0	0	0	0	0	0
309 W. 5th St.	0	0	0	0	0	0	0	0	0
Hickory Townhouse	0	0	0	0	0	0	0	0	0
Dogwood Townhouse	0	0	0	0	0	0	0	0	0

