



Hesston College

**2019 Annual Campus Security
Report & Fire Safety Report**

Includes 2016, 2017, 2018, 2019 Calendar Years

Deb Roth
1-7-2021

Annual Disclosure of Crime Statistics

The Annual Security Report is a guide to the policies and procedures that Hesston College implements for the safety and security of the campus community. The Student Life Office prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act and the Fire Safety Report. This report is prepared in cooperation with the Hesston College facilities department and the local law enforcement agencies. It is policy that by October 1 of every year, this report is published on the Hesston College website and an email sent to each member of the campus community informing them of the posting. This report provides statistics for the previous three years concerning reported crimes that occurred on campus and/or in certain off-campus buildings or property owned, leased, or controlled by Hesston College. This report also includes institutional policies concerning campus security, such as policies regarding sexual assault, alcohol, and other drugs.

Hesston College Background

Hesston College is a community and learning environment that is not easily matched or replicated. Founded in 1909, Hesston College is a community of more than 150 faculty and staff and home to approximately 450 students from about 30 states and 17 countries annually. The 40-acre Hesston College campus is located in Hesston, Kansas, a small community of nearly 4,000 residents about 35 miles north of Wichita. The Hesston campus consists of 14 buildings, including two residential dormitories, an administration building, library, a number of academic buildings and two gymnasiums. It also has a softball diamond, baseball diamond, soccer field, a fitness room, and four tennis courts. The college stretches beyond the campus. Students also use the college-owned 25-acre Dyck Arboretum of the Plains two blocks from campus and the 17-acre Stutzman Retreat Center outside of Hesston. The aviation program is based at the Newton City-County Airport. Nursing students train in medical centers in Newton and Wichita. Primarily a two-year liberal arts college - although it also offers four-year degrees in nursing and aviation - it's Kansas' only two-year private Christian college, offering a relational community and hands-on learning opportunities early in the college experience. As one of five colleges of Mennonite Church USA, Hesston strives to be a welcoming community for students of all backgrounds and faiths, and more than 25 Christian faiths and other religions are represented on campus. With students both joining the workforce upon graduation or continuing to four-year institutions for further education, Hesston College is committed to educating and nurturing each student within Christ-centered community, integrating thought, life and faith for service to others in the church and the world. Developing a safe and secure environment at an academic institution is the responsibility of the entire community. The Office of Student Life and the Office of Campus Facilities, in conjunction with the Hesston Police Department and Hesston Fire Department have the responsibility to identify programs, methods, and approaches to help the campus maintain a reasonably safe and secure environment.

Campus Security & Procedures

Hesston College has a small campus located in a small community, and at this point it is not necessary for the college to employ its own campus law enforcement personnel. As indicated above, the Office of Student Life maintains a close working relationship with local law enforcement agencies in an effort to maximize the services provided to the Hesston College community. The Hesston Police Department runs periodic checks around the campus perimeter, as well as, conducting building and campus checks upon request from the Vice President for Student Life / Dean of Students. They are fully cooperative in supporting college policies and programs, and the college in turn does all it can to support their work.

In light of the fact that there is no campus security force, the responsibility for campus security rests with the vice president of Student Life / dean of students and his or her staff.

Emergency Telephone Numbers

Deb Roth, Dean of Students/ V.P. of Student Life 620.327.8236 (office) 620.217.7421 (cell)
 Makenna Grow 419.551.7943 Resident Director
 Terrence Jones 501.366.3614 Resident Director

Resident Directors carry cellular telephones and can be reached in case of emergency. Emergency calls received by Hesston College employees are promptly referred to the Vice President for Student Life, Dean of Students, Residence Hall Director and Resident Assistant on duty, who then notify the appropriate city emergency departments (Police, Ambulance, or Fire Departments). All individuals in this line of notification are encouraged to call 911 at any point if situations appear to warrant immediate action. All emergency calls are followed up by individuals by providing a written incident report on all emergency situations. Criminal investigations, vehicle accidents, and/or moving violations are referred to the Hesston Police Department.

Emergency contact numbers

	Campus Phone	Non-Campus Phone
Ambulance, Fire, Police	9-911	911
Facilities	8120	620-327-8120
Facilities Director	9-327-6064	620-327-6064
Residence Life	8160	620-327-8160
	8170	620-327-8170
	8180	620-327-8180
	8190	620-327-8190

Crime Prevention

Hesston College has four layers of organization set up to manage campus, handle emergencies and respond to any campus security concerns.

A. Resident Assistants

Hesston's dorms are divided into units of 10 to 16 students. Each of these units, or "mods," is headed up by a student leader, referred to as the RA, who is responsible to provide supervision for that area of the dorm and for the students in that unit.

B. Resident Directors

Hesston College employs three adult staff persons as resident directors. These persons live in the dorms and are prepared to give adult supervision and direction for any emergency situation.

C. Dean of Students/Vice President of Student Life

The dean of students has the responsibility for the supervision and training of the RAs and RDs, including making sure that they know how to respond to emergency or crisis situations and/or to incidents in which there may be criminal activity.

All students are encouraged to take ownership in helping to make the campus safe and are encouraged to use the 911 emergency number whenever needed.

SECURITY FOR CAMPUS FACILITIES

Residential Buildings.

All rooms in the dorms are secured by lock and key, and all students are encouraged to be very careful about keeping their rooms locked when they are not there.

The residences are further secured by locking the access doors into their residential areas at midnight. The students living in the secured areas have access through the secured doors by use of their room keys.

All Other Buildings.

Hesston College has an employee responsible for checking and locking up campus buildings each night. As this person checks the buildings, he or she also is alert to any other problems or potential problems he or she might observe such as finding unfamiliar person(s) on campus.

Hesston College's campus lighting system makes Hesston's campus a safe place at night by making it possible for people to move around the campus without having to go through dark areas.

It is the college's policy to call the police if there is someone on campus who does not belong here or who represents a threat either to students or to facilities. Hesston College has an excellent relationship with the local police force. Hesston police have been both very responsive and cooperative in dealing with campus security issues.

CAMPUS LAW ENFORCEMENT

Hesston College has a small campus located in a small community, and at this point it is not necessary for the college to employ its own campus law enforcement personnel. As indicated above, the college works closely with local city police staff, and is satisfied with the excellent coverage provided by the local police. They are fully cooperative in supporting college policies and programs, and the college in turn does all it can to support their work.

In light of the fact that there is no campus security force, the responsibility for campus security rests with the vice president of Student Life in conjunction with the dean of students and his or her staff.

How to Report Crimes and Other Emergencies Occurring On-Campus

Preventing campus crime is a shared responsibility between Hesston College and its campus community members. Public apathy is a criminal's greatest ally. Campus community members should not assume that someone else has reported suspicious or criminal activity. Suspicion is the only reason anyone needs for calling the police. Crimes, suspicious activity, or other emergencies on campus should be reported immediately. If a campus community member suspects a crime has been or is being committed, they can contact their Resident Assistant, Resident Director, Dean of Students/ Vice President of Student Life at any time during the week. On the weekend, there will always be a Resident Director on campus that students can contact. If for some reason the Resident Director is not able to be contacted, call the Hesston Police department at 911.

Crimes Involving Students at Off-Campus Locations

Hesston College relies on a close working relationship with local law enforcement agencies to receive information about incidents involving Hesston College students, on and off campus. Hesston College may pursue disciplinary action for off-campus violations of College rules, whether or not the activity was criminal in nature.

Timely Warnings

In order to keep the campus community informed about safety and security issues on an ongoing basis, the Clery Act mandates that an institution must alert the campus community of certain crimes in a manner that is timely and will aid in the prevention of similar crimes. These crimes must include all Clery Act crimes that are:

- Reported to campus security authorities or local police agencies; and
- Are considered by the institution to represent a serious or continuing threat to students and employees.

A 2008 amendment to the Clery Act directs that a timely warning be given to the campus community without delay of an incident that affects the safety of the campus community. The warning should be issued as soon as the pertinent information is available, because the intent of a timely warning is to alert the campus community of continuing threats especially concerning safety, thereby enabling community members to protect themselves.

Daily Crime and Fire Logs

Daily crime and fire logs are available for review during business hours, (Monday through Friday, except holidays and emergency closures). The crime log is located in the Student Life Office and the fire log is located in the Facilities Department Office. The information in the crime and fire log typically includes the incident classification, date reported, date occurred, general location, and disposition of each reported crime. The information in the crime and fire log relative to fires typically includes information about fires that occur in residential facilities, including the nature, date, time, and general location.

Unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim, newly reported crimes and updated information.

Maintenance of Campus Facilities

Hesston College is committed to campus safety and security. Facilities and landscaping are maintained in a manner designed to minimize the risk for hazardous conditions. Sidewalks are designed to provide well-traveled, lighted routes from parking areas to buildings and from building to building. Grounds keeping personnel trim shrubs from sidewalks, walkways, and building entrances to provide a well-lighted route to buildings.

Registered Sex Offender Notification

Federal legislation known as the Campus Sex Crimes Prevention Act requires states to obtain information concerning registered sex offenders enrolled or employed at institutions of higher education and make this information available to the institution's police department, campus safety or other appropriate law enforcement agency having jurisdiction where the institution is located. The Kansas Bureau of Investigations (KBI) has been designated as the state agency that will provide this information to the institutions of higher education in Kansas. It is the responsibility of local law enforcement to notify institutions if an offender or predator is enrolled, employed or carrying on a vocation at the college or university. In accordance with Kansas State Statute 22-4904 ("Registration of Offender"), convicted sex offenders in Kansas must register with the county sheriff within 3 days of establishing permanent or temporary residence. Any member of the HC community who wishes to obtain information regarding sexual offenders on campus may refer to the KBI website searchable database (<http://www.kbi.ks.gov/registeredoffender/>). The KBI searchable database may be used to find all registered sex offenders in any city, county or zip code in the state.

Missing Persons Policy

If a resident student has not been seen on campus for more than 24 hours and an acquaintance does not know where the student may be, the dean of students should be notified. Students under the age of 18 will have their parents notified if they are determined missing for more than 24 hours. Law enforcement will be notified for any student missing for more than 24 hours. If a student has been seen in the company of an individual(s) indicating that he/she may be in danger, the Hesston Police Department should be notified by calling 911 (or 9-911 on a campus phone).

Students may designate a confidential contact person on their Emergency Information form as a contact if the student is deemed missing. At the college's discretion, in addition to a confidential contact, the college reserves the right to contact a parent and/or guardian.

Sex Discrimination and Other Forms of Sexual Misconduct Policy (Title IX)

Policy

Hesston College is committed to providing a learning, working and living environment that promotes personal integrity, civility and mutual respect in an environment free of discrimination on the basis of sex. Sex discrimination violates an individual's fundamental rights and personal dignity. Hesston College considers sex discrimination in all its forms—referred to in this policy as “sexual misconduct”—to be a serious offense.

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in educational programs and activities that receive federal financial assistance. To ensure compliance with Title IX and other federal and state civil rights laws, Hesston College has developed policies and procedures (specified below) that prohibit sexual misconduct in all of its forms. This policy applies to all persons who participate in the college's educational programs and activities, including students, administrators, faculty, staff, and those who come onto campus, including visitors, alumni, vendors, guests, and prospective students. As such, the term utilized throughout this policy to refer to those covered is “individual.”

In situations where this policy is violated, Hesston College strives to stop the behavior, appropriately remedy what occurred, and work to prevent future occurrences. A reporting and investigation process is in place to provide appropriate action for policy violations.

Sexual Misconduct

Sexual misconduct is an omnibus term that captures all forms of sex discrimination prohibited by this policy. By its very nature, sexual misconduct refers to behavior or conduct that the target of the conduct did not want or did not consent to. Sexual misconduct can take many forms as defined below.

Domestic Violence

The term “domestic violence” includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Dating Violence

The term “dating violence” means violence committed by a person—

1. Who is or has been in a social relationship of a romantic or intimate nature with the victim; 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.
 - The type of relationship.
 - The frequency of interaction between the persons involved in the relationship.

Retaliation

No one may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing.

Sex Discrimination

Sex discrimination is material, adverse treatment on the basis of sex with respect to access to or the benefits of the college's educational programs and activities. For purposes of this policy, sex discrimination includes material, adverse treatment on the basis of gender identity or gender stereotype.

Sexual Assault

Sexual assault, defined as:

Sex Offenses, Forcible

“Sexual Assault” includes the sex offenses of Rape, Sodomy, Sexual Assault with an Object, Fondling, Incest, and Statutory Rape.

1. “Rape” is the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity. There is “carnal knowledge” if there is the slightest penetration of the vagina or penis by the sex organ of the other person. Attempted Rape is included.
2. “Sodomy” is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
3. “Sexual Assault with an Object” is using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity. An “object” or “instrument” is anything used by the offender other than the offender's genitalia.
4. “Fondling” is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
5. “Incest” is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Kansas law.
6. “Statutory Rape” is sexual intercourse with a person who is under the statutory age of consent as defined by Kansas law.

Sex Offenses, Nonforcible

Nonforcible sexual intercourse.

- Incest—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Kansas law.

- Statutory Rape—Nonforcible sexual intercourse with a person who is under the statutory age of consent in Kansas.

Sexual Harassment

Sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

1. An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
3. "Sexual assault" as defined herein.

Stalking

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for their safety or the safety of others; or
- Suffer substantial emotional distress.

A course of conduct means two or more acts over a period of time.

Additional definitions

Consent

Consent is all of the following three things: clear, knowing, and voluntary. Consent is words or actions that give permission for specific sexual activity. In certain cases the college must determine whether consent was present. Here is some additional guidance as it relates to consent:

- Consent is active, not passive.
- Silence, in and of itself, cannot be interpreted as consent.
- Consent can be given by words or actions, as long as those words or actions would lead a reasonable person to understand the other party is willing to engage in the specific sexual conduct at issue
 - Consent to one form of sexual activity does not automatically imply consent to any other form of sexual activity.
 - Previous relationships or prior consent do not imply consent to future sexual acts.
 - Consent can be withdrawn once given, as long as that withdrawal is clearly communicated. Once consent is withdrawn, sexual activity must stop promptly.
 - In order to give consent, one must be of legal age.
 - Consent cannot be given by someone who is incapacitated.
 - Consent cannot be obtained by force or threats of force.

Force

Force occurs when physical violence, a threat, intimidation, or coercion are used to gain sexual activity.

- Physical violence is the intentional use of force upon another, use of physical restraint, or the presence of a weapon to gain sexual access. This could include (but is not limited to) being hit, held down, pushed, restrained, or otherwise acted upon violently.
- Threats cause someone to do something they would not have done absent the threat, and the statement is clear and explicit. One example of this would be stating “if you do not have sex with me, I will hurt you.”
- Intimidation is an implied threat, where someone uses his or her power or authority to influence someone else. For example, the statement “if you sleep with me you will receive an A on the next exam,” is not a threat, but could be seen as intimidation.
- Coercion occurs when pressure, duress, and compulsion are used to gain sexual activity. Coercion can occur when someone makes it clear that pressure is unwelcome, and yet the pressure continues.

Incapacitation

Incapacitation is a state where decision-making faculties are dysfunctional. In other words, the reporting person does not understand the Who, What, When, Where, Why, and How with respect to sexual activity. Sexual activity with someone you know to be or should know to be incapacitated is a violation of this policy.

- Incapacitation can occur mentally or physically, from developmental disability, by alcohol or other drug use, or blackout.
- What the responding party should have known is objectively based on what a reasonable person in the place of the responding party – sober and exercising good judgment – would have known about the condition of the reporting party.
- Incapacitation is a state where someone cannot make rational, reasonable decisions because they lack the capacity to give consent.
- Incapacitation also covers people who are incapacitated due to mental disability, sleep, unconsciousness, involuntary physical restraint, or from the taking of rape drugs.

A person who is incapacitated cannot give valid consent.

Title IX Coordinator

The Title IX Coordinator for Hesston College oversees this policy as well as the reporting, investigation, and response process to any report. This position is currently housed within the Business Office. The current Title IX Coordinator is Monica Miller, 2nd Floor Alliman Administration Center, 301 S Main St, Hesston, KS 67062; monica.miller@hesston.edu; and 620-327-8265.

Reporting

Hesston College prohibits sexual misconduct and will take steps calculated to stop the behavior, appropriately remedy what occurred, and work to prevent future occurrences. We want individuals

who believe they have experienced sexual misconduct to tell someone, and encourage reporting of what occurred to a faculty or staff member. Reporting can be completed anonymously through our online reporting system. The majority of our faculty and staff members are considered responsible employees and are obligated to report a concern of sexual misconduct to the Title IX Coordinator. However, the college has actual knowledge of a report only when it is reported to the Title IX Coordinator or the Vice President of Student Life. These two individuals are trained to communicate to you your rights, our obligations as an institution, discuss the resources available to you, or to point you to someone who can provide additional assistance you may need. Students who work in the Student Life department (i.e. Resident Assistants; Assistant Resident Directors; etc.) are considered responsible employees; all other student workers do not have a duty to report.

Once a report of sexual harassment is made, a complainant (i.e. the alleged victim of the sexual harassment) may file a formal complaint requesting an investigation and hearing under this policy. A complainant may also elect not to file a formal complaint, in which case the Title IX Coordinator may elect to file a formal complaint if doing so is not clearly unreasonable.

Whether a complainant makes a formal complaint or not, the complainant may receive supportive measures during the reporting phase of this process, or ongoing as needed. Supportive measures are also available to a respondent.

When receiving a report, Hesston College will:

- Respect a complainant's choice not to file a formal complaint when doing so is in the best interest of the parties involved as well as the college community.
- If a formal complaint is filed, provide a neutral, unbiased, impartial, and objective investigation and hearing to determine if this policy was violated.
- Utilize a Title IX Coordinator, investigator, hearing officer, and appeals officer who are free of conflicts of interest and bias.
- Follow college procedures without material deviation.
- Treat everyone who participates in the investigation with dignity and respect.
- Ensure both the complainant and respondent have equal opportunities to participate in the investigation by being interviewed, identifying witnesses, and providing evidence.
- Pursuant to Department of Education regulations, the college will presume that the respondent is not responsible for the alleged conduct unless and until a determination of responsibility is made at the end of the processes specified in this policy.
- Recognize that the college has the burden of collecting evidence and proving any violation of policy; that burden is not on those involved in the investigation.
- Provide equitable procedural protections to all parties.
- Determine if the respondent more likely than not violated the policy and provide a written notice of such determination to the complainant and the respondent.
- Provide the complainant and the respondent an opportunity to review relevant evidence gathered in the formal investigation if they so choose. Give them 10 days to respond with any additional information relevant to the investigation.
- Provide the complainant and the respondent an opportunity to review the draft investigation report and give them 10 days to respond with any additional information relevant to the investigation before the investigation report is finalized.
- Take appropriate action for any policy violation, including disciplinary and remedial measures.

When a formal complaint is filed, the Title IX Coordinator or an authorized designee will conduct an initial assessment to determine if a formal complaint is subject to dismissal. At any time during this assessment or formal investigation, a formal complaint must be dismissed for the following reasons:

1. If the complainant filed the formal complaint and at the time the complainant is not participating in or attempting to participate in the education programs or activities of the college;
2. If the conduct alleged in the formal complaint would not constitute sexual harassment as defined in this policy even if proved;
3. If the conduct did not occur in college's education programs and activities; or
4. If the conduct did not occur against a person in the United States.

At any time during this assessment or formal investigation, a formal complaint may be dismissed, in the college's discretion, for the following reasons:

1. A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
2. The respondent is no longer enrolled or employed by the recipient; or
3. Specific circumstances prevent the college from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

If a formal complaint is dismissed under this policy, it may be referred to Student Life for investigation under the student code of conduct policies or for investigation under other college policies and procedures in the case of a formal complaint against an employee.

Emergency Removal

The college may remove a respondent from the college's education programs and activities on an emergency basis. The college will conduct an individualized safety and risk analysis to determine if there is an immediate threat to the physical health or safety of a student or another individual related to the allegations, which justifies removal. The respondent will be made aware of this decision and provided an opportunity to appeal the decision after removal. Appeals will need to be in writing to the Title IX Coordinator and will follow the appeal process as noted below. The college retains discretion to place an employee on administrative leave irrespective of whether there is an immediate threat to the physical health or safety of any individual.

Good Samaritan Policy for Students

Our main concern under this policy is to ensure the safety of our students. We want to empower students to report concerns for themselves or others who are in danger. Hesston College recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time a sexual misconduct incident occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Hesston College strongly encourages students to report incidents of sexual misconduct to campus officials. A bystander reporting in good faith or a victim/survivor reporting sexual misconduct to college officials or law enforcement will not be subject to conduct action for community standard violations of alcohol and/or drug use policies occurring at or near the time of the sexual misconduct.

Investigations

When a formal complaint is received, the formal complaint will go through a thorough investigation process that includes notifying the parties in writing, determining jurisdiction, gathering evidence, writing

an investigative report, and providing this report to a panel for review via a live hearing. The college will conduct the investigation in a reasonably prompt manner.

The college will provide the complainant, respondent, and their advisors an opportunity to review the evidence as well as the draft investigative report prior to finalizing it for the panel review and give them an opportunity to provide additional relevant materials and witnesses to be interviewed and considered before the investigative report is finalized.

Advisors

The complainant and respondent have the right to an advisor of choice to join them during this investigation and hearing process. The advisor may be a friend, faculty or staff member, family member, or an attorney. If an advisor is not chosen, or the advisor decides to discontinue participation in this process, one will be assigned to the party by the college for purposes of conducting questioning of the other party and witnesses at the hearing.

Advisors have the right to accompany a party to any investigatory meeting, review the evidence subject to inspection, review the investigation report, and to attend the hearing and question directly, orally, and in real time the other party and any witnesses by asking all relevant questions and follow-up questions, including those challenging credibility.

Evidence

In an investigation there may be documents, screenshots, or physical items provided as evidence for consideration in the investigation. In general, three different types of evidence may be gathered:

1. Evidence that is relevant and directly related to the allegations in the formal complaint.
2. Evidence that is directly related to the allegations in the formal complaint but that is determined in the investigation to not be relevant.
3. Evidence that is not relevant nor directly related to the complaint.

The investigator will determine what evidence is directly related to the complaint and therefore used within the investigation. The complainant and respondent will have an opportunity to review any evidence that is directly related to the formal complaint, including both inculpatory and exculpatory evidence, and request that additional evidence be considered. If evidence is provided that contains sexually graphic images, the investigator and/or Title IX Coordinator have the right to redact all or portions of the image provided for purposes of dissemination in the investigation. If the image needs to be provided in full, it will be done so in a controlled manner.

Informal Resolution

At any time during the formal complaint process, and with both the complainant's and the respondent's written permission, an informal resolution may be pursued. Informal resolutions are only available if the individuals involved agree to participate and if the Title IX Coordinator agrees that it provides a reasonable outcome for the situation and there are no additional safety concerns. With an informal resolution, the Title IX Coordinator or Student Life Office will work with the appropriate parties to resolve the situation by reaching an agreement. Informal resolutions may include discussions, mutually agreed upon plans of action, mediation, or other options as agreed upon by the parties and Title IX Coordinator. An individual who initially agrees to participate in informal resolution may insist upon a formal investigation at any time before the informal resolution is complete. However, once an informal resolution is reached, it is final unless the terms of the informal resolution state otherwise. An informal

resolution may not be used in a situation in which the respondent is an employee and the complainant is a student.

Live Hearing

An investigation will be followed by a live hearing to determine if there is a violation of this policy as well as any applicable sanctions. The hearing panel will be responsible for resolving disputed facts, determining if this policy was violated, and to recommend appropriate action based on the facts presented. A live hearing will be recorded and available for the parties to review at a future date. The parties will be expected to have their advisor present at the hearing. If a party does not have an advisor available for the hearing, the college will provide one for the limited purpose of conducting questioning of the other party and witnesses. The evidentiary standard used during a formal investigation is whether a violation of policy more likely than not occurred (i.e., a “preponderance of the evidence”).

A respondent, complainant, or witness that does not attend the live hearing and submit to question and cross examination will have the information provided by them removed from consideration of the determination made in the live hearing.

A written determination of the outcome will be simultaneously provided to the complainant and respondent. Each party will have the option of appealing the decision and will be provided the specifics of that process in the determination letter.

Policy Violation Remedies

In the case of a policy violation, the recommended action should take into account the facts and circumstances of the specific investigation, as well as any mitigating factors about the responding party, to include their prior disciplinary history, the nature and seriousness of the offense, and the effect on the reporter as well as the campus community. The recommended action must be in line with action taken in other student misconduct situations. Some potential actions include:

Student

- Probation
- Loss of privileges
- Volunteer services hours
- Parental Notification
- Alcohol and/or drug assessment and counseling
- Fines
- Required counseling
- Required training
- Residence hall relocation, suspension, or expulsion
- Limited or no access to specific campus buildings
- No contact order
- Suspension
- Dismissal
- Warning
- Withholding diploma
- Revocation of degree

- Removal from campus and disbarment from future participation in any activities sponsored by Hesston College, in which Hesston College participates, or on Hesston College property.
- Discretionary sanctions

Faculty/Staff

- Faculty or Staff found in violation of this policy may receive disciplinary action up to and including separation per our performance management policy.
- Limited or no access to specific campus buildings
- Required counseling
- Required training
- No contact order
- Warning – Verbal or Written
- Probation
- Paid or Unpaid Leave
- Suspension
- Separation of employment
- Loss of privileges
- Reduction in pay/loss of annual increase
- Loss of supervisory or oversight responsibilities
- Removal from campus and disbarment from future participation in any activities sponsored by Hesston College, in which Hesston College participates, or on Hesston College property.
- Discretionary sanctions

The above actions will be reviewed periodically for effectiveness and may have additions and removals as warranted per the situation.

Appeals

The complainant(s) and respondent(s) to the allegation have the right to appeal the investigation finding within five (5) business days of the written determination. An appeal will only be considered if it is based one or more of the following:

Procedural irregularity that affected the outcome of the matter;

New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or

The Title IX Coordinator, investigator(s), or hearing panel member(s) had a conflict of interest or bias for or against the complainants or respondents generally or the individual complaint or respondent that affected the outcome of the matter.

If an appeal fails to assert one or more of the reasons specified above, it will be dismissed. The appeal should include an explanation and argument for why the appeal should be granted based on the specified ground(s). If the appeal is not dismissed, the non-appealing party will be provided written notice of the appeal and afforded five (5) business days to submit a written response. Thereafter, two Vice Presidents from the Administrative Council will review the documents and provide an appeal decision. If appealed, the decision that results from the appeal will be considered final and there will be no further appeals.

Participation in an Investigation

During the course of an investigation, it is expected that all participants maintain professionalism and provide respectful, cordial responses. Intentionally filing a false report, or knowingly providing false information during an investigation, is a violation of this policy. Tampering with evidence, coercing witnesses, or colluding with others to provide a common response, are violations of this policy.

Resources

Hesston College has several resources available to reporters or those impacted by sexual misconduct:

- Advisor
- Law Enforcement
- loveisrespect.org
- Responsible Reporters
- Non-Mandated (Confidential) Reporters
- Safehope

Campus Safety

Individuals should be aware that the college may have a legal obligation to issue a timely warning to the campus community when incidents reported to them pose a substantial threat of bodily harm or danger to members of the campus community. Details of this warning can be found on our student life website.

Retaliation

This policy prohibits intimidation, threats, coercion, discrimination, and other forms of retaliation against any individual for the purpose of interfering with any right or privilege secured by Title IX, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. If an individual believes they have been retaliated against, they should immediately report the retaliation in the same way they would report other forms of sexual misconduct.

FERPA

The outcome of an investigation involving students is part of the education record of the students involved, and is generally protected from release to third parties under a federal law called the Family Educational Rights and Privacy Act (FERPA), subject to narrow exceptions. The college will abide by FERPA and only disclose the outcome of an investigation involving student(s) as permitted by the law.

EDUCATION AND PREVENTION

Educational Training Programs at Hesston College provide resources for education and training about, and prevention of sexual assault, harassment, and other forms of sexual misconduct. Members of the Hesston College community are urged to take advantage of the following on-campus prevention and educational resources, and the college is required to do so as described below:

- New Student Orientation, required for all new students, and available to all members wishing to attend;

- Title IX training in First Year Experience; completion of SafeColleges training module required for First Year students
- Discussion within Resident Halls with resident assistants and resident directors
- Residence hall and campus bulletin boards;
- Alcohol and drug policy distributed annually to faculty, staff, and students.

Background Checks

Hesston College believes in ensuring the safety of its students throughout their time on campus. One way to strengthen this safety is through background checks of all new employees and volunteers. Hesston College complies with federal laws under the Fair Credit Reporting Act (FCRA), as well as applicable state laws on background checks.

Employment offers to candidates will be contingent on the successful completion of a background check. Candidates will be provided the background check process following acceptance of this contingent offer, and may not begin employment until the successful completion of a background check. Candidates must complete all information requested in order to run a successful background check; failure to do so will mean the removal of the contingent offer. This background check consent will be on file and active during the hiring process and through the duration of employment if hired.

The background investigation will include a review of criminal history and national/state sex offender registry. Criminal history includes a review of criminal convictions and probation. For those receiving college credit cards, additional credit checks may occur prior to receiving the credit card.

Upon review, should there be any concerns raised in the information received on a background investigation, the candidate will receive an opportunity to explain the concerns. The following factors will be considered:

- Nature of the crime and its relationship to the position
- Time since the conviction
- Number (if more than one) of convictions
- Whether hiring, transferring or promoting the candidate would pose an unreasonable risk to the students, employees, or institution.

If employment decisions occur based on the results of a background check, there may be certain additional Fair Credit Reporting Act (FCRA) requirements completed by Human Resources in conjunction with the employment screening service.

Training

Alcohol and Drug Use Policy

It is the policy of Hesston College to maintain for students an environment that is free from illegal drugs and alcohol. The possession or the use of alcohol or the unlawful manufacture, distribution, dispensing, possession or use of any illegal drugs or unlawfully obtained controlled substances by students, in whatever setting owned or operated by Hesston College (including personal vehicles used in the conduct of official business) is prohibited. Violation of the spirit and/or substance of this policy may result in discharge.

Students shall receive annual distribution in writing of:

- Standards of conduct that clearly prohibit the possession, use or distribution of illegal drugs or alcohol on Hesston College's property or as part of any of its activities;
- A description of the applicable legal sanctions under local, state or federal law for the unlawful possession, use or distribution of illegal drugs and alcohol;
- A description of any drug or alcohol counseling, treatment, rehabilitation or reentry program that is available; and
- A clear statement that the institution will impose disciplinary sanctions on students (consistent with local, state and federal laws) and a description of those sanctions, up to and including expulsion and referral for violations of the standards of conduct outlined in the first item of this section. A disciplinary sanction may include the completion of an appropriate rehabilitation program. This may include, but is not limited to, an online class, monetary fine, meeting with a mentor, substance abuse evaluation, etc.

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

1. Placement on Community Accountability and Support (CAS) status;
2. Temporary suspension from classes and activities;
3. Suspension for a semester from classes and activities;
4. Expulsion;
5. Fine.

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 counselor or complete an evaluation. 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.

This program will be reviewed biennially by the vice president of Student Life to determine the program's effectiveness, to implement changes where necessary and to ensure that the required disciplinary sanctions are being enforced consistently.

Emergency Policies and Procedures

Fire

Posters and other flammable materials should be placed with discretion. The college prohibits all types of burning in its residence facilities. This includes, but is not limited to the burning of candles, oil lamps, incense and smoking. All campus housing is equipped with fire extinguishers, fire alarms and smoke detectors. State Law requires that everyone vacate the building when the alarm sounds. Anyone who refuses to leave will be fined \$50. Tampering with fire protection equipment (alarms, extinguishers and smoke detectors) is a federal offense and may result in a \$100 fine and suspension or dismissal from school.

EMERGENCIES: HOW TO RESPOND

The following guidelines apply to emergency conditions on campus. It is not possible to establish procedures for every conceivable type of emergency, but these guidelines can be used for any similar emergency or hazardous situation. Please review them frequently so you will be prepared in an emergency.

Fire—If you discover a fire, call the fire department at 911 (or 9-911 from a campus phone) before doing anything else. Pull a fire alarm. If the fire is small and you have the training, use a proper fire extinguisher to combat the fire. Help rescue anyone in need of assistance. Contain the fire by closing, but not locking, as many doors as possible. Evacuate the area. Once outside, move to a clear area at least 500 feet away from the affected building(s). Keep streets, fire lanes, hydrants and walkways clear for emergency vehicles and crews. **If you are notified of a fire** in your building, evacuate the area. For Hesston College students living in the residence halls, please contact your RA or RD for detailed information about fire evacuation plans in your particular residence hall. If you are above the ground floor and fire or dense smoke has restricted your exit routes: remain in your room; place something at the base of your door to prevent the entrance of smoke; call 911 (9-911 from a campus phone) and let them know your situation; open any windows and signal your need for help.

Bomb Threats—Notify the police and residence staff immediately if you receive a bomb threat. You will be notified as to whether or not the building will be evacuated.

Medical Emergencies—For any situation requiring emergency medical assistance on campus, call the Rescue Squad at 911 (or 9-911 if using a campus phone). Notify your resident director immediately.

Physical Facilities—If you observe what you consider to be a hazardous condition in your dorm, notify your resident assistant or resident director.

Medical assistance

- call Newton Medical Center Clinic, 620-327-2440 or Partners in Family Care, 620-327-2314
- visit or call the Newton Medical Center's Convenient Care Center, 316-281-9700, 118 E 12th St, Newton, KS 67114
- visit or call the emergency room at Newton Medical Center, 316-283-2700, 600 Medical Center Drive, Newton, KS 67114

File a report with the police

- Hesston Police Department, 620-327-2020
- non-emergency number, Deb Roth 620-327-8236

Counseling Services

- Campus Counselor, Julie Lehman – 620-327-8238
- Prairie View Inc., Newton 316-284-6400

Fire safety systems in campus housing

Erb Hall: This building has an electronic fire protection system that utilizes photo type smoke detectors, heat detectors, ductwork smoke detectors and manual pull stations, connected to one of two main panels depending on which part of the building they are located in (east or central/west). The panels are a Faraday MPC 2000 for the east part of the building and a Faraday MPC 7000 for central/west. These systems are interconnected such that each will trigger the other in the event of an

alarm. The panels activate audible warning devices (horns and sounder bases) and visual warning devices (strobes). In addition, magnetic door hold-opens are released in the event of a fire alarm, allowing fire rated doors to swing shut, preventing the spread of fire. This entire system has a backup (battery) power supply. An alarm triggered from any part of the building by any device will activate the horns, sounder bases and strobes in the entire building. Fire extinguishers are located throughout the building as are emergency lights/exit lights with backup battery power.

Kauffman Court: This building utilizes a Faraday MPC 2000 fire panel with manual pull stations located throughout the building as well as photo detector smoke detectors located in the resident director apartments. The fire panel activates horns and strobes and has a backup (battery) power supply. An alarm triggered from any device connected to the fire panel will activate the horns and strobes in the entire building. There are also stand-alone smoke detectors in each of the dorm rooms as well as in each of the common areas (hallways, lounges). Fire extinguishers and lighted exit signs with a battery backup are located throughout the building.

Fire Drills and Fire Safety Training

The college conducts one fire drill early in the fall semester each year for both student housing facilities. The Student Life staff coordinates and executes this drill. Hesston College provides training and education for students through mod (dorm) meetings, fire drills, and posted fire safety procedures.

Tornado

The City of Hesston sounds a continuous alarm blast in the case of a tornado warning. All students are to leave their rooms and go to the nearest windowless area. Basements, hallways and restrooms can provide shelter. Windows must be avoided because of the danger of flying glass. Every Monday morning at 10 a.m. if the weather is clear, the Hesston siren sounds a practice tornado alarm.

Violent Intruder

A violent intruder on college property involves one or more individuals intent on causing physical harm and/or death to students, faculty and staff. There is a sense of security in having a plan when confronted by a violent intruder event. Therefore, Hesston College has approved the following ALICE policies and procedures to protect the campus community. This is not a sequential model and provides options based on the immediate and ongoing situation. Quickly determine the most reasonable way to protect your own life.

- **Alert** – Initial awareness of an event. This could be the sound of gunfire, screams, loud noises, text, phone call, etc. Students may be notified by RDs, the Blackboard Connect notification system via phones and email and carillon bell system.
- **Lockdown** – Individuals may be faced with a situation that does not allow for them to evacuate. A lockdown may be their best option. This is an active lockdown. Lock and barricade the door with anything available.
- **Inform** – Pass on real information. Location, what is going on, description of the assailants. Dial 911 when it is safe to do so.
- **Counter** – There are many ways to counter without fighting or using violence. Distractions such as yelling as you move or throwing things at the intruder's face can disrupt their focus. Consider countering if the intruder comes into the room before you

can barricade the door, OR if the barricade is breached. Always remember that Countering is defensive and not offensive; it's a last resort.

- **Evacuate** – Look for safe routes away from the danger. Focus on movement and distance. Make yourself a difficult target: stay low; move quickly; use cover; don't run in a straight line.

The college will conduct training of new employees and emergency drills for all of the above; however, all students may not get to drill each component of ALICE.

Appendix A: The Jeanne Clery Disclosure of Crime Statistics

Crime Categories

The crime definitions are listed in order of seriousness. When counting multiple offenses, the “hierarchy” rule requires that you count only the most serious offense committed during a single incident. The exclusion to this is arson. Arson is always counted as an offense regardless of the nature of any other offenses that were committed during the same incident.

The Clery Act does not differentiate between attempted and completed crimes. For example, an incident involving an attempted forcible rape is counted as a forcible sex offense. The only exception to this rule applies to attempts or assaults to murder wherein the victim does not die. These incidents should be classified as aggravated assaults rather than murders.

Murder/Non-Negligent Manslaughter: the willful (non-negligent) killing of one human being by another. NOTE: deaths caused by negligence, attempts to kill, assault to kill, suicides, accidental deaths, and justifiable homicides are EXCLUDED.

Negligent Manslaughter: the killing of another person through gross negligence. Rape: the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Robbery: the taking or attempting to take anything from value of the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault: an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary the injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Burglary: the unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit larceny; house breaking; safecracking; and all attempt to commit any of the aforementioned.

Motor Vehicle Theft: the theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned- including joy riding).

Weapon Law Violations: the violations of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of a deadly weapon; carrying deadly

weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

Arson: the willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another kind.

Drug Abuse Violations: violations of the state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non- narcotic drugs (barbiturates, Benzedrine).

Liquor law Violations: the violations or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintain unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Location Definitions

On Campus: (1) any building or property owned or controlled by an institution within the same reasonable contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's education purposes, including residence halls; and (2) any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Residential Facilities: (On-Campus Student Housing Facility) Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.

Non-Campus: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property: all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from campus.

Crime Statistics/Report

Offense	Location	2016	2017	2018	2019
Murder & Non-negligent Manslaughter	On-campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Negligent Manslaughter	On-campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Rape	On-Campus	0	0	1	0
	Residential Facilities	0	0	1	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Fondling	On-Campus	0	1	0	0
	Residential Facilities	0	1	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Incest	On-Campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Statutory Rape	On-Campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Robbery	On-Campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Aggravated Assault	On-Campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Burglary	On-Campus	0	6	1	0
	Residential Facilities	0	6	0	2
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Motor Vehicle Theft	On-Campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0

Arson	On-Campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Arrests	Location	2016	2017	2018	2019
Weapons Law Violations	On-Campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Drug Abuse Violations	On-Campus	0	3	2	1
	Residential Facilities	0	0	2	0
	Non-Campus	1	0	5	0
	Public Property	0	0	0	0
Liquor Law Violations	On-Campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Disciplinary Referrals	Location	2016	2017	2018	2019
Weapons Law Violations	On-Campus	0	0	0	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Drug Abuse Violations	On-Campus	0	2	2	1
	Residential Facilities	0	2	2	0
	Non-Campus	8	15	0	0
	Public Property	0	0	0	0
Liquor Law Violations	On-Campus	11	11	4	17
	Residential Facilities	11	11	4	17
	Non-Campus	10	9	0	0
	Public Property	0	0	0	0
Total Unfounded Crimes		0	0	1	0

Statutory Rape	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Robbery	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Aggravated Assault	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Burglary	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Motor Vehicle Thefts	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Arson	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0

	Public Property									
Simple Assault	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Larceny-Theft	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Intimidation	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0

2018 Hate Crime Statistics

Offense	Location	2017 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/Non-negligent Manslaughter	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Rape	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Fondling	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Incest	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Statutory Rape	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0

Robbery	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Aggravated Assault	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Burglary	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Motor Vehicle Thefts	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Arson	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Simple Assault	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									

	Public Property									
Larceny-Theft	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Intimidation	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Destruction/damage/ vandalism of property	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0

2017 Hate Crime Statistics

Offense	Location	2016 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/Non-negligent Manslaughter	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Rape	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Fondling	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Incest	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Statutory Rape	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Robbery	On-campus	0	0	0	0	0	0	0	0	0

	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Aggravated Assault	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Burglary	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Motor Vehicle Thefts	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Arson	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Simple Assault	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									

Larceny-Theft	On-campus	0	0	0	0	0	0	0	0	0
	Residential	0	0	0	0	0	0	0	0	0
	Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Intimidation	On-campus	0	0	0	0	0	0	0	0	0
	Residential	0	0	0	0	0	0	0	0	0
	Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Destruction/damage/ vandalism of property	On-campus	0	0	0	0	0	0	0	0	0
	Residential	0	0	0	0	0	0	0	0	0
	Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									

2016 Hate Crime Statistics

Offense	Location	2015 Total	Race	Religion	Sexual Orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/Non-negligent Manslaughter	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Rape	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Fondling	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Incest	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Statutory Rape	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property	0	0	0	0	0	0	0	0	0
Robbery	On-campus	0	0	0	0	0	0	0	0	0

	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Aggravated Assault	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Burglary	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Motor Vehicle Thefts	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Arson	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Simple Assault	On-campus	0	0	0	0	0	0	0	0	0
	Residential Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									

Larceny-Theft	On-campus	0	0	0	0	0	0	0	0	0
	Residential	0	0	0	0	0	0	0	0	0
	Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Intimidation	On-campus	0	0	0	0	0	0	0	0	0
	Residential	0	0	0	0	0	0	0	0	0
	Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									
Destruction/damage/ vandalism of property	On-campus	0	0	0	0	0	0	0	0	0
	Residential	0	0	0	0	0	0	0	0	0
	Facilities	0	0	0	0	0	0	0	0	0
	Non-Campus	0	0	0	0	0	0	0	0	0
	Public Property									

VAWA Statistics

Offense	Location	2016	2017	2018	2019
Domestic Violence	On-campus	0	0	1	0
	Residential Facilities	0	0	0	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Dating Violence	On-campus	0	0	1	0
	Residential Facilities	0	0	1	0
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0
Stalking	On-campus	0	0	0	2
	Residential Facilities	0	0	0	2
	Non-Campus	0	0	0	0
	Public Property	0	0	0	0

Appendix B: Fire Safety Report

Name of Facility		2016	2017	2018	2019
Kauffman Court	Fires	0	0	0	0
	Injuries	0	0	0	0
	Deaths	0	0	0	0
Erb East	Fires	0	0	0	0
	Injuries	0	0	0	0
	Deaths	0	0	0	0
Erb Central/West	Fires	0	0	0	0
	Injuries	0	0	0	0
	Deaths	0	0	0	0