Southwestern College Annual Safety, Security, Fire, and Hazing Report
January 1, 2024 to December 31, 2024

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Annual Safety, Security and Fire Report
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Preparing the Annual Safety & Security Report

The Office of Student Affairs uses the checklists provided by the Department of Education to help prepare the Annual Safety, Security and Fire Report. Using the checklists provided, the Office of Student Affairs works as a committee to complete the report. The committee reviews the incident report database to compile the crime statistics as well as information provided by the Winfield Police Department. Each staff member (Dean of Students, Director of Residence Life, Director of Campus Life, and the Director of Security) contributes information to ensure the use of up-to-date school policies.

The Vice President for Student Affairs is responsible for preparing and distributing this report. The Vice President works closely with the Director of Safety and Security to ensure correct statistics. The Office of Student Affairs works closely with the Winfield Police Department, Cowley County Sheriff Department, Winfield Fire Department, and the Cowley County Emergency Management Department to help ensure that the campus is as safe as possible.

The Southwestern College Clery Committee, consisting of the dean of students, director of residence life, director of safety, and a security officer met to review the crime statistics for 2024 and to categorize them appropriately. Each incident report of the 2024 year was reviewed by the committee to ensure accuracy. The meeting dates were August 20, 2025 and September 5, 2025.

Reporting of Criminal Offenses

The primary location for reporting incidents that occurred both on and off campus is the Office of Student Affairs, located in the Sutton residence hall. However, **Campus Security Authorities** are also resources for students, staff and faculty to report crimes to for the purposes of making a timely warning announcement or for the annual statistical disclosure.

Campus Security Authorities include the following:

Vice President for Student Affairs/Dean of Students
Director of Residence Life
Director of Safety and Security
Full and Part time security officers
Director of Campus Life
Residence Directors
Apartment Managers
Resident Assistants
Head Athletic Team coaches
Assistant Athletic Team coaches
Athletic Trainers
Any staff or faculty advisor for a student organization

Exceptions Include: Clerical or Cafeteria staff Maintenance Staff Faculty who do not have responsibility for clubs or organizations outside of the classroom. Campus Pastor Wellness Coordinator.

Campus Security Authority Training

Campus Security Authorities are notified of their responsibilities each semester. Residence Life staff and athletic staff are notified and receive training during each of the beginning of the semester meetings. All campus life advisors are notified during each semester's Student Government Association Advisor Meeting. Information in the CSA brochure that is shared with authorities includes:

The College requires CSAs to report Clery crimes that occur on campus or near campus to Student Affairs. If a CSA is unsure whether an incident is a Clery reportable crime, or even if it's criminal in nature, it should be reported anyway. CSAs do not need to investigate incidents or verify details of the incident. They simply need to report incidents. Reports can be submitted verbally or in written form. Student Affairs staff convert written/verbal reports onto an official Incident Report Form. Incidents should be reported as soon as possible, as some crimes may require the Student Affairs staff to initialize a Timely Warning to the campus community.

The CSA should let the victim know that the issue will need to be reported to campus officials. CSAs may refer victim to campus resources. The Office of Student Affairs has a list of services for students or employees that have been a victim of sexual assault.

Accurate & Prompt Reporting

The College encourages accurate and prompt reporting. Incidents involving the Southwestern College community can be reported at any time by calling Security at 620-229-0012 or the Winfield Police Department at 911 or 620-221-5447. The Cowley County Sheriff Department can also be notified at either 911 or 620-221-5444. Student Affairs staff may also take reports. This including residence life staff, the dean of students, or the director of safety and security.

Voluntary Confidential Reporting
Students, staff, and faculty may make voluntary and confidential crime reports for inclusion in the annual disclosure of crime statistics. Students, staff, and faculty can make an anonymous report on-line at http://www.sckans.edu/student-services/safety-and-security/ and click on the "Safety and Security Concerns Form".

Confidential Resources: Pastoral and Professional Counselors
At Southwestern College, the campus minister and the part-time social worker are not required to report crimes that would be included in this annual security report.
Campus Minister- Rodney Worsham, Rodney.Worsham@sckans.edu (filled this role through May 2024)
Wellness Coordinator (Master of Social Work) Mary Ann Smith: MaryAnn.Smith@sckans.edu ; telephone number 620-222-4311.

Daily Crime & Incident Log
The Office of Student Affairs which includes the Office of Safety and Security maintains a Daily Crime and Incident Log that records by nature (classification), case number, date/time reported, date/time occurred, general location and disposition. All crimes and other serious incidents that occur on campus, in a non-campus building or property, on public property, or within the department's patrol division will be reported. The department posts incidents in the Daily Crime and Incident Log within two business days of receiving a report of an incident.

Timely Warning Notices: Campus Safety Alerts

To help prevent crimes or serious incidents, The Office of Student Affairs in conjunction with the Office of Marketing and Communications, issues two types of alerts to the campus community when there is a continuous on-going threat to students, staff and faculty. The first type of alert is a Timely Warning. A Timely Warning is a Clery Crime reported by Campus Security Authorities or local law enforcement and is considered by Southwestern College to represent a serious and/or continuing threat to students, staff and faculty.

Timely Warning Policy: If a situation arises, either on or off campus, that, in the judgment of the Director of Safety and Security (or designee), constitutes an immediate, ongoing or continuing threat to the campus community, a campus wide Timely Warning will be issued. The warning may be issued through Builder Alerts, the campus wide emergency notification system. The Builder Alert system is a communication program that utilizes text, voice and email to communicate to students, staff and faculty. It may also be issued through an email blast that electronically notifies the campus. In other circumstances, the timely warning may be posted on bulletin boards throughout the campus and residence halls, or in the student newspaper, or on school radio.

Procedure: A Clery crime which poses an ongoing and continuing threat to the campus community would warrant the issuing of a timely warning. Upon verification of the event, the director of safety and security (or designee) will consult with the dean of students (or designee), vice president of communications and possibly the president of the college (depending upon availability) prior to issuing a timely warning. Determining the segment of the population to be notified will be decided by the Dean of Students and/or the Vice President of Communications & Marketing. Each threat is different and poses its own set of concerns. Priority will be given to students living on campus, time of day, day of the week and age/gender of potential victims. Builder Alerts go to the entire community, where emails can be segmented into students, staff, faculty and main campus employees.

For threats or issues that represent a serious and/or continuing threat to students, staff and faculty that are not Clery Crimes, the subject line in the mass email is “Campus Community Alerts. This is usually for weather or unusual incidents that do not fall within the definition of the Clery Crimes listed below. The Campus Community Alert may also be in the form of a Bulder Alert but may also just be an email from the Dean of Students.

Therefore, the Office of Student Affairs is primarily responsible for verifying the event. It will then work closely with the Office of Marketing and Communications to create the Builder Alert or the Campus Community Alert- depending on the event and threat. They will work without delay and take into account the safety of the community to determine the content of the notification and initiate the system. The Office of Marketing and Communications will also manage any media requests about an incident. In addition, the Office of Marketing and Communications will manage the College’s website and post any relevant information on the main website.

The Office of Student Affairs and the Office of Marketing and Communications will test the Builder Alert emergency notification system once per semester.

Clery crimes include the following incidents:

- Criminal Homicide
- Murder and non-negligent manslaughter
- Negligent Manslaughter
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Sex offenses
  - Rape
  - Fondling
  - Incest
  - Statutory Rape

Security & Access

Residence halls are locked 24 hours a day, 7 days a week. However, there is an exception. Sutton Hall is open Monday through Friday between 8:00 am and 5:00 pm to accommodate the student life offices and the athletic coach offices that are in the building. Winfield Hall's atrium and fitness center are accessible 24 hours a day to all students and staff through key card access. Students in Cole, Wallingford, and Winfield Hall are issued key cards for exterior door access and keys for their room access. All other students are issued keys for exterior door access to their residence hall and keys to their rooms. Students who live in apartments are given one key that gives them access to their apartment and the community laundry facilities.

Residents may call security at 620-229-0012 to be let into their residence hall or apartment. The student will need to provide proper identification. In case of a serious campus violation or a concern for a student's safety, security may, with the approval of the dean of students, enter a student's room on campus.

All other campus buildings are locked overnight. During the overnight hours, Campus Security ensures that all doors are closed and locked. Building access is granted on a limited basis. Southwestern contracts with Sodexo for campus maintenance. Sodexo has access to buildings for maintenance and janitorial services. Outside vendors will be accompanied on campus by security personnel when security is notified by Sodexo.

During hourly security rounds, the security staff looks for any maintenance issues that may cause a security concern. For example, ladders left out that give window access to second-floor buildings, propped open doors, broken windows, etc. When issues are located, they are promptly referred to the maintenance department and also secured by the officer at the scene.

Campus Law Enforcement & Jurisdiction

Located in the Office of Student Affairs in the Sutton Residence Hall, The Department of Safety and Security consists of three full time and eight part-time officers. The officers are here to assist students, staff and faculty and to provide outstanding customer service. The telephone number for Safety and Security is 620-229-0012. For emergency calls please dial 911 or with the campus phone system, please dial 9 911.

Officers patrol the campus on foot or in vehicles and are available for a variety of services one of which includes escorts on campus. For a full list of services provided, please contact the Department of Safety and Security.

Authority to Arrest & Relationships

Security Officers are non-sworn officers with no arrest or police powers. Security Officers enforce campus policies and campus traffic issues only. Crimes are reported to and investigated by the appropriate law enforcement agencies. There are currently no written memoranda of understanding between Southwestern College and the law enforcement agencies in the State of Kansas.

Non-campus Locations for Student Organizations

Southwestern College does not have an officially recognized student organization with non-campus locations. Therefore, it is not necessary for the school to monitor and record through local police agencies criminal activity by students at a non-campus location.

Security Awareness Programs

Active Shooter Training: All new students were required to attend an active shooter training led by the Winfield Police Department's Chief of Police. This provided education on ALERRT.

Campus Community Alerts and Timely warnings: These were sent out by the Office of Student Affairs and/or the Communications Department include information about campus security procedures and practices and to encourage the campus community to be responsible for their safety and that of others.

Risk reduction & Theft Prevention: Residence hall staffs contribute to the safety of their residents through information at hall meetings that encourages them to practice the following preventative measures.

- Resident rooms must be locked when there is no one there.
- Keep your automobile locked; never leave the keys in the vehicle. Avoid leaving property in the vehicle where it is visible. Always store such items in the trunk.
- Check your car before entering for possible break-ins.
- Personal property, such as purses, briefcases, textbooks, backpacks, etc., should never be left unattended. Keep such items with you while in classrooms, lounges, the cafeteria, snack bar, or the library.
- Lock all bicycles. Always run the lock through the bicycle frame, never only through the tire.
- Make a record of the serial number of all personal property.
- If you lose your room or outside door key, report this immediately and obtain a new one.
- Report to your hall director, residential operations or campus security any suspicious or unauthorized people you notice in the hail.
- Promptly report any thefts you or your residents discover. Your information is valuable, and time is important. If you witness or discover such a situation, you can help by providing identifying information such as:

Autos: License number, make, and model; color and any outstanding characteristics; bent fenders, rust spots, faded paint, etc.
Property: Serial numbers of stolen property and complete and concise descriptions; when the items were last seen or used.
Persons: Name (if known), sex, age, height, weight, dress, speech, complexion, distinguishing marks (jewelry, tattoos, scars, missing teeth, and physical condition), method of travel and direction.

Safety and Security Informational Table: The Safety and Security Department provided information about their resources and parking permits to students at registration for both the fall and spring semester. Information was provided on the following:

Student Handbook: Student Affairs sent out an e-mail with a QR code for the Student Handbook.

Drug, Alcohol, & Substance Abuse

Drug Free Schools and Community Act of 1989 Information (Drug and Alcohol Policy)
Policy: The possession, use, or distribution of alcoholic beverages or illicit drugs by students or employees is strictly prohibited on the property of the college or as part of any college activity taking place off college property. Additionally, the possession, use, or distribution of alcoholic beverages or illicit drugs is strictly prohibited as part of any activity taking place on college property, even if that activity does not involve students or employees. In addition, the state of Kansas does not allow people under the age of 21 to consume or possess alcohol, under any circumstances.

Southwestern College affirms its long-standing support of abstinence from both alcohol and illegal drugs. Southwestern supports the strict administration of regulations governing these substances and will enforce the guidelines set forth by various college programs. The program guidelines include but are not limited to: student life regulations, study abroad travel policy, Southwestern College travel policy, alumni relations policy, policies as set forth in the staff handbook, etc. Copies of the guidelines that govern each program are available from the college services office. The possession, use, or distribution of alcoholic beverages or illicit drugs by students or employees is strictly prohibited on the property of the college, even if that activity does not involve students or employees. No college funds will be expended for the purchase of alcoholic beverages or illicit drugs at any group activity taking place on or off college property (e.g. alumni event, campaign reception, etc.).

Students
Students who violate the terms of this policy may be reported to the appropriate law enforcement officials if local, state, or federal statutes are involved and will be subject to the following sanctions:

- Placement on probationary status;
- Temporary suspension from classes and activities;
- Suspension for a semester from classes and activities;
- Expulsion.

Students subject to these penalties will be afforded all due process rights to which they are entitled by law or under current policies affecting student discipline. In addition to the above sanctions, a student may be required to meet with a campus counselor. In lieu of suspension or expulsion a student may be required to complete a drug or alcohol abuse education or treatment program as a condition of continued enrollment. The cost of completing such a program will be the responsibility of the student.

Employees: Drug-Free Workplace
Employees of the college are required as a condition of employment to abide by the terms of this policy. Employees are further required to notify the college in writing of any criminal drug statute conviction for a violation occurring in the work place no later than five calendar days after such conviction. Employees are prohibited by law and by college policy from providing alcohol to persons under the age of 21 at any time or in any location. Employees are also prohibited from possession of alcoholic drinks on college property. The law prohibits the possession and distribution of any kind of illegal drugs at any time. The possession of illegal drugs or alcohol by an employee on college property is grounds for discipline or dismissal. Employees are required to notify the college in writing of any criminal drug statute conviction

for a violation occurring in the workplace no later than five calendar days after such violation. Employees are also required to notify the college of any conviction relating to the illegal use of drugs or alcohol (e.g. driving under the influence, transporting liquor in opened containers, obtaining prescription-only drugs by fraudulent means, possession or sale of illegal drugs, etc). Employees who observe a co-worker under the influence of alcohol or drugs on the job should report the incident to the director of human resources.

Employees who violate the terms of this policy will be reported to the appropriate law enforcement officials and will be subject to the following sanctions:

- Short term suspension with pay;
- Short term suspension without pay;
- Long term suspension without pay;
- Required participation in a drug and alcohol education, treatment, counseling, or rehabilitation program;
- Termination or dismissal from employment.

In addition to any suspension imposed as discipline, the employee may be required to participate in a drug and alcohol education treatment, counseling, or rehabilitation program. The cost of participation in such a drug or alcohol program is the responsibility of the employee. Failure to participate and complete a program, if required, will be grounds for termination or dismissal from employment.
Prior to applying sanctions under this policy, employees will be afforded all due process rights to which they are entitled under their contracts, if applicable. Nothing in this policy is intended to diminish the right of the college to take any other disciplinary action which is provided for in college policies.

Off-Campus Travel Involving Students
The possession, use, or distribution of alcoholic beverages or illicit drugs by students or employees is strictly prohibited on the property of the college, even if an activity does not involve students or employees. No college funds will be expended for the purchase of alcoholic beverages or illicit drugs at any group activity taking place off college property or in another country (e.g. a reception or dinner in a culture with different laws and regulations on alcohol use and distribution.

Legal Sanctions
Local, state, and federal statutes prohibit furnishing alcohol to a minor, purchase or consumption of alcohol by a minor, driving while under the influence of alcohol or drugs, vehicular homicide, vehicular battery, transporting liquor in opened containers, obtaining a prescription-only drug by fraudulent means, and possession, use, sale of illegal drugs, stimulants, or anabolic steroids. Penalties range from fines through misdemeanor and felony charges.

Health Risks
The risks of using alcohol include but are not limited to impaired judgment, alcoholism, liver damage, pancreatitis, and congestive heart failure. The risks of using sedatives, hypnotics, and tranquilizers include but are not limited to nausea, vomiting, anxiety, blurred vision, respiratory depression, addiction, and death from overdose or unsupervised withdrawal. The risks of using narcotics include but are not

limited to AIDS, hepatitis, and skin infections from non-sterile injections, endocarditis, addiction, and coma or sudden death from overdose. The risks of using inhalants include but are not limited to psychosis, accidental suffocation, heart failure, kidney failure, and bone marrow disorders.

Legal Penalties Relating to Drugs and Alcohol

Local, state, and federal statutes prohibit furnishing alcohol to anyone under the age of 21, purchase or consumption of alcohol by a minor, driving while under the influence of alcohol or drugs, vehicular homicide, vehicular battery, transporting liquor in opened containers, obtaining a prescription-only drug by fraudulent means, and possession, use, sale of illegal drugs, stimulants, or anabolic steroids. Penalties range from fines through misdemeanor and felony charges.

Help and Information

The college will provide information and educational programs that attempt to keep the campus community informed about the consequences of using and misusing intoxicating alcohol and illegal drugs. Help is available for those persons who seek it. Employees and students are encouraged to initiate contact with their supervisor, counselor, a faculty member, or administrator who will work with them confidentially or refer them to an off-campus source of help.

Southwestern College Drug and Alcohol Abuse Prevention Program

Southwestern College is dedicated to the safety, health and welfare of its students, faculty, and staff. The primary purpose of the drug and alcohol abuse prevention program is to prevent the unlawful possession, use, and distribution of drugs and alcohol on campus. Southwestern College is committed to maintaining a drug and alcohol free workplace in accordance with the Drug-Free Schools and Communities Act.

The prevention program at Southwestern College includes the following components:

1. The Southwestern College campus is a dry campus and no drugs or alcohol are allowed at any event
2. The possession, use, or distribution of alcoholic beverages or illicit drugs by students or employees is strictly prohibited on the property of Southwestern College or as part of any college activity taking place off college property. Additionally, the possession, use, or distribution of alcoholic beverages or illicit drugs is strictly prohibited as part of any activity taking place on college property, even if that activity does not involve students or employees.

Southwestern College has a formal drug and alcohol policy in the college policy manual and is provided at the end of this document. The policy includes, but is not limited to, the following components:

- Consequences of policy violations for students and employees
- Legal sanctions related to violations of local, state, and federal laws Health risks associated to drug and alcohol abuse
- An annual notice of the drug and alcohol policy is sent to all students and employees at the college.
- The Vice President for Student Affairs sends out the policy to Main Campus students on day 20 of the fall and spring semesters.
- Human Resources presents the policy as part of the onboarding process for new employees. New employees are required to sign a form acknowledging receipt of the Employee handbook, which also includes the policy.

Southwestern College provides information and educational programs that attempt to keep the campus community informed about the consequences of using and misusing intoxicating alcohol and illegal drugs.

Athletes are subject to random drug testing. Help is available for those persons who seek it. Employees and students are encouraged to initiate contact with their supervisor, counselor, a faculty member, or administrator who will work with them confidentially or refer them to an off-campus source of help.

Wellness Services for Students: Wellness services are available through the Builder Health website (www.sckans.edu/builderhealth). The website includes telehealth options and contact information for Southwestern's Wellness Coordinator. Wellness Coordinator, Mary Ann Smith who is a licensed masters' level social Worker (LMSW) assists with navigating telehealth options and makes referrals to local mental health providers. Ms. Smith can be contacted at maryann.smith@sckans.edu or texted at 620-222-4311.

Employee Assistance Program (EAP) for College employees: Southwestern College recognizes that personal issues can sometimes affect employee performance. The Employee Assistance Program (EAP) is available to employees and their families to provide confidential help with a wide variety of personal problems, issues and concerns. Employees can refer to the Employee Handbook for more information.

To access the up to date information on the institution's health and safety initiatives, please visit the school's web site at: **consumer information - Southwestern College (sckans.edu)**

Southwestern College Title IX Policy & Procedures

Any reports of dating violence, domestic violence, sexual assault or staking based on gender or intimate partner relationship will be managed through the Title IX Sexual Misconduct Policy and Procedures located in the Southwestern College Policy Manual.

Scope

- This policy applies when Southwestern College has actual knowledge of allegations of Sexual Harassment in any of Southwestern College's educational programs or activities against persons present in the United States.
- When a person alleges both sex discrimination and Sexual Harassment committed against a person while in the United States, Southwestern College will follow its rules, procedures, and processes for responding to a Formal Complaint of Sexual Harassment. If the Formal Complaint is dismissed at any point in the process, Southwestern College will follow its rules, procedures, and processes used for sex discrimination allegations.
- Allegations of discrimination, Sexual Harassment, or other sexual misconduct outside the scope of this policy may be addressed under other Southwestern College policies.

Title IX Coordinator

Contact Information: The Title IX Coordinator for Southwestern College is: Lonnie Boyd, Director of Human Resources- located in the Business Office in the Christy Administration Building. Mailing Address- Lonnie Boyd, Director of Human Resources, Southwestern College, 100 College Street, Winfield KS 67156. Telephone- 620-229-6136 and email-Lonnie.boyd@sckans.edu

Responsibilities: The Title IX Coordinator shall coordinate Southwestern College's efforts to comply with this policy and Title IX.

The Title IX Coordinator will ensure that applicants for admission and employment, students, employees, and any professional organizations holding professional agreements with Southwestern College are provided with the contact information for the Title IX Coordinator listed above.

Definitions

A. Actual Knowledge: Notice of Sexual Harassment or allegations of Sexual Harassment to any of the following:

1. Title IX Coordinator: The Title IX coordinator's primary responsibility is to coordinate the College's compliance with Title IX, including the school's grievance procedures for resolving associated complaints. In addition, the following responsibilities apply:

• Understand Title IX to ensure that procedural requirements of the legislation are being met. This means developing a working knowledge of Title IX, having a copy of the law available and understanding its requirements. To meet this responsibility, coordinators need to keep informed of current research and legal and judicial decisions related to Title IX.

• Ensure Southwestern College is complying with Title IX. This involves reviewing the College's policies to ensure that it is not discriminating based on sex and that information about the College's practices, including counseling, are non-discriminatory.

• Coordinate the grievance procedure for Title IX complaints which includes assisting students in filing and investigating the concerns or issues.

2. Any official who has authority to institute corrective measures on behalf of Southwestern College. This includes the Dean of Students, Assistant Dean of Students, Director of Security, Assistant Director of Residence Life and the Wallingford Hall Director. The Actual Knowledge standard is not met when the only official of Southwestern College with actual knowledge is also the Respondent. These individuals may become aware of Sexual Harassment if they witness Sexual Harassment; hear about Sexual Harassment or Sexual Harassment allegations from a Complainant (i.e., a person alleged to be the victim) or a third party (e.g., the Complainant's parent, friend, or peer); receive a written or verbal complaint about Sexual Harassment or Sexual Harassment allegations; or by any other means.

B. Complainant: An individual who is alleged to be the victim of conduct that could constitute Sexual Harassment. Complainant does not mean the Title IX Coordinator when the Title IX Coordinator signs a Formal Complaint or is not otherwise an alleged victim of Sexual Harassment.

C. Conflict of Interest: Any individual designated by Southwestern College as the Title IX Coordinator, investigator, decision-maker, or any person designated by Southwestern to facilitate an informal resolution process will not have a conflict of interest or bias against complainants or respondents generally or individually.

D. Consent: An informed decision, freely given, made through mutually understandable words or actions that indicate a willingness to participate in mutually agreed upon sexual activity. Consent cannot be given by an individual who is asleep, unconscious, or mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason, or is under duress, threat, coercion, or force. Past consent does not imply future consent. Silence or an absence of resistance does not imply consent. Consent can be withdrawn at any time.

E. Deliberately Indifferent: A response that is clearly unreasonable in light of the known circumstances.

F. Education Program or Activity. Locations, events, or circumstances over which Southwestern College exercises substantial control over both the Respondent and the context in which the alleged Sexual Harassment occurred. Conduct that occurs outside of Southwestern College's Program or Activity as defined in this policy may be subject to other student conduct policies.

G. Formal Complaint: A document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that Southwestern College investigate the allegation of Sexual Harassment. The phrase "document filed by a Complainant" means a document or electronic submission (such as by email that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a party under these procedures and must comply with the requirements of this policy.

H. Decision Maker: The person who is the decision-maker with respect to the determination of responsibility after a live hearing. The Decision Maker cannot be the same person(s) as the Title IX Coordinator or the Investigator(s).

I. Party: Either Complainant or Respondent. References to the plural "parties" includes Complainant and Respondent.

J. Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.

K. Sexual Harassment: Conduct on the basis of sex that satisfies one (1) or more of the following:

1. An employee conditioning the provision of an aid, benefit, or service of Southwestern College on an individual's participation in unwelcome sexual conduct (quid pro quo)
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 Southwestern College's education program or activity; or
3. Any of the following offenses:

Sexual Assault. An offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

Forcible Sex Offenses. Any sexual act directed against the Complainant, without the consent of the Complainant including instances where the Complainant is incapable of giving consent. Forcible sex offenses include:

a. Rape. The carnal knowledge of the Complainant, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
b. Sodomy. Oral or anal sexual intercourse with the Complainant, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
c. Sexual Assault with an Object. To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of the Complainant, without the consent of the Complainant including instances where the Complainant is incapable of giving consent because of their age or because of their temporary of permanent mental or physical incapacity. An "object" or "instrument" as defined in this section is anything used by the offender other than the offender's genitalia (e.g., a finger or bottle).
d. Fondling. The touching of the private body parts of the Complainant for the purpose of sexual gratification, without the consent of the Complainant, including instances where the Complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.

Non-forcible Sex Offenses. Non-forcible sex offenses include:

a. Incest. Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
b. Statutory Rape. Non-forcible sexual intercourse with a person who is under the statutory age of consent.
c. Dating Violence. Violence committed by a person: (1) who is, or has been, in a social relationship of a romantic or intimate nature with the Complainant; and (2) where the existence of such a relationship shall be determined based on a consideration of the following factors: The length of the relationship. ii. The type of relationship. iii. The frequency of interaction between the persons involved in the relationship.
d. Domestic Violence. Violence committed by a current or former spouse or intimate partner of the Complainant; by a person with whom the Complainant shares a child in common; by a person who is cohabitating with, or has cohabitated with; the Complainant as a spouse or intimate partner; by a person similarly situated to a spouse of the Complainant under the laws of the State of Kansas or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of

the State of Kansas.

e. Stalking. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) fear for their safety or the safety of others; or (2) suffer substantial emotional distress.

L. Supportive Measures: Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to Southwestern College's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties and/or the educational environment, or deter Sexual Harassment.

Supportive Measures may include counseling, extensions of deadlines or other course related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

M. Written Notice: Notice to a student to their official Southwestern College email account as well as a hard copy delivered by the Southwestern College Security Department. The notice is effective on the date that the notice is mailed. When notice is hand delivered to the student from the institution, notice is effective on the date that the notice is delivered to the student to whom the notice is addressed. When notice is sent by email, the notice is effective on the date that the email is sent to the student's institution-provided email account.

Southwestern College's Response to a Report of Sexual Harassment.
Southwestern College's response to receiving actual knowledge of Sexual Harassment will treat Complainants and Respondents equitably by offering Supportive Measures to a Complainant, and by following the Grievance Process before the imposition of any disciplinary sanctions or other actions that are not Supportive Measures, against a Respondent.

Grievance Procedures: The grievance procedures set forth below are intended to provide for the prompt and equitable resolution of a Formal Complaint by any student alleging any action that would be prohibited by this policy.

Notification of Grievance Procedures: Southwestern College will provide notice to applicants for admission and employment, students, employees, and any professional organizations holding professional agreements with Southwestern College of these grievance procedures and grievance process, including how to report or file a complaint of sex discrimination, how to report or file a Formal Complaint of Sexual Harassment, and how Southwestern College will respond.

Basic Requirements: The following shall be required during Southwestern College's Grievance Process.

- Equitable Treatment: Southwestern College will apply its grievance procedures and requirements equally to both parties. During any proceeding under this policy, Southwestern College will treat Complainants and Respondents equitably by providing remedies to a Complainant where a determination of responsibility for Sexual Harassment has been made against the Respondent, and by following the Grievance Process set forth below before the imposition of any disciplinary sanctions or other actions that are not Supportive Measures against a Respondent. Remedies must be designed to restore or preserve equal access to the education program or activity. Such remedies may be disciplinary or punitive in nature and need not avoid burdening the Respondent and may include the same individualized services set forth in Supportive Measures.
- Presumption of Non-Responsibility: Throughout the Grievance Process set forth in this policy, the Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Grievance Process.
- Objective Evaluation: Any grievance pursuant to these procedures will include an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence. Credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.
- Conflicts of Interest Prohibited: The Title IX Coordinator, Investigator(s), Hearing Officer, decision-maker on appeal, or any person designated to facilitate an informal resolution process, shall be free from any conflict of interest or bias for or against Complainants or Respondents generally or an individual Complainant or Respondent. The intent of this provision is to provide protections analogous to, and no less protective than, the conflict of interest provisions. If any party believes that any of these individuals has a conflict of interest, that party must submit a written explanation of the reason for that belief to the Vice President for Business and Finance. The explanation must be submitted within three (3) business days, absent good cause, of the time when the party knew or should have known the facts that would give rise to the alleged conflict of interest. The Vice President for Business and Finance will determine if the facts warrant the appointment of a different Title IX Coordinator, Investigator, Hearing Officer, decision-maker on appeal, or informal resolution facilitator and will respond to the requesting party in writing within three (3) business days, absent good cause. The decision of the Vice President for Business and Finance shall be final.

Time Frames: Southwestern College will endeavor to complete the Grievance Process set forth herein within 60 school days of the filing of the Formal Complaint. This time-frame and others set forth in this policy are guideposts and may be extended for good cause. 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 Complainant and Respondent shall be promptly notified of the need for any delay.

Standard of Evidence: The standard of evidence to be used to determine responsibility is the preponderance of the evidence standard.

Privileged Materials: Neither the college nor any party will be required or allowed to rely upon, or otherwise use questions or evidence that constitute or seek disclosure of, information protected under a legally recognized privilege unless the person holding such privilege has waived the privilege.

Notice of Allegations: Upon receipt of a Formal Complaint, an Investigator or campus authority will provide the following written notices to the parties who are known:

- Notice of Southwestern College's Grievance Process
- Notice of the allegations of conduct potentially constituting Sexual Harassment, including sufficient details known at the time. This notice shall be provided with sufficient time to prepare a response before any initial interview. Sufficient details include:
    a. The identities of the parties involved in the incident, if known.
    b. The conduct allegedly constituting Sexual Harassment.
    c. The date and location of the alleged incident, if known.
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Grievance Process.
- Notice to the parties that they may have an advisor of their choice; The advisor may be any person of the party's choosing, If the party does not choose an advisor, however, the institution may select an individual to serve in this role for the limited purpose of conducting the cross-examination.
- Notice that the parties may inspect and review evidence as set forth.
- Notice to the parties that knowingly making false statements or knowingly submitting false information during the Grievance Process is prohibited.
- If, in the course of an investigation, Southwestern College decides to investigate allegations about the Complainant or Respondent that are not included in the original written notice discussed above, Southwestern College will provide written notice of the additional allegations to the parties whose identities are known.

Dismissal of a Formal Complaint

Mandatory Dismissal. Southwestern College must dismiss the Formal Complaint regarding any alleged conduct that:

- Would not constitute Sexual Harassment under this policy;

- did not occur in Southwestern College's education program or activity; or
- did not occur against a person present in the United States at the time of the alleged conduct.
- If appropriate, the Title IX Coordinator will forward allegations of misconduct dismissed under this section to the Office of Student Affairs for review and, if appropriate, additional action under other College rules and procedures may be taken.

Permissive Dismissal. Southwestern College may dismiss the Formal Complaint or any allegations therein, if at any time during the investigation or hearing:

- Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
- Respondent is no longer enrolled at Southwestern College; or
- Specific circumstances prevent Southwestern College from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

Following a mandatory or permissive dismissal set forth above, the Title IX Coordinator must promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties.

Consolidation of Formal Complaints

Southwestern College may consolidate Formal Complaints as to allegations of Sexual Harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Sexual Harassment arise out of the same facts or circumstances.

Investigation of a Formal Complaint

Southwestern College will investigate, to the extent necessary or possible, the allegations in a Formal Complaint. When investigating a Formal Complaint and throughout the Grievance Process, the investigator will observe the following requirements:

- Burden of Proof. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rests on Southwestern College and not on the parties;
- Prohibition on Use of Privileged Documents. Southwestern College may not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless Southwestern College obtains that party's voluntary, written consent to do so for a Grievance Process under this section.
- Southwestern College will provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.
- Southwestern College will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

- Use of an Advisor. The parties are permitted to have an advisor present during any Grievance Proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney. Southwestern College does not place any limits on the choice or presence of advisor for either the Complainant or Respondent in any meeting or Grievance Proceeding, except for participation in cross-examination; the advisor's role in any other meeting or proceeding shall be limited to an advisor role only and the advisor may not otherwise participate in the meeting or proceedings.
- Notice to Parties. The Process Manager will provide to a party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with a party, with sufficient time for the party to prepare or participate.
- Access to Evidence. Southwestern College will allow both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence upon which Southwestern College does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence, whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. Prior to completion of the Investigative Report, the College will send to each party and the party's advisor (if any), the evidence subject to inspection and review in an electronic format or a hard copy. The parties will have ten (10) school days to submit a written response, which the Investigator will consider prior to completion of the Investigative Report. Southwestern College must make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.
- Final Investigative Report. The Investigator will create an Investigative Report that fairly summarizes relevant evidence. At least ten (10) school days prior to a hearing or other time of determination regarding responsibility, the Investigator will send to each party and the party's advisor (if any), the Investigative Report in an electronic format or a hard copy, for their review and written response.

Hearing Procedures

At least ten (10) days after the completion of the Investigative Report and distribution to the parties and their advisors (if any), Southwestern College will convene a live hearing for any Formal Complaint not dismissed pursuant to this policy. The Hearing Officer maintains authority to set the procedures and control the conduct of the hearing provided that the Hearing Officer must observe the procedures required by this policy, Title IX, and other applicable Southwestern College rules or policies.

- Location of Hearing. Live hearings pursuant to this section may be conducted with all parties physically present in the same geographic location or, at Southwestern College's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.
- Availability of Evidence. The Hearing Officer will make all evidence that was subject to review and inspection during the investigation phase available to the parties during the hearing. The parties will have equal opportunity to refer to that evidence, including for purposes of cross-examination.
- Extensions of Time. The Hearing Officer may allow a temporary delay of the Grievance Process or the limited extension of time-frames for good cause with written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action. Good cause may include but is not limited to 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.

- Separation of Parties. At the request of either party, the Hearing Officer will provide for the live hearing to occur with the parties located in separate rooms with technology enabling the Hearing Officer and parties to simultaneously see and hear the party or the witness answering questions.
- At least seventy-two (72) hours prior to a live hearing, Southwestern College will provide both parties with written notice of the following:
    - The time, place, and date of the hearing, and electronic access information, if applicable;
    - The name of each witness Southwestern College expects to present at the hearing and those Southwestern College may present if the need arises;
    - The right to request a copy of the investigative file; and
    - The right to request copies of all documents, copies of all electronically stored information, and access to tangible evidence that Southwestern College has in its possession, custody, or control and may use to support claims or defenses.
- Cross-examination. Each party's advisor will be permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor and never by a party personally. If a party does not have an advisor present at the live hearing, Southwestern College will provide an advisor of its choice to conduct cross-examination on behalf of that party without fee or charge to that party.
- Relevance. Only relevant questions may be asked of a party or witness on either direct or cross-examination. Before a Complainant, Respondent, or witness answers a question, the Hearing Officer must first determine whether the question is relevant. The Hearing Officer must explain any decision to exclude a question as not relevant.
- Complainant's Prior Sexual Behavior. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, except as follows:
    - If such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant; or
    - If the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.
- Exclusion of all evidence not subject to cross-examination. If a party or witness does not submit to cross-examination at the live hearing, the Hearing Officer must not rely on any statement of that party or witness in reaching a determination regarding responsibility; the Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.
- Recording of Hearing. Southwestern College will create an audio or audiovisual recording or transcript of any live hearing and make it available to the parties for inspection and review.

Determination Regarding Responsibility

The Hearing Officer must issue a written determination regarding responsibility under the standard of evidence.

The written determination must include the following:

- Identification of the allegations potentially constituting Sexual Harassment;
- A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any

notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;

- Findings of fact supporting the determination;
- Conclusions regarding the application of Southwestern College's rule, policy, and, if applicable, code of conduct to the facts;
- A statement of, and rationale for, the result as to each allegation, including:
    - A determination regarding responsibility;
    - Any disciplinary sanctions Southwestern College imposes on the Respondent;
    - Whether remedies designed to restore or preserve equal access to Southwestern Colleges education program or activity will be provided by Southwestern College to the Complainant; and
    - **T**he procedures and permissible bases for the Complainant and Respondent to appeal.

Southwestern College will provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that Southwestern College provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

If remedies were provided in the written determination, the Title IX Coordinator is responsible for effective implementation of any remedies.

Appeals

Availability of Appeal. Both parties may appeal the following:

- A determination regarding responsibility; or
- The dismissal of a Formal Complaint or any allegations therein.

Decision-maker on Appeal. The appeal will be decided by the Vice President for Finance or their designee.

Bases for Appeal. The bases of appeal shall be as follows:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter; and
- The Title IX Coordinator, Investigator(s), or Hearing Officer had a conflict of interest or bias for or against Complainants or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

Timeframe for Appeal. A party wishing to appeal a determination regarding responsibility or the dismissal of a Formal Complaint or any allegations therein must file a written appeal with the Title IX Coordinator within (3) school days of the date of the determination or the dismissal. The written appeal must identify the basis or bases for the appeal and explain with specificity the facts supporting the basis or bases of the appeal.

In the event of an appeal filed by the other party, the non-appealing party will be permitted to submit a written statement in support of the outcome within three (3) school days after the Title IX Coordinator notifies the party of filing of the written appeal.

Appeal Procedure. For any appeal made under this policy, the Title IX Coordinator or designee will:

1. Notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties;

2. Ensure that the decision-maker for the appeal is not the same person as any Investigator(s) or the Hearing Officer that reached the determination regarding responsibility or dismissal, the Investigator(s), or the Title IX Coordinator;

3. Ensure that the decision-maker for the appeal meets the requirements of training, bias, and conflicts of interest; and

4. The decision-maker for appeal will:

a. Give both parties a reasonable, equal opportunity to submit a written appeal statement in support of, or challenging, the outcome; and

b. Issue a written decision describing the result of the appeal and the rationale for the result within ten (10) school days upon receipt of all appeal documents; and

c. Provide the written decision simultaneously to both parties.

Retaliation

The procedures set forth Policy 2.2.6 Anti-Retaliation statement, Retaliation of any kind against anyone filing a complaint of harassment or discrimination is prohibited. Initiating a complaint of harassment or discrimination will not affect students', grades, class selection, or any other matter pertaining to student status. Distinguishing between harassing or discriminatory conduct and conduct that is purely personal or social without a harassing or discriminatory work or educational effect requires a determination based on all of the facts pertaining to the situation. False accusations of harassment or discrimination can seriously injure innocent people. Initiating a false harassment or discrimination complaint or initiating a harassment or discrimination complaint in bad faith may result in disciplinary action. However, a finding for the accused does not constitute a finding that the complaint was acting in bad faith.

The exercise of rights protected under the First Amendment does not constitute retaliation prohibited by this policy.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this Policy does not constitute retaliation prohibited by this policy, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Confidentiality

Southwestern College will maintain the confidentiality of the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Formal Complaint of Sexual Harassment, any Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by the FERPA or as required by law, or to carry out the purposes of Title IX, including the conduct of any investigation, hearing, or judicial proceeding.

Southwestern College will keep confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality does not impair Southwestern College's ability to provide the Supportive Measures.

Recordkeeping

The recordkeeping requirements in this policy supersede the record keeping requirements set forth in Policy 129 Records Retention and Disposal of Records.

Southwestern College will retain the following records for a period of seven (7) years:

- Each Sexual Harassment investigation, including any determination regarding responsibility and any recording or transcript of any live hearing, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore or preserve equal access to Southwestern College's education program or activity;
- Any appeal and the result therefrom;
- Any informal resolution and the result therefrom;
- For each response to actual knowledge of Sexual Harassment, Southwestern College must create, and maintain for a period of seven (7) years, records of any actions, including any Supportive Measures, taken in response to a report or Formal Complaint of Sexual Harassment.
    - In each instance, Southwestern College must document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to Southwestern College's education program or activity.
    - If Southwestern College does not provide a Complainant with Supportive Measures, then it must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit Southwestern College in the future from providing additional explanations or detailing additional measures taken.

Title IX- Sexual Assault Reporting Information

If a student is a victim of sexual assault, dating violence, dating violence or stalking, the first priority is to get to a place of safety. The college strongly encourages reporting the incident to the local police and Southwestern College. It is important to report the incident to help prevent other attacks from occurring and to protect the campus community.

Making a Report to the Title IX Coordinator. Any person may report sex discrimination, including sexual assault, dating violence, dating violence or stalking (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or Sexual Harassment), in person, by mail, by telephone, or by email, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number, online reporting portal, or email address, or by mail to the office address, listed for the Title IX Coordinator.

The following is specific contact information for individuals who are critical within the process of reporting a sexual assault:

- Title IX Coordinator, Lonnie Boyd at 620-229-6136 or Lonnie.boyd@sckans.edu
- Campus Hotline for reporting safety and Title IX concerns: 866-943-5787
- Safety and Security Concerns Form: Students, staff, and faculty can make an anonymous report on-line at http://www.sckans.edu/student-services/safety-and-security/ and click on the "Safety and Security Concerns Form".

All staff, faculty and residence assistants are required to inform the Title IX Coordinator of the incident. The campus minister and wellness coordinator are allowed to keep the incident completely confidential.

The following Southwestern College employees are expected to report sex discrimination, including Sexual Harassment, of which they are aware, to the Title IX Coordinator.

1. Security Personnel
2. Resident directors, and resident assistants;
3. President, Vice Presidents, Associate/Assistant Vice Presidents
4. Department Chairs/Heads;
5. Faculty;
6. Student Success Staff
7. Student Affairs Staff
8. Advisors for student organizations
9. Head Athletic Coaches, assistant coaches
10. Athletic Trainers
11. Athletic Director and Assistant/Associate Athletic Directors
12. Campus Security Authorities
13. All Graduate Assistants

A student has the option to report the sexual assault to Southwestern College or law enforcement, or both. The victim also has the authority to decline to report the sexual assault to campus authorities or law enforcement. It is the student's choice how to report the crime. The Office of Student Affairs at Southwestern College helps students process this decision and can help the student in notifying law enforcement. Often times this is done in person at the police/sheriff department or the Office of Student Affairs can ask for the police to come to campus to file the report.

In addition, the Office of Student Affairs encourages students who witness or are victims of domestic violence, dating violence and stalking

crimes to report those incidents to the Winfield Police Department and/or the Cowley County Sheriff Department. Again, the Office of Student Affairs can assist the student in making that report.

Whether the victim decides to file a report or not, the College encourages the victim to complete a sexual assault medical examination. The victim can anonymously complete the exam and has the option of filing a report at any time. The exam records will be kept on file at the hospital to use in the investigation if a report is filed.

The contact information for the SANE examination is the William Newton Hospital at 620- 222-6231. It is also helpful for the victim to preserve as much evidence as possible. It is best for the victim to not take a shower, change or throw away clothes, or clean up the location where the incident took place. Preserving evidence may assist in proving that the alleged criminal offense occurred and it may be helpful in obtaining a protection order. This applies to victims of sexual assault, domestic violence, dating violence and stalking.

When a student or employee reports to Southwestern College that they have been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, Southwestern College will provide the student or employee a written explanation of their rights and options. This will be in the form of the Southwestern College "Learn How to Report Sexual Assault at Southwestern College" brochure.

The "Learn How to Report Sexual Assault at Southwestern College" brochure contains information about reporting options, how to contact certain staff members, existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, residence life and academic options.

Response to Actual Knowledge of Sexual Harassment. If Southwestern College has actual knowledge of sexual harassment in an education program or activity committed against a person while in the United States, Southwestern College will respond promptly in a manner that is not deliberately indifferent and follow its Grievance Process.

With or without a Formal Complaint, after receiving actual knowledge of Sexual Harassment, the Title IX Coordinator will:

1. Will contact the Complainant to discuss the availability of Supportive Measures;
2. Consider the Complainant's wishes with respect to Supportive Measures;
3. Inform the Complainant of the availability of Supportive Measures, with or without the filing of a Formal Complaint; and
4. Explain to the Complainant the process for filing a Formal Complaint.
   a. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by email, by using the Title IX Coordinator Contact Information
   b. At the time of filing a Formal Complaint, a Complainant must be participating in, or attempting to participate in, the education program or activity of Southwestern.
   c. In response to a Formal Complaint, Southwestern College will follow the Grievance Process.

Possible sanctions for Title IX

Following a final determination an institutional disciplinary procedure regarding rape, acquaintance rape, domestic violence, dating violence, sexual assault or stalking, Southwestern College's sanctions may include a semester suspension, two semester suspension, or a three semester suspension. Other sanctions, depending on the severity of the misconduct may include game suspension, parental notification, no contact order and/or some form of educational sanction.

Students, who have been suspended, must apply to the dean of students to be re-admitted. Suspended students must write a letter to the dean of students explaining why they would like to attend Southwestern College again and how they plan on changing their behavior. The dean of students considers the letter as well as the circumstances of the victim and the safety of other students.

Upon request, Southwestern College will disclose the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of any crime of violence or a non-forcible sex offense (statutory rape, incest) to the alleged victim, or next of kin if the victim is deceased.

Retaliation of any kind against anyone filing a complaint of sexual misconduct is prohibited.

Interim Suspension

The vice president of student affairs or designee may interim suspend a student from the college for an interim period pending disciplinary or criminal proceedings or for medical evaluation. An interim suspension may be imposed whenever there is information that the presence of the student at the college poses a substantial and immediate threat to him/herself, to others, or to the continuation of college functions.
The vice president of student affairs or designee will notify the student in writing as soon as possible after being notified of the alleged misconduct. The notice will include: The basis for the Interim Suspension, the process for appeal and review of the Interim Suspension and the information on how to contact the security office for questions about the terms of the Interim Suspension and for permission to enter college property for limited purposes. Other relevant staff and faculty may be informed of the Interim Suspension.

A student may appeal the interim suspension to the vice president of student affairs or designee within two (2) business days. The interim suspension remains in effect during any appeal. The student will be given the opportunity to meet with the vice president or designee in person (if appropriate) within 2 business days of submission of appeal. Only the following issues may be discussed during the meeting: The reliability of the information concerning the student's conduct and whether the conduct and circumstances reasonably indicate the continued presence of the student on college property poses a significant risk to the health or safety of any member of the college community, operations or educational process.

During the period of Interim Suspension, the student may explore opportunities for continued academic progress remotely. Decisions regarding continued academic progress are made at the sole discretion of each faculty member. It is the responsibility of the student to communicate with each faculty member.

Students subject to Interim Suspension may be restricted from accessing the college campus, as well as events on or off campus, pending the outcome of a disciplinary hearing. The student may request access by contacting the vice president of student affairs or designee. If access is granted and a student violates the terms of that access, the student may be denied all access to the college campus and on or off campus events and may be subject to disciplinary action for non-compliance.

The Interim Suspension shall not exceed a reasonable time, assuming the student's response to notice is timely. A disciplinary hearing on the alleged violation(s) of the code of conduct will be promptly scheduled. If a student is formally suspended, the effective date will be the date of the interim suspension.

No Contact Order

College administrators are authorized to issue a No Contact Order (NCO) prohibiting contact between students when there exists a reasonable concern that physical or psychological harm may result from such contact. The College will consider all facts and circumstances that may be relevant to whether an NCO should be issued, including, but not limited to, the following factors:

- When there are allegations, threats, or evidence of physical violence by one student against another;
- When there are allegations, threats, or evidence of emotional abuse or harassment by one student of another;
- When there is a substantial risk of emotional harm from continued contact between students;
- When continued contact between students may have a material impact on campus disciplinary proceedings;
- When requested or agreed to in good faith by both students involved; and
- When there are of allegations of serious college policy violations.

All NCOs shall provide that neither student may have contact with the other. "Contact" includes, but is not necessarily limited to, in-person contact, telephone calls, email, texts and other forms of electronic communication, social media-based messages or postings, and third party communications including through proxies.

NCOs may include additional protective measures or other terms specific to the safety, well-being, or other needs of either or both students subject to the NCO, when deemed necessary by the college. Any additional terms shall be expressly stated in the NCO. Additional protective measures or other terms need not be reciprocal. They may include, but are not limited to, the following:

- Restricting a student from being in close proximity to the other student;
- Restricting a student's access to certain campus locations, including the other student's residence hall;
- Restricting the times a student may be present in on-campus dining facilities;
- Requiring that the students not be enrolled in the same academic course(s); and
- Requiring that the students not participate in the same co-curricular or extra-curricular activities**.**

Sexual Assault Resources

Southwestern College provides a student or employee who reports to the institution that they have been a victim of one of the aforementioned crimes with written information to about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within Southwestern College and in Winfield. The Office of Student Affairs also strongly recommends reaching out and talking to others about the incident. Counseling is important and can play a critical role in coping with the incident. Southwestern College provides two on campus resources for counseling and counseling assistance.

- Wellness Coordinator, Mary Ann is considered a confidential resource for students to speak with and she will not report the incident unless it is the student's wishes. Mary Ann can also assist students in obtaining counseling. Mary Ann can be contacted at: (620) 222-4311 or at MaryAnn.smith@sckans.edu
- Rodney Worsham, the Southwestern College Campus Minister, is also a confidential resource for students. Rodney may be contacted at Rodney.Worsham@sckans.edu

Off-Campus resources include:

- Four County Mental Health Crisis Services (serves 4 counties including Cowley County)
  - 24/7 hour Crisis Services 1-800-499-1748
- Wichita Sexual Assault Center
  - http://wichitasac.com
  - 24/7 hour HOTLINE 1-800-229-7233
- RAINN- National Rape, Abuse, Incest National Network
  - 1-800-656-4673
  - www.rainn.org

Registered Sex Offender Information

Registered sex offenders can be located at the following web site of the Kansas Bureau of Investigation:
http://www.accesskansas.org/kbi/ro.shtml

Employee Policy & Procedures

Southwestern College Policy Definition of Sexual Harassment

Sexual harassment is a form of prohibited harassment requiring special mention. Sexual harassment is defined as unwelcome sexual conduct of any nature that creates an offensive or hostile work environment or unwelcome sexual conduct that is made a condition of working at the College. It also may be in the form of non-sexual, offensive conduct that is directed at an employee because of his or her gender. Sexual harassment, like other forms of prohibited harassment, will not be tolerated.

Examples of prohibited sexual harassment include unwelcome sexual conduct such as:

- Verbal harassment (e.g., sexual requests, comments, jokes, slurs);
- Physical harassment (e.g., touching, kissing) and
- Visual harassment (e.g., posters, cartoons or drawings of a sexual nature.)

Sexual harassment is not limited to conduct motivated by sexual attraction. It may occur between members of the opposite sex or members of the same sex, regardless of their sexual orientation. It also includes offensive non-sexual conduct directed at an employee because of his or her gender.

The legal standards and consequences of unlawful sexual harassment are still evolving. The College's policy is more all-encompassing than what the law prohibits. This is because the College's policy rests on the fundamental precept that each employee must treat all others with respect, dignity and professionalism. Deviation from that standard will not be tolerated.

Southwestern College Policy Complaint Procedure

Complaints that may be addressed under this policy include complaints based on the conduct of college students, faculty, administrative and staff members and other persons acting in official college capacities. Individuals who believe that they have been harassed or discriminated against should address their concerns to the appropriate administrative official at the College as set forth below:

Complainant	**Appropriate Administrator**	**Alternative Administrator**
Faculty Administrator	Human Resources	VP for Finance
Student	VP for Student Affairs	Director of Safety and Security
PS Learner	VP for Academic Affairs	VP for Student Academic Success

Employee Conduct and Disciplinary Action

Employees are required to comply with basic standards of conduct and professionalism as members of the College community. Failure to comply with the Employee Code may result in disciplinary action up to and including termination. The college has the right to terminate any employee at-will, with or without cause, with or without notice. The college reserves the right to use progressive discipline on a case-by-case basis.

The following warning procedures may be used by supervisors to alert employees as to unsatisfactory behavior, performance or record:
A. Oral Warning: A private explanation and discussion of the deficiency, including how this deficiency is to be rectified and indication of time by which the deficiency must be corrected. The delivery of this oral warning should be documented by the supervisor even though it was not presented in writing to the employee.
B. Written Warning: This second warning will be in writing and may be accomplished either through the annual performance appraisal or the performance improvement plan. In either instance there must be written reference to the date of the oral warning and must clearly identify the problem and outline a course of corrective action within a specified time frame. The employee must date and sign this warning. Suspension without pay may be an additional consequence to the written warning process. Such suspension will be at the sole discretion of the college for not less than five days and be administered on a case-by-case basis. Length of suspension will be determined by the severity of the conduct, record, action or performance. This will also be signed by the employee, as evidence that the employee has seen the document.
C. Final Action: termination: Notice of Termination will be given if the performance deficiency was not rectified within the specified time frame.

All written warnings will be retained in the employee's personnel file in the Business Office.

The college retains the right to take disciplinary action up to and including termination for serious infractions, misconduct, violations of rules or safety measures, or for other serious performance issues.

Sexual Assault & Safety Education Programs

Southwestern College prohibits the crimes of dating violence, domestic violence, dating violence and stalking as those terms are defined for the purposes of the Clery Act. The Office of Student Affairs at Southwestern College promotes awareness of rape on college campuses, domestic violence, dating violence, sexual assault and stalking.

Programs for Students

- Each fall the Director of Residence Life training resident directors and resident assistants on the process for a student to report a sexual assault. The residence life staff also receives Campus Security Authority (CSA) training which covers their responsibility within that process. Further residence life staff are trained in first responder procedures for victims of sexual assault and they learn about effective bystander intervention.
- The Director of Safety and Security attended a faculty retreat and a coaches meeting in the fall to provide CSA information and training.
- The Director of Campus Life facilitated bystander intervention training with Student Foundations and Student Government executives with a community partner, Wichita Area Sexual Assault Crisis Center.
- The student activity group, Student Foundations (STUFU) partnered with the Builders for Hope student organization for Hope Week, which included mental health resources.

Emergency Response & Evacuation Procedures

Southwestern College, working closely with the Winfield Police Department and other local law enforcement agencies, will promptly investigate all reports. Students, staff, faculty and all others who see or experience an emergency can contact the Southwestern Security Department at 620-222-0012 or Winfield Police/Cowley County Sheriff Department at 911. This is the quickest and most efficient way to communicate an emergency.

The College will transmit critical information to the campus as quickly as possible unless issuing it will compromise efforts to contain the emergency. This will be accomplished by utilizing the Builder Alerts emergency alert and mass notification system. The Builder Alert system is an opt-out program. All students, staff and faculty are automatically signed up for the program upon their start of attendance or employment.

The College is dedicated to providing a safe and secure work and learning environment for students, faculty, staff and visitors. It is Southwestern College policy to be timely, accountable, and honest when communicating with the campus community in times of crisis. The College provides emergency response and evacuation procedures in postings throughout the residence halls or small manuals located in classrooms and other facilities across the campus.

Southwestern College will convene the emergency management team who will coordinate a plan to communicate with authorities, family and friends of a crisis. The emergency management team will be a combination of the president and vice presidents of the college. In certain situations, the Director of Maintenance may be involved.

The emergency management team will work to confirm the incident through communication with the relevant staff, faculty, and students. Most often the Information Technology department and the Communications department play an important role. Also, the Security Department can monitor law enforcement communication and actions through the police radio possessed by the Campus Security Officer on duty. The Communications department will coordinate the communication to authorities, family and friends in the crisis. The incident will be confirmed in person or via phone by those involved and then communicated to the President and/or a Vice President who will then coordinate with the Communications department to send information (emails and/or press releases, Builder Alerts) out as necessary.
The President and the Vice President of Communications and/or other Vice Presidents will work on determining the appropriate segments or segment of the campus community to receive notification through emails and/or press releases and/or the Builder Alert system. The president and other vice presidents will without delay, determine the content of the notification and initiate the Builder Alert notification system with the vice president of communication, unless it compromises efforts to assist the victim or to contain/respond to the emergency.

The Builder Alert system will be initiated by the communications department and/or the information technology department. The titles of the positions involved in this process include:

The President
Vice President for Finance
Vice President for Communications
Vice President for Academics
Vice President for Student Affairs

The Information Technology Department and the Communications Department coordinate numerous Builder Alert tests throughout the year. The testing is done within the control group of vice presidents and selected directors. The staffs rotates through and send "test emergency" messages to the selected test group. The tests may be announced or unannounced. Southwestern College also publicizes its emergency response and evacuation procedures in conjunction with at least one test per year.

The focus of these annual tests and exercises and appropriate follow through activities is to assess and evaluate the capabilities and emergency plans of the College's emergency response and evacuation procedures. The Vice President for Student Affairs is responsible for documenting each test, a description of the exercise, the date, the time and whether it was announced or unannounced.

The *Emergency Notification & Evacuation Plan for Students* centers on the emergency being communicated to the Vice President for Student Affairs who then ensuring that 911 has been notified. Next, the Security Department, Director of Residence Life, and the President are notified. The President then contacts the Campus Minister, Vice President for Communications and the Vice President for Academic Affairs.

1. Ensure the physical safety of person(s) involved, and take appropriate immediate emergency care steps.
2. Convene the emergency management team. If the event has occurred on campus, include director of security.
3. Coordinate a plan for dealing with the immediate situation. This may include:
    a. Notification of legal authorities.
    b. Notification of the student's family
    c. Notification of roommates and friends.
    d. Notification of campus community (professors, staff).
    e. Preparation of a one-page crisis information sheet.
4. If a death is involved:
    a. Arrange for campus commemoration, including a memorial service.
    b. Ensure college representation at family service.
    c. Arrange counseling/mental health services for students and staff.
5. Work with registrar and college services to ensure proper closure of academic issues.

The *Faculty Emergency Plan* centers on the emergency being communicated to the Vice President for Academic Affairs and then ensuring that 911 has been contacted, contacting the President, Campus Minister and the Vice President for Student Affairs. The Vice President for Student Affairs will notify the security department.

1. Ensure the physical safety of person(s) involved, and take appropriate immediate emergency care steps.
2. Convene the emergency management team. If the event has occurred on campus, include director of security.
3. Coordinate a plan for dealing with the immediate situation. This may include:
    a. Notification of legal authorities.
    b. Notification of the faculty member's family.
    c. Consultation with college counsel.

   d. Notification of campus community (professors, staff).
   e. Preparation of a one-page crisis information sheet.
4. If a death is involved:
   a. Arrange for campus commemoration, including a memorial service.
   b. Ensure college representation at family service.
   5. Work with Director of Human Resources to ensure proper resolution of employment issues, including workers compensation, life insurance, etc.

The *Staff Emergency Plan* centers on the emergency being communicated to the Vice President for Business Affairs who will ensure that 911 has been contacted, then communicating to the President. The President then communicates to the Vice President for Student Affairs who communicates to the security department. The President also communicates the incident or issue to the Vice President for Academics, Campus Minister and the Vice President of Communications.

1. Ensure the physical safety of person(s) involved and take appropriate immediate emergency care steps.
2. Convene the emergency management team. If the event has occurred on campus, include director of security.
3. Coordinate a plan for dealing with the immediate situation. This may include:
   a. Notification of legal authorities.
   b. Notification of the faculty member's family.
   c. Consultation with college counsel.
   d. Notification of campus community (professors, staff).
   e. Preparation of a one-page crisis information sheet.
4. If a death is involved:
   a. Arrange for campus commemoration, including a memorial service.
   b. Ensure college representation at family service.
   c. Work with director of human resources to ensure proper resolution of employment issues, including workers compensation, life insurance, etc.

The *Campus Wide Emergency Plan* centers on the Vice President for Student Affairs communicating the incident to the President. But, first ensuring that 911 has been contacted. The President then communicates the incident to the Vice President for Academic Affairs. Next, the President communicates the incident to the Vice President for Business Affairs who then informs the Director of Maintenance. The President also informs the Director of Information Technology, Campus Minister and Vice President for Communications.

1. Ensure the physical safety of person(s) involved and take appropriate immediate emergency care steps.
2. Convene the emergency management team.
3. Coordinate a plan for dealing with the immediate situation. This may include:
   a. Notification of legal authorities.
   b. Notification of involved student or faculty member(s)' families.
   c. Securing of campus communication and technology issues.

d. Consultation with college counsel.
e. Notification of campus community (professors, staff).
f. Preparation of a one-page crisis information sheet.

Evacuation of buildings will be coordinated between the Southwestern Security Department and local law enforcement/fire departments. Each building on campus is unique and therefore, the Southwestern Security Department is in the best position to advise local agencies on ensuring the evacuation of all students, staff and faculty.

Fire Safety

Southwestern College takes fire safety very seriously. Students who violate the fire safety regulations are subject to the student disciplinary process. Any violations will result in disciplinary action. Misuse of fire alarms and fire extinguishers constitutes a violation of campus policy and federal regulations. Arson, fire alarm/smoke detector tampering, and false reports are violations that may result in college disciplinary action as well as prosecution by law. No smoking is allowed in any building on campus. Discard cigarettes in outside ashtrays. No smoking within 10 feet from building entrances. All appliances should be in good condition with cords intact.

Prohibited Items Due to Fire Safety

Students are informed before each semester of the items that are prohibited due to fire safety. The following items are prohibited:
Incendiary items such as candles (unless wick is cut, or unlit), candle warmers, incense, fireworks, heat lamps, halogen lamps, and space heaters.
Kitchen appliances: Instant pots, air fryers, hot plates, electric skillets, toasters, & toaster ovens are **only** allowed Warren.

The Residence Life staff help students to be alert to fire hazards and to report all potential dangers to a residence assistance, resident director or to the student affairs department. Never risk your own personal safety.

The following list includes possible fire hazards to watch for:
Wiring- under rugs, under furniture, frayed, spiced together, loose or faulty connectors, heavy appliance plugged into a thin extension cord.
Wall circuits- Too loose, filaments exposed, overloaded connections, non UA-approved power booster.
Lights- Halogen lamps are not allowed, oversized bulbs, loose switches, loose lights over desks and sinks, humming noises in ceiling fixtures.
Carelessness-overflowing trashcans, smoldering cigarettes, dead or dying houseplants, open coil appliances, flammable liquids, chemicals, blocked heating vents, blocked door vents, appliances left on a bed unattended, old and well-worn carpets.

The residence hall staff is responsible for assisting campus security with fire drills, educational programs, and making sure each resident is aware of rules and the procedure in the event of a fire.

Fire Emergency Policy

Purpose: To prevent or reduce loss of life, injury to campus residents, and damage to property.
Assumptions: All college employees and students will make the following assumptions:

- Each time an alarm is sounded, all building occupants will assume that there is a real fire
- When an alarm is activated, assigned college employees will assist building occupants in the evacuation of the building in accordance with established procedures.
- Building occupants will not be allowed to return to the building until an “all-clear” signal is given and the fire alarm system is reset.

Preparation

- Residents will be informed of their responsibility and procedures for evacuating through annual meetings held by RAs.
- Designated gathering points for residents will be determined for each hall.
- Each resident staff member will take a roster of their residents to take roll outside after the evacuation.

- Evacuation routes will be posted on the back of each resident hall room door.

Fire Evacuation for On-Campus Housing

If you discover a fire:

- Sound the fire alarm by using the nearest pull station.
- If time allows, contact 911 and Campus Security (notify RD if available).
- Leave the building the nearest, safe exit. Close all doors and windows upon exiting to prevent the spread of fire and smoke.
- Evacuate the building when the alarm sounds, regardless of the situation.

Take the following precautions when leaving a room:

- Feel the door. If it is hot, do not leave the room.
- When leaving the room, leave the lights on and shut the door, locking it if time permits.
- If there is smoke in the hall, cover face with a towel while staying low and crawling.
- Test the stairwell door for heat, looking through the window for smoke.
- Use exits if there is no smoke or fire detected. If an exit is blocked, go to the next or nearest exit.
- Assemble at the designated location with the other residents. Resident Assistants/Director will take roll. Residents are to stay with their hall until further notice.

If it is not possible to exit the building, residents will return to their rooms taking these precautions:

- Shut the door, place towels, sheets, etc., around the door to block out smoke as much as possible.
- Hang a sheet out the window to indicate to firefighters that someone is inside.
- Call 911 and campus security to inform them of your situation

Residence Hall Staff- When the alarm sounds, residence hall staff (RAs) will:

- Begin the evacuation process immediately, regardless of the situation.
- As you leave the building, please alert any residents that you see of the need to evacuate.
- As you leave the building close fire doors or smoke-containment doors as you leave.
- Join your wing outside. If a fire has been detected create a list of residents that cannot be accounted for.
- Wait for the all-clear to be given by the hall director before returning to the building.

Hall Directors- When the fire alarm sounds, the Hall Director will:

- Report the alarm signal to campus security.
- As you exit the building, check the alarm panel to determine if there is a detected fire.
- Ensure that evacuation has been initiated and assist residents in evacuation as you leave the building.
- Await arrival of campus security or maintenance

If there is an actual fire, the Hall Director will:

- Unlock any outside doors for easy access by fire department personnel, making sure that the doors remained closed.

- Collect information from residence hall staff concerning missing residents and provide this information to Campus Security or the fire department.
- Report any residents left in the building to campus security or the police department.
- Report any residents that are physically challenged, sight or hearing impaired, etc.
- Serve as a resource to the fire department when information concerning the building or keys as needed.
- Assist in helping campus security maintain a safe perimeter (keeping residents away from the burning building).
- Give the signal to residents to re-enter the building and assist in this process.

General Fire Evacuation Procedures for Employees On-Campus

Upon the discovery of a fire or smoke, if the automatic alarm has not sounded, the person who observed the fire will proceed to the nearest pull station and activate the alarm system. The alarm system will initiate calls to 911 and the Security Department.

If the fire is large:

- Crawl low under the smoke to get clean and cooler air.
- Test doors before you open by kneeling and crouching at the door.
    - Reach up as high as you can and touch the door and knob with the back of your hand.
    - If the door is hot, use another escape route.
- Isolate FIRE by closing off the doors if possible.
    - Evacuate using stairwells- Do Not Use Elevators
    - Stay calm as possible
- Once you are safe and immediate emergency procedures have been followed- call 911 or Campus Security at 620-229-0012. Notify either campus security or firefighters on the scene if you suspect there may be someone trapped inside the building.
- If you find yourself unable to evacuate your area, stay in a room, shut the door and go to the window and signal for help.

Residence Hall Fire Prevention Information

All residence halls have smoke detectors and Fire Alarm Control Panels. There are smoke detectors in each student room as well as in the common areas. These are connected to the central alarm system, which, in turn, is connected to an alarm company which notifies the Winfield Fire Department and the Department of Safety and Security. In addition, Cole Hall (women residence hall) is equipped with a sprinkler system in each room and in common areas. The sprinkler system is tested annually. Below is a listing of the residence halls and the fire equipment in each hall. Central alarms are monitored 24 hours a day by an alarm company. The Physical Plant now monitors the alarms every day and handle or fix malfunctions. The Safety and Security Department serves as a secondary level of monitoring as they check on the alarms as well. If an alarm is set off, the alarm company immediately calls the Winfield Fire Department and the Southwestern College Safety and Security Department.

Residence Hall Building Alarms:

- Broadhurst Residence Hall- Central Fire Alarm with individual smoke detectors in each room and common areas. Fire extinguishers are placed throughout the building.
- Cole Hall Residence Hall- Central Fire Alarm with individual smoke detectors and sprinklers in each room and common areas. Fire extinguishers are placed throughout the building.
- Honors Apartments-Individual smoke detectors in bedrooms and living area. Fire extinguishers are in each apartment. Shriwise Apartments- Central Fire Alarm with smoke detectors in each room.
- Reid Residence Hall-Central Fire Alarm with fire extinguishers throughout the building and smoke detectors in each room and common areas. Wallingford Residence Hall- Central Fire Alarm with smoke detectors in each room and common areas.
- Warren Apartments- Smoke detectors and fire extinguishers in each apartment.
- Winfield Hall - Central Fire Alarm with individual smoke detectors and sprinklers in each room and common areas. Fire extinguishers are placed throughout the building.

Fire Notification

Students and employees should call 911 in the event of a fire. However, students and employees can also contact the campus security department at 620-229-0012 for fire assistance.

Fire Drills

The Safety and Security Department in conjunction with the Department of Residence Life, tries to conduct two fire drills (evacuations) from each residence hall during the academic year. The College requires complete evacuation of buildings during a fire alarm. Individuals who ignore fire alarms and required evacuations may face disciplinary action. Since false alarms may lower the evacuation response from students, the College will analyze the cause of false alarms and work to reduce their occurrence. By reducing the number of false alarms, we hope to maintain students' diligence in responding.

Mandatory Supervised Fire Drills

Fire Drills completed in 2024

Broadhurst Hall, Cole Hall, Wallingford Hall, Winfield Hall, Sutton Hall, Reid Hall: April 25th, September 26th

Little Builders Pre-school- August 28th, September 25th, October 30th, November 22, December 12th

Fire Log

The Security Department maintains a Fire Log. The Fire log consists of four categories. The four categories include the date the fire was reported, the nature of the fire, the date and time of the fire and the general location of the fire.

Fire Safety Report

Hall	**2022**	**2023**	**2024**
Broadhurst Hall (1602 Warren Street-Winfield)			
Number of Fires	0	0	0
Cause	-	-	-
Injuries	0	0	0
Deaths	0	0	0
Value of property damage	0	0	0
Cole Hall (1701 Warren Street-Winfield)			
Number of Fires	0	0	0
Cause	-	-	-
Injuries	0	0	0
Deaths	0	0	0
Value of property damage	0	0	0
Honors Apartments (1711 Fowler Street-Winfield)			
Number of Fires	0	0	0
Cause	-	-	-
Injuries	0	0	0
Deaths	0	0	0
Value of property damage	0	0	0
Reid Hall (1901 Warren Street- Winfield)			
Number of Fires	0	0	0
Cause	-	-	-
Injuries	0	0	0
Deaths	0	0	0
Value of property damage	0	0	0

Hall	**2022**	**2023**	**2024**
Shriwise Hall (1719 Fowler Street - Winfield)			
Number of Fires	0	0	0
Cause	-	-	-
Injuries	0	0	0
Deaths	0	0	0
Value of property damage	0	0	0
Sutton Hall (1825 Warren Street- Winfield)			
Number of Fires	0	0	0
Cause	-	-	-
Injuries	0	0	0
Deaths	0	0	0
Value of property damage	0	0	0
Warren Apartments (300 Stevens Street- Winfield)			
Number of Fires	0	0	0
Cause	-	-	-
Injuries	0	0	0
Deaths	0	0	0
Value of property damage	0	0	0
Winfield Hall (1801 Warren Street- Winfield) *Built 2023*			
Number of Fires	N/A	N/A	0
Cause	-	-	-
Injuries	N/A	N/A	0
Deaths	N/A	N/A	0
Value of property damage	N/A	N/A	0

Bomb Threat

A bomb threat may come to the attention of the receiver in various ways. It is important to compile as much information as possible. Please DO NOT attempt to notify or evacuate an entire building as this could consume valuable time that would be better used to gather important information. Please keep in mind the vast majority of bomb threats are false and are primarily intended to elicit a response from the building occupants. In the case of a written threat, it is vital as few people handle the document as possible; this is evidence that should be turned over to Campus Security. If bomb threats are transmitted over the telephone; thus, the following instructions will be provided with that assumption.

Immediate Action

1. Remain calm and immediately refer to the attached bomb threat checklist. If applicable, pay attention to your telephone display and record the information shown in the display window.
2. The object is to keep the caller on the line as long as possible to attempt to gather as much information as possible. Try not to anger the caller at any time.
3. While engaging the caller, pay attention to any background noise and distinctive sounds (machinery, traffic, other voices, music, television, etc.).
4. Note any characteristics of the caller's voice (gender, age, education, accent, etc.).
5. Attempt to obtain information on the location of the device (building, floor, room, etc.).
6. Attempt to obtain information on the time of detonation and type of detonator.
7. Immediately after the caller has ended the call, notify Campus Security at 620-229-0012.
8. If the threat was left on your voice mail, do not erase.
9. Notify the immediate supervisor within your work area.

Decision

The decision to evacuate a College facility shall be made after a thorough evaluation of the information available, including but not limited to:

- The nature of the threat.
- The specificity of the location and time of detonation.
- Circumstances related to the threat (i.e. political climate, series of events leading to the threat, etc.).
- Discovery of a devices or unusual package, luggage, etc.

The responding law enforcement agency will organize the search. Other emergency units will be alerted to the threat and asked to stand by for further instructions. Any employee who wants to leave the building will be permitted to do so. Persons leaving the building should report to a specified location for further instructions.

Tornado Safety Procedures

The U.S. Weather Service keeps constant watch on weather conditions throughout the country and issues timely alerts to areas that may be involved in severe weather. The tornado watch is issued by the U.S. Weather Service to include areas where conditions are such that severe weather might develop. A WATCH should not be construed as a cause for alarm but rather as a signal to watch for further developments and information.

Tornado warnings are issued by the U.S. Weather Service and/or Emergency Preparedness. When a WARNING is issued, a funnel cloud or tornado has been sighted either visually or on radar. When a WARNING is issued, be prepared to take shelter immediately.
Emergency sirens are activated only by Emergency Preparedness. The closest siren to the Southwestern College campus is located near the intersection of Houston and Simpson streets. A SIREN means an emergency exits. When one hears the siren, they should turn on their radio or television immediately for further instructions.

Tornado Warning Procedure

- Campus security will notify Resident Directors/Assistants.
- Hall Directors and other housing staff need to notify all residents on their floors of the warning and then proceed to shelter.
- If the sirens sound, take a pillow and go to the designated area closest to you. The safest position is to sit with your head between your drawn-up knees and your pillow covering your head.
- Take any warning seriously.

In the event of a tornado warning, students will proceed directly to the following shelter areas or to an interior hallway on the lowest floor.

Beech Science Center– Mossman Basement
Broadhurst Hall – 1st-floor West Hallway (with fire doors closed)
Christy – Christy Basement and Hallway leading to Little Theater
Cole Hall – 1st-floor Hallways
Darbeth – Lowest-level North Pod
Deets Library – Basement
Dole Center – Mossman basement
Mossman Hall – Basement
Reid Hall – White PE Locker Room
Shriwise Hall – Mossman Basement
Smith Student Center – First floor North hallway with doors closed
Stewart Field House – Lowest level or locker rooms
Sutton Hall – 1st-floor Hallway (with fire doors closed)
TOMARI – White PE Locker Room
Wallingford Hall – 1st-floor Hallway (with fire doors closed)
Warren Apts – White PE Locker Room (if there is time)
Welcome Center – Mossman Basement
White PE – Men's Locker Room
Winfield Hall - 1st floor hallway
Wroten – Lowest-level Darbeth North Pod

Active Shooter Plan

The Office of Safety and Security hosted ALLERT Committee Meetings February 9th and March 31st, 2023
The Office of Safety and Security invited the Winfield Chief of Police to present Mandatory ALLERT training for new students, faculty, and staff on August 2nd, 2023.

ALERRT Mission: To provide the best research-based active shooter response training in the nation.

ALERRT Vision: Training and research that saves lives and protects communities.
The ALERRT Center at Texas State University was created in 2002 as a partnership between Texas State University, the San Marcos, Texas Police Department and the Hays County, Texas Sheriff's Office to address the need for active shooter response training for first responders. In 2013, ALERRT at Texas State was named the National Standard in Active Shooter Response Training by the FBI.

Training Capacity: Since 2002, ALERRT has successfully delivered training across the nation with more than $136 million in federal and state funding. More than 303,928 state, local, and tribal first responders (over 246,129 law enforcement) have received ALERRT training to date, all at no cost to first responders or agencies. While much of the training is delivered on-site in cities around the country, ALERRT also has a multimillion-dollar training facility in San Marcos for advanced active shooter response training.

Research: In addition to in-depth after-action lessons learned through partnerships with agencies who have been involved in headline-making active shooter situations, ALERRT has established a criminal justice research department to evaluate and enhance the overall understanding of active shooter events and assist in improving law enforcement best practices.

Train-the-Trainer: Utilizing the train-the-trainer model, the ALERRT curriculum has been adopted by numerous states and agencies as their standard active shooter training. These states include Mississippi, Alabama, Oklahoma, Texas, Iowa, Louisiana, Maryland, Georgia, and Virginia, to name a few. In addition, the New York City Police Department, Miami Police Department, Dallas Police Department, Houston Police Department, San Antonio Police Department, Memphis Police Department, and the Atlanta Police Department are among the major cities across the nation, who have adopted the ALERRT curriculum as their standard.

National Integrated Response Conference: ALERRT hosts a national integrated response conference each fall. The ALERRT Active Shooter Integrated Response Conference is the only national conference bridging the law enforcement, Fire and EMS responses to active shooter / attack events. The 2018 conference merged the three disciplines (Police, Fire and EMS), and for the first time, included emergency room physicians to build integration and coordinated command centers, creating stronger local, regional, state and national active shooter response preparedness. Based on recent active shooter / intentional mass injury events in the United States, the reality is that saving victims' lives does not end in an ambulance or at the doors of the emergency department. ALERRTConference.org.

Missing Persons Policy

The Higher Education Act requires that all institutions that provide on campus student housing must establish missing student notification policy and procedures. The following policy and procedure has been established to assist in locating Southwestern College students living in Southwestern College owned on-campus housing, who, based on the facts and circumstances known to Southwestern College, Southwestern College has determined to be missing.

Emergency Contact: Students have the option to identify an emergency contact when they apply for on-campus housing. Students may also register this confidential contact information through the office of the registrar or the student affairs office.

Reporting a Missing Student: Any missing person report relating to a student shall be referred immediately to the student affairs office and its departments (residence life, and security).

Investigating a Missing Student: Upon notification from any entity that any student may be missing, Southwestern College may use any of the following resources to assist in locating the student. The resources may be used in any order and combination.

- Resident assistants, resident directors, apartment managers, the director of residence life, the vice president for student affairs/dean of students, the director of safety and security, or security officers may assist in the search for a student.
- Student Affairs staff may check the student's ID card usage, including residence hall access and meal plan use.
- Student Affairs staff may key into the student's assigned room. They may also search on-campus public locations (classrooms, library, athletic facilities, and cafeteria).
- Student Affairs staff may try to contact known friends, family, coaches, faculty members, or other administrative offices to seek last sighting information or other contact information.
- Student Affairs staff may work with IT to look up email logs for the last login and use of the Southwestern College email system.

If there is any reason for concern or indication of foul play, the local police department will immediately be contacted for assistance.

Notification: If Southwestern College, after investigating a report of a missing student, determines the student is missing and has not returned to campus, Southwestern College will initiate the notification procedure. The president of the college will be notified. The missing individual's designated emergency contact will be notified. If the student is under 18 years of age, and not an emancipated individual, Southwestern College must notify a custodial parent or guardian that the student is determined to be missing. If emergency contact information has not been supplied by the student, local law enforcement will be notified.

Hazing Policy

Hazing by any group or organization is not allowed at Southwestern College. The college defines hazing as any action or activity taken or situation intentionally created, whether on or off campus, which produces psychological abuse, physical abuse, improper obligations or time restrictions. Consent of pledge does not exempt any organization from this regulation.

Therefore, any instance of physical abuse, psychological abuse, improper obligations, requirements, or time restrictions involving new members and their activities associated with an obligation for membership shall therefore be understood to be incidents of hazing.

Physical Abuse: Physical abuse is understood to be any action taken or situation created which may foreseeably cause pain, injury, or undue physical stress, fatigue, or discomfort where such act has the purpose or effect of humiliating, degrading, or embarrassing the recipient without a legitimate purpose. Examples of physical abuse include but are not limited to the following:

- Forced consumption of alcohol
- Forced or required consumption of non-alcoholic beverages or substances
- Forced or required consumption of spoiled foods, raw onions, goldfish, or any unpalatable foods which an individual normally refuses to eat
- Dropping food in mouths as part of any initiation
- Calisthenics such as push-ups, sit-ups or runs that are not for the purpose of healthy exercise
- Tying individuals to chairs, poles, or other objects
- Simulated or actual branding
- Causing excessive fatigue through physical or psychological shocks, such as forced participation in extreme exercise beyond normal ability
- Paddle swats of any nature, including the trading of swats with activities
- Pushing, shoving, tackling or any other kind of physical abuse that does not have a legitimate purpose, such as athletics.

Throwing anything, such as whipped cream, garbage, water, paint, etc., at an individual.

Psychological Abuse: Psychological abuse is understood to be any action taken by an individual, club or organization to create a situation that may foreseeably produce embarrassment, ridicule, harassment, mental or emotional discomfort, or be threatening or frightening in nature. Examples of psychological abuse include but are not limited to the following:

- Line ups, any form of verbal abuse, or any other activity which serves no constructive purpose
- Deception, prior to the ritual, which is designed to convince a pledge/associate member that the person will not be initiated or that the person will be hurt during the ritual ceremony
- Yelling or screaming at pledge/associate member
- Calling pledge/associate members demeaning names
- Any audible harassment that is not otherwise covered under the College's anti-harassment or discrimination policies
- Any individual or group interrogations of a negative or demeaning nature.
- Creating areas that are uncomfortable due to temperature, noise, size or air quality.

Improper Requirements or Obligations: All membership requirements or obligations must in some way enhance the individual's emotional, spiritual or intellectual development. Examples of improper requirements or obligations include but are not limited to the following:

- Endorsing pranks such as panty-raids, harassing another organization, etc.
- Endorsing an activity that violates Federal, State and/or local laws as well as campus policies or that is objectionable.
- Endorsing an activity which is disruptive to classes or other student areas.
- Defacing trees, grounds, buildings, or objects.
- Conducting quests, treasure hunts, or little sister hunts that include illegal activity, physical abuse or psychological abuse.
- Requiring pledge/associate members to march in formation.
- Requiring memorization of non-fraternity related materials.
- Not permitting pledge/associate members to talk for extended periods of time.
- Endorsing public stunts or buffoonery.
- Encouraging pledge/associate members to act like animals or other objects.
- Intentionally messing up a room for pledge/associate members to clean.
- Encouraging total or partial nudity at any time.
- Encouraging pledge/associate members to run personal errands or any other form of personal servitude.
- Encouraging pledge/associate members to participate in the act of flouring and/or showering other members.

Hazing Prevention Programs

Southwestern College is dedicated to fostering a safe and respectful campus environment through proactive hazing prevention and education initiatives. All Registered Student Organization attend a Presidents and Advisors meeting at the beginning of each semester. Hazing policies are reviewed to increase awareness, promote prevention strategies, and empower individuals to recognize, respond, and report hazing behaviors. Student organization presidents and advisors review and sign a hazing agreement. Hazing education is also provided annually to faculty and coaching staff during Campus Security Authority training.

Reporting Allegations of Hazing

Anyone (student, staff, faculty, friend, parent/caregiver, community member) may report concerns about hazing by a student organization (or their members). Reports may be made to any of the following student affairs administrators: Resident Advisor (RA), Residence Director (RD), Apartment Manager (AM), Director of Safety and Security, Director of Campus Life, Director of Residence Life and Vice President for Student Affairs/Dean of Students. Reports will be investigated through the Student Code of Conduct procedures.

Campus Hazing Transparency Report

There were no findings of responsibility for hazing incidents by recognized student organizations determined between January 1, 2024 and December 31, 2024.

Crime Statistics

Note: The Clery Act does not require a counselor to breach confidentiality, but it is often beneficial to the greater campus population to compile statistics regarding criminal activity in a way that does not violate client confidentiality. The report is only for crimes that occurred on campus from January 2021 to December 2023. To this end, there were no crimes reported by the Wellness Coordinator or Campus Minister.

Category	Venue	2022	2023	2024
Criminal Homicide Murder & Non-Negligent Manslaughter	On-Campus	0	0	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Negligent Manslaughter	On-Campus	0	0	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Rape	On-Campus	3	0	1
	In Residence Halls	2	0	1
	Non-Campus	0	0	0
	Public Property	0	0	0
Fondling	On-Campus	0	0	2
	In Residence Halls	0	0	2
	Non-Campus	0	0	0
	Public Property	0	0	0
Incest	On-Campus	0	0	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Statutory Rape	On-Campus	0	0	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Robbery	On-Campus	0	0	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0

Category	Venue	2022	2023	2024
Aggravated Assault	On-Campus	1	1	0
	In Residence Halls	1	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Burglary	On-Campus	1	3	0
	In Residence Halls	1	1	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Arson	On-Campus	0	0	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Motor Vehicle Theft	On-Campus	0	1	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Arrests for Weapons	On-Campus	0	0	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Arrests for Liquor Law	On-Campus	0	0	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Judicial Referrals	On-Campus	33	16	18
for Liquor Law Violations	In Residence Halls	31	16	18
	Non-Campus	0	0	0
	Public Property	0	0	0
Arrests for Drug	On-Campus	15	3	0
Violations	In Residence Halls	15	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Judicial Referrals for	On-Campus	22	3	6
Drug Violations	In Residence Halls	8	0	3

Category	Venue	Year	Year	Year
		2022	2023	2024
Domestic Violence	On-Campus	0	0	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Dating Violence	On-Campus	3	0	0
	In Residence Halls	3	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Stalking	On-Campus	0	1	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Hazing	On-Campus	0	0	0
	In Residence Halls	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0

Hate Crimes

Southwestern College identifies the following categories of bias that motivates for a crime. For the purposes of this report, the categories of bias include actual or perceived:

- Race
- Gender
- Gender Identity
- Religion
- Sexual Orientation
- Ethnicity
- National origin
- Disability

The requirement for counting off campus trips as non-campus locations for the purpose of gathering crime statistics for the Annual Safety Report is no longer mandatory per the Jeanne Clery Act Appendix for the FSA Handbook (2016). However, in keeping with the spirit of the Clery Act, Southwestern College reserves the right to count crime statistics for non-campus locations that meet the following criteria:

1. Off campus locations that are used on a consistent basis every year for student activities.
2. The student activity is a multiple day event that is mandatory for students to attend.
3. The majority of the students attend said event.
4. The event is an integral part of student programming and represents an immersion into the institutional culture of Southwestern College.

Hate Crimes On-Campus 2024

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes On-Campus 2023

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes On-Campus 2022

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes On-Campus Residence Halls 2024

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes On-Campus Residence Halls 2023

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes On-Campus Residence Halls 2022

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes Non-Campus 2024

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes Non-Campus 2023

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes Non-Campus 2022

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes Public Property 2024

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes Public Property 2023

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes Public Property 2022

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes Reported by Local Police 2024

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes Reported by Local Police 2023

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0

Hate Crimes Reported by Local Police 2022

	total	Race	Religion	Sex Orient	Gender	Disability	Ethnicity	Nat. Origin
Murder/Non negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage	0	0	0	0	0	0	0	0
Vandalism of property	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0