

**Bethany College**  
**2025 Annual Campus Security Report**  
**&**  
**Fire Safety Report**

(Information includes  
2022, 2023, 2024 Calendar Year)

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## **Introduction**

Bethany College is a private co-educational institution of the Evangelical Lutheran Church in America (ELCA) that focuses on undergraduate and graduate students in a residential campus community.

Located in Lindsborg, Kansas, a community of approximately 3,500 residents, Bethany College serves approximately 600 undergraduate students and is committed to providing a safe and secure environment for students, faculty, staff and guests to her campus.

The Annual Security and Fire Safety Report is prepared by the Executive Director of Student Affairs or their designee. The Executive Director of Student Affairs, or their designee, also compiles the statistics for the crime statistics of the Annual Security and Fire Safety Report. This report is based on all reported crime at Bethany College. The Annual Security and Fire Safety report is available on the Bethany College website ([www.bethanylb.edu](http://www.bethanylb.edu)), and by request in the Office of Student Affairs. Notice of the report is sent to all students, faculty and staff via email.

## **Campus Policies, Procedures, and Services**

### **Reporting Crimes On-Campus**

All faculty, staff and students are to report crimes on-campus to the following individuals or offices. Students are to report to their Resident Director, the Director of Student Affairs, and/or the Executive Director of Student Affairs. All other parties should report to the Executive Director of Student Affairs, the Dean of Student Affairs or Chief Academic Officer. Once information is gathered, one or more of the parties listed above may assist in gathering more data. Bethany College does not employ Campus Security Personnel or Campus Police; any questions, concerns or reports regularly referred to Campus Security Personnel or Campus Police should be directed to the Student Affairs Office.

Criminal actions may be reported to the Office of Student Affairs at the emergency on-call phone (785) 906.0220, from an on-campus phone at extension 3030 or in person, Monday-Friday, 9am-4pm. If required or requested, the Lindsborg Police department will be contacted.

When a criminal offense, a violation of College policies, or emergency occurs on campus, it may be reported a number of ways. Incidents may be reported to the Executive Director of Student Affairs, an Office of Student Affairs professional or paraprofessional staff member, or to any College Official who will take proper action to notify the appropriate campus office. For privacy reasons, students may elect to notify the Campus Pastor.

In accordance with the Clery Act, victims and witnesses are encouraged to report the following incidents to a designated Student Affairs authority.

- Murder and non-negligent manslaughter
- Negligent manslaughter
- Rape
- Fondling

- Incest
- Statutory Rape
- Robbery
- Aggravated Assault/Simple Assault
- Burglary
- Motor Vehicle Theft
- Arson
- All hate crimes involving bodily injury
- All liquor, drug or weapons law violations

A “Campus Security Authority” is an individual, who by virtue of their college responsibilities and under the Clery Act, is designated to receive and report criminal incidents to the Executive Director of Student Affairs Office, “Campus security authorities” include the following:

- Faculty and staff advisors to student organizations
- Athletic team coaches
- Residence Life professionals and paraprofessional staff members

Members of the campus community (students, faculty and staff) may choose to report crimes on a voluntary, confidential basis to any designated Campus Security Authority. Statistics from these confidential reports are included in the annual crime statistics.

Students, faculty and staff may choose to inform only the Campus Pastor of a crime committed against them. Such reports remain confidential and are not reported in the crime statistics unless the crime is also reported to a designated Campus Security Authority. It should be noted that the Clery Act identifies pastoral and professional counselors/therapists as exempt from reporting. A pastoral counselor is defined by Clery as “A person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.” A professional counselor is defined as “A person whose official responsibility includes providing mental health counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the institution but are under contract to provide counseling at the institution.” To be exempt from disclosing reported offenses, pastoral or professional counselors must be acting in the role of pastoral or professional counselors.

### **Access and Security in Residential Areas**

The residence halls are locked 24 hours a day with access by key or fob. Each resident is issued a key(s) to their room and a fob to the building, when applicable. Students are responsible for upholding the integrity of the residence hall security system by not permitting use of their keys/fobs to others, not propping doors, and by entering and exiting through marked entrances and exits.

The residence halls are staffed by professional staff and paraprofessional staff. Each hall has paraprofessional Resident Assistants who are trained by the residence life professional staff. Residence Life staff are available 24 hours a day and serve to provide

campus residents with information and support regarding campus policies and procedures. Resident Assistants have the authority to enforce campus procedures and practices.

Emergency numbers are provided to residents via the Student Handbook and are posted in every building. Residents are an integral part of the security of the residence halls at Bethany College and are directed to report criminal or policy-violating activities to Student Affairs professionals and paraprofessional staff members.

Residence Life staff of the Office of Student Affairs works closely with the Facilities Department to ensure necessary updates are made to maintain the safety and security of the residence halls, as well as ensure the integrity and usability of safety equipment within the halls.

### **Timely Warnings**

Timely warnings are issued by either the Office of Student Affairs, or if necessary, at the direction of a designee. A timely warning will be sent if a crime occurs on or near the campus. The warning will be issued as soon as pertinent information is available in order to enable the campus community members to protect themselves in the event it becomes necessary. Warnings will include information on the type of crime committed, the impacted location, and the potential for continued risk. The primary mode of communication will be campus email from [urgent@bethanylb.edu](mailto:urgent@bethanylb.edu), an alert issued via Canvas/Swede Space and a text through Mongoose.

### **Emergency Notification System**

Emergency notifications for extreme violence, weather, general threats to campus, etc. will be sent the same way Timely warnings will be communicated. The primary mode of communication will be campus email from [urgent@bethanylb.edu](mailto:urgent@bethanylb.edu), an alert issued via Canvas/Swede Space and a text through Mongoose. The Emergency Notification Team—which consists of the Dean of Student Affairs, Executive Director of Student Affairs, Director of Student Affairs, the Director of Marketing and the Director of Learning Systems & AI Initiatives, or their designee—using a pre-established notification template, will assess the situation and communicate appropriate notifications to the campus community. When a situation is made known to the Emergency Notification Team a meeting will be held to discuss what notifications need to be made and when those notifications should be sent out. The Emergency Notification Team will respond to all potentially emergent situations, without delay, to ensure that proper notifications are made; the safety of the campus community is always the priority. Exceptions will only be made when communicating information could put an involved party in danger.

### **Bethany College Emergency Procedures for Students**

The following Emergency Procedures for Students are meant to inform, prepare, and help Bethany students in case of emergency.

Bethany College works to update and maintain an Emergency Management Plan for campus leaders to deal with emergencies which might threaten the college's resources or the physical safety of Bethany community members, including students, staff and faculty.

Tests of the Emergency Procedures and Emergency Notification System will be held to ensure that all processes are working correctly.

### **Emergency Contact Information**

- 911
- Office of Student Affairs: ext. 8230
- Resident Director On Call: ext. 3030 or (785) 906.0220

### **Reporting an Emergency**

In order to assist the operator in processing the call quickly and efficiently, stay calm and stay on the line until you are told to hang up. Please be prepared to give the following information:

- What you saw, heard, found.
- Exact location of the incident.
- The phone number of the phone you are using.
- Details of the situation.
- Your name and location.

Please report:

- Fires, even if they seem minor or controllable.
- Threats.
- Suspicious situations, objects, or people.
- Criminal acts, such as theft.
- Acts of violence.

Prepared statements about weather are standard in the notification system and can be sent out if an alert is needed. Other statements based on situations will be written by the Office of Student Affairs and then copied, uploaded, and sent out via the notification system. Notifications will be made without delay.

Examples of emergency messages include severe weather warnings, campus closings, and campus emergencies.

### **Emergency Response and Evacuation Procedures**

An evacuation drill is coordinated through the Office of Residence Life for all residential facilities each semester. The minimum that the emergency response and evacuation procedures are tested in the residential facilities is twice per year. Residents will learn the location of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. Residence Life does not notify

residents in advance of the designated locations for long-term evacuations because decisions are affected by time of day, location of building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. Residence Life staff will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. At Bethany College, evacuation drills are used to educate and train occupants on issues specific to their building. During the drill, occupants "practice" drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating occupants of each building about the evacuation procedures during the drills, the process also provides the College an opportunity to test the operation of fire alarm system components.

Evacuation drills are also monitored by the Director of Facilities and the Office of Student Affairs to evaluate egress and behavioral patterns. Reports are prepared by participating departments which identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Residents receive information regarding evacuation procedures during their first hall meetings. The paraprofessional staff are trained in these procedures and act as an on-going resource for students living in residential facilities.

### **Services & Resources – Uwill Telehealth**

Bethany College has partnered with Uwill, which offers students free immediate access to teletherapy through its easy to use online platform.

To schedule teletherapy:

- Register with Uwill at <http://app.uwill.com/register>
- Choose a therapist based on your preferences including availability, issue, gender, language, ethnicity.
- Choose a time that fits your schedule with day, night and weekend availability.

Uwill is Private. Secure. Confidential.

Each student receives 240 credits per 365-day period (no carryover, no sharing/exchanging credits). Credits can be used on the following services:

- Scheduled Video/Phone (30-minute sessions, includes post-session notes) = 30 credits
- Scheduled Chat (15-minutes sessions, includes post-session notes) = 15 credits
- Messaging (one 2-way exchange) = 5 credits

If a student utilizes all of their allotted credits and wants to continue working with a Uwill counselor, they may purchase additional credits at Uwill's current student rates (\$150 for 2 sessions, or \$600 for 10 sessions).



Students also have free access to on-demand wellness programming through Uwill. Select wellness from the left navigation and relax and recharge your mind and body with a wide range of wellness such as yoga, meditation, mindfulness, and more! Allow Uwill to help you discover greater focus and balance as you navigate the semester. Wellness programming is unlimited and available on-demand, 24/7.

If you need any assistance, reach out directly to Uwill at [support@uwill.com](mailto:support@uwill.com)

Students may also reach out to Student Affairs staff, as well as the Campus Pastor, for any additional, in-person support.

### **Counseling Online Resources**

To provide a convenient information and self-evaluation source for students to explore in the privacy of their choosing, Bethany College has affiliated with the following not-for-profit organizations to provide accurate and direct information about mental health and substance use issues.

The Jed Foundation: “The Jed Foundation is recognized as the nation’s leading organization working to reduce emotional distress and prevent suicide among college students. Guided by leading experts, The Jed Foundation is changing the way students and their parents think about mental health, paving the way for more young people to get treatment and helping colleges create safer, healthier campus communities” (Jed Foundation home page) — <http://www.jedfoundation.org/>

Mental Health is Health: Mental Health is Health is a site affiliated with the Jed Foundation that offers “some quick tips that everyone can use to take control of their emotional health” — <https://www.mentalhealthishealth.us/>

### **Security Awareness and Crime Prevention Programs**

Bethany College, through various departments and organizations, can provide programs, upon request, related to public safety. Office of Student Affairs, College organizations, local police and outside groups can provide programs covering topics such as personal safety awareness, rape prevention and resources, and self-defense. Informational reminders regarding campus safety and security are sent through the College email system.

### **Responsibility and Resolution Process**

The Responsibility and Resolution Process is designed to help students become accountable for their own actions and restore the wellness and relationships of all those involved in an incident at odds with the integrity for which Bethany College’s strive. Facilitated by the Student Affairs Office but administered by staff and students from across the campus, this process serves as our means of resolving breaches in our community separate from any wider civil or criminal proceedings in the municipal, state, or federal court system.

The College reserves the right to withdraw any student from the College at the discretion of the Office of Student Affairs, as deemed necessary for the safety or well-being of members of this community. In all other instances, the responsibility and resolution process will occur as outlined below.

## **Resolution Process Steps**

### **1. Initiation of the Process**

- a. **Incident Report (IR) is Filed:** Any member of the Bethany College community can file an IR if they witness or suspect a member of the community has fallen short of the Community Standard we strive to uphold. The IR can be found under the Student Affairs tab of eSwede. Additionally, police reports given to the college regarding student behavior can take the place of an IR within the resolution process. All such reports are directed to the Resolution Facilitator for review.
- b. **IR is Reviewed by Resolution Facilitator:** Once an IR or police report is received by the Resolution Facilitator, it is reviewed to determine whether or not a violation of the Community Standards has taken place, as well as which department the possible violation falls under; academic misconduct is handled by the Chief Academic Office, any breach of Title IX Policy is handled by the Title IX Coordinator, and any violation of the wider Community Standards is processed through the Resolution Process. If additional information is needed to ascertain the nature of the incident, the Resolution Facilitator may contact the reporter or any other persons who may provide insight into the matter.
- c. **If the Community Standard Has Not Been Violated:** If, after reviewing the IR, the Resolution Facilitator determines that the Community Standards have not been violated or a formal Resolution Process is not needed, the process will end at that time. However, even if the Resolution Facilitator determines that a matter should not be pursued under the Responsibility and Resolution Process, the Administrator may recommend that an educational conference be held with the reported student(s) so that the perceived issue is not repeated, or so that the reported student(s) may better understand the effects and consequences of the perceived actions.
- d. **Extenuating Circumstances:** If the incident in question puts the safety and wellbeing of members of the College community at risk, immediate steps to preserve the safety of the wider community can be taken, bypassing the Responsibility and Resolution Process. In this case, the Executive Director of Student Affairs will act in place of the Resolution Committee. The investigation, if necessary, may include other Bethany Community members, including the Dean of Athletics and Provost. The investigation will be conducted in a reasonable time frame. It is the goal to communicate a decision based on the investigation to student's involved no later than ten (10) business days after the incident occurs or is reported. These steps may include, but are not limited to, immediate withdrawal of a student, suspension, or expulsion.

- i. Please note that the College is not a haven from the legal authorities. The College will cooperate with the police in apprehending a violator of the civil or criminal code.

2. Notice:

- a. The Resolution Facilitator (or their designee) shall initiate the resolution process by sending written notice to the College email address of the reported student at least three (3) business days prior to a scheduled hearing with the Resolution Committee. The notice shall include: 1) a description of the alleged violations of the Community 33 Standard; 2) the date and time of the conference in which the reported student must meet with the Resolution Committee (it is the reported student's responsibility to reschedule the hearing if they are unable to meet during the designated time); and 3) an outline of the student's rights and responsibilities during the Student Responsibility Hearing.

3. Student Responsibility Hearing

- a. At the Student Responsibility Hearing, the Resolution Committee shall explain the process and answer any questions the reported student may have. Information regarding the alleged incident shall be presented and explained to the reported student, and the reported student shall have the opportunity to explain their understanding of what occurred. The reported student is expected to answer any questions that the Resolution Committee may have for them in regard to the alleged violation. If additional information is needed, the Resolution Committee may pursue further investigation into the matter.
  - i. Details about the location, hearing date and time, etc. will be communicated to the student in the Notice. The student's class schedule will be considered when a date/time is selected.
  - ii. The Committee generally consists of three individuals, both staff and students, who engage in a dialogue with the reported student; hearings are expected to last approximately thirty minutes.
  - iii. Students should expect to answer various questions about the incident in question and are asked to prepare beforehand. The goal of this hearing is to better understand what occurred and why.
- b. In the unfortunate event that the reported student does not attend the conference hearing, the Resolution Committee can decide the outcome of the case in the reported student's absence.

4. The Resolution

- a. After the Student Responsibility Hearing, the Resolution Committee will evaluate all information provided and shall determine whether the reported student is or is not responsible for the alleged violation. It is the Resolution Committee's goal to communicate a decision based on the findings made by the Committee to the reported student no later than ten (10) business days after the conference. Should the investigation require more research after the conference hearing, further

conferences may be scheduled, and decisions may be delayed. Delay of decision does not absolve student responsibility.

- b. The Resolutions made by the Committee are final due to the structure of the reconciliation process.
- c. In the unfortunate event that the reported student does not complete the assigned responsibilities by the deadline given to them by the Committee, an appropriate monetary value will be charged to the student's account to replace the unfulfilled responsibility or responsibilities.

## 5. Appeals

- a. In the event that the Resolution Committee process has been bypassed, a student has the right to appeal a decision made by the Resolution Facilitator or the Executive director of Student Affairs. The reported student may choose to appeal such decision within three (3) business days of receiving the resolution decision, but only upon either one, or both, of the following grounds:
  - i. There is new and significant information that has not yet been considered; and, or
  - ii. Decisions imposed are excessive to the violation(s) of the Community Standards.
- b. If grounds for appeal exist and the student chooses to appeal the decision, such appeal shall be presented to the Dean of Student Affairs. If the Dean of Student Affairs acted as a hearing officer in the initial resolution decision, an appeal shall be made to the President. If the student behavior resulting in the Resolution Process involved violent or dangerous behavior, the appeal officer shall be required to consider the safety of the Bethany community in his or her deliberations and any responsibilities or constraints imposed on the reported student shall not be stayed pending the appeal. The decision of the appeal officer is final.

## Addressing Harms, Needs, and Obligations

Below is a non-exhaustive list of responsibilities an individual may need to undertake in order to restore a right relationship with the community. What responsibility or responsibilities are appropriate in a particular incident will depend on the circumstances. Responsibilities may become more severe if multiple violations of the Community Standards are made in conjunction with one another. These responsibilities may include:

1. Letter of apology
2. Donation of items to the Dala Pantry
3. Community Service
4. Probation, Continued Reporting, Diversion

5. Educational project; including but not limited to: writing a paper, reading a book, planning and presenting a program, or attending a class
6. Prohibited involvement from an activity or restricted contact with a member of the community
7. Required Move within the Residence Life system
8. Disciplinary Probation
9. Suspension and Suspension in Abeyance

## **Alcohol and Drugs**

Bethany College is a dry campus. Alcohol is not permitted in any area of campus. In addition, illegal drugs are not permitted on campus. Bethany College will notify local law enforcement if drugs are suspected or found on campus. The following section outlines the Alcohol and Drug policies as found in the Bethany College Student Handbook.

### **Alcohol Policy**

ALCOHOL IS PROHIBITED ON CAMPUS and Students cannot consume or purchase alcohol on campus owned or operated property. Exceptions to this policy may be made for students participating in Chapel Services or attending Bethany College hosted special events, in which alcohol may be served.

Committing a city and/or state crime also constitutes a college violation.

1. All Bethany College community members are expected to abide by any and all city, state, and federal laws, in addition to the policies specific to Bethany College.
2. Possession or consumption of alcoholic beverages by an individual who is under 21 on or off campus is a violation of College policy and city and state law.
3. Use of false identification to justify underage possession or consumption of alcoholic beverages is a violation of College policy.
4. Furnishing alcoholic beverages to a minor is a violation of College policy. It is also a criminal violation of city and state law.
5. Hosting an event where alcohol is consumed by minors is a violation of College policy. It is also a criminal violation of city and state law.
6. Abusive or disruptive behavior related to the use/abuse of alcoholic beverages will not be tolerated on or off campus.
7. Operating a motor vehicle while under the influence of alcoholic beverages by any individual regardless of age is a violation of College policy and city and state law.
8. Paraphernalia related to alcohol consumption, including, but not limited to shot glasses, beer bongs, funnels, keg taps, bottle caps, etc. are prohibited on campus. Alcoholic beverage container and bottle cap collections are prohibited on campus.
9. Organizations that receive budgetary support from the college, or organizations that solicit funds for the purpose of college activities are not allowed to use the funds to purchase alcoholic beverages.
10. Bethany College reserves the right to report any incident of possible legal violation to law enforcement officials.
11. Alcohol policy violations are cumulative during a student's enrollment tenure at Bethany College.

## **Drug Policy**

Possession, use, selling, or distribution of illicit drugs and possession of drug paraphernalia is not permitted while you are a student at Bethany College, either on or off campus. The College will cooperate with all law enforcement agencies to enforce the laws pertaining to the sale, use, and/or possession of illicit drugs. Bethany College regards drug violations as serious. Local law enforcement officials will be called immediately when drug violations are suspected. All students, faculty, staff, and administrators have a responsibility and obligation to assist in the process of informing the College and law enforcement officials of violations of illegal drug usage.

The presence of articles may be interpreted as actual possession of those articles. Students determined to be in locations where violations of College regulations are taking place may be considered to be in violation even though they may not actually have prohibited items on their person at the time of the report.

Bethany College reserves the right to drug test any student when reasonable suspicion suggests that illegal drug use is occurring, or has occurred. Refusal, on the part of the student, to submit to a drug test, which includes failure to be present and participate in testing, will be considered a positive test.

## **Naloxone (Narcan) Policy**

Overdose is common among persons who use illicit opioids such as heroin and among those who misuse medications prescribed for pain, such as oxycodone, hydrocodone, and morphine.

Naloxone is an opioid antagonist, meaning it blocks opioids from attaching to receptors in a person's brain. This negates the effects of the opioid. Naloxone is non-addictive, does not make a person "high" and its sole use is to reverse an opioid overdose. It is a short acting medication which revives a person within a minute or two and allows for a window of opportunity to access medical help. Naloxone has no street value, little to no side effects, and has a lower incidence of adverse reactions than an Epi-pen, antibiotics, or Aspirin.

Possible side effects of Naloxone are: pain, redness, or burning at the injection site; sweating; hot flashes or flushing; irregular heartbeat; hallucinations; loss of consciousness; seizures; opioid withdrawal.

The RD on call is equipped with Naloxone and will administer it if they believe that an opioid overdose is occurring.

## **Good Samaritan Clause**

Any student who seeks assistance for him/herself or another student from Residence Life or professional medical personnel, for intoxication or overdose shall not be subject to formal Responsibility and Resolution Process action for (1) being intoxicated, or (2) having provided that person with alcohol. This refers to isolated incidents only and does not excuse or protect those who flagrantly and/or repeatedly violate the Bethany College alcohol policy. It applies only to cases of suspected extreme intoxication or other life-threatening circumstances due to alcohol and does not extend to related infractions such as assault or property damage. Although formal disciplinary action may not be invoked, mandatory referrals for educational sessions and/or assessment at the student's own expense may be made.

## **Residence Halls, Campus and Workplace Violence/Weapons**

### **Campus and Workplace Violence/Weapons**

Bethany College prohibits the use of violence. Students engaging in any violence on or off-campus and in the campus workplace, or who threaten violence on or off campus and in the campus workplace will face immediate disciplinary action. No talk of violence or joking about violence will be tolerated and if occurs student(s) may be subject to an evaluation by a licensed counseling professional at their own expense.

“Violence” includes physically harming another, shoving, pushing, striking, brandishing weapons, and threatening or talking of engaging in those activities. It is the intent of this policy to ensure that everyone associated with Bethany College, including students, never feels physically threatened by any person's actions or conduct.

Security Measures. In an effort to fulfill this commitment to a safe environment, a few simple rules have been created. These are:

1. Access to Bethany College's property is limited to those with a legitimate business interest.
2. All students may be required to show Bethany College identification card and all vehicles entering the property must display Bethany College identification.

Weapons are prohibited. Bethany College specifically prohibits the possession of weapons by any student while on Bethany College property. This ban includes keeping or transporting a weapon in a vehicle in a parking area, whether public or private. Students are also prohibited from carrying a weapon while performing services off Bethany College's business premises. Weapons include guns (including BB guns), knives, hunting knives, switchblades, explosives, and other items with the potential to inflict harm. Appropriate disciplinary action, up to dismissal or referral to law enforcement officials, will be taken against any student who violates this policy.

### **Missing Persons Policy**

Bethany College takes student safety seriously. The following policy and procedures have been established to assist in locating students living in college-owned housing who, based on facts and circumstances, are reported to be missing.

Anyone who believes a student to be missing based on changes in their usual routine should notify the Office of Student Affairs. If a student is eighteen years of age, and not

emancipated, the institution must notify a custodial parent or guardian within 24 hours of a report being made. The designated Emergency Contact for the student, if not the custodial parent or guardian, will also be contacted within 24 hours of a report being made. Each and every report will be immediately investigated. In the event that parents need to be notified, the Office of Student Affairs will place the call.

- A. A representative of the Office of Student Affairs will collect and document the following information at the time of the report:
  - a. The name and relationship of the person submitting the report.
  - b. The date, time, and location that the missing student was last seen.
  - c. The general routine or habits of the suspected missing student including any recent changes in behavior or demeanor.
  - d. The missing student's cell phone number (if not on file).
- B. A representative of the Office of Student Affairs will disseminate the information to appropriate college officials.
- C. A representative of the Office of Student Affairs will conduct an investigation including going to the student's room, interviewing their RA, roommates, floormates, etc. Attempts to contact the student via email, cell phone, texting, social networks, etc. will be made.
- D. The Lindsborg Police Department (LPD) will be contacted and made aware of the situation and provided with any relevant information. Contact will be made with LPD within 24 hours of a report being made.

## **Campus Student Organization Disclosure**

Bethany College does not have or house student organizations off-campus.

## **Sexual Misconduct and Title IX**

### **Sexual Misconduct Policy**

Bethany College Board of Directors adopted a New Sexual Misconduct Policy in 2019 to reflect changes made by the Trump administration. This policy was most recently revised and updated in 2024, though this policy continues to reflect regulation changes made in 2019. A Pregnancy Modification Policy was also adopted in 2024 to reflect changes made by the Biden administration. Online training provided by VectorSolutions on the policy and responsibilities of each group was conducted. The actual Sexual Misconduct Policy is included in this report in Appendix A.

The institution is obligated to provide written notification to all complainants about options for, available assistance in, and how to request changes to academic, living, transportation and working situations or protective measures. The institution must provide accommodation or protective measures if the complainant requests them and if they are reasonably available,



regardless of whether they wish to report a formal complaint to Title IX officials or law enforcement.

If you are victim of sexual assault, seek assistance from professional staff in the Office of Student Affairs. A professional staff member will assist you in making a report to the Title IX coordinator, local law enforcement, or both organizations. Should the victim choose not to report, staff are still available to support and provide resources, as well as instate such restrictions as No Contact Orders to ensure that victims of sexual assault are protected. Bethany College is committed to ensuring that you have someone with you during the process of seeking medical attention, reporting, and supporting you through the psychological struggles after the attack.

Bethany College administrators work to follow sexual assault protocols set forth by RAINN (Rape, Abuse and Incest National Network at [www.rainn.org](http://www.rainn.org)) and our own Campus Sexual Misconduct Policy.

### **What should I do if I am sexually assaulted?**

1. **Find a safe environment** - anywhere away from the attacker. Ask a trusted friend to stay with you for moral support.
2. Know that what happened was not your fault and that now you should do what is best for you.
3. Report the attack to police by calling 911, to campus officials by calling #3030, the Title IX Coordinator and/or campus SafeHope Advocate at (800).487-0510 or (316)283-0350. If you want more information, a counselor on the National Sexual Assault Hotline at 1.800.656.HOPE can help you understand the process
  - To preserve evidence of the attack - don't bathe or brush your teeth.
  - Write down all the details you can recall about the attack & the attacker. Sometimes the only witness in a rape case is the person who is raped, so it is important that you remember as much as you can about the assailant. As soon as possible, the victim should document the details of the incident. Information most needed by the police include: who what, when, where, how, appearance of the assailant (approximate age, weight, height, hair color, length of hair, eye color, race/ethnicity, clothing, any unusual marks, scars, tattoos, rings, etc.), the type of force or coercion used, any objects touched, taken or left by the assaulter, possible witnesses. If the assaulter said anything, try to remember the words, the grammar, any accents or speech impediments.
  - Get medical attention. Even with no physical injuries, it is important to determine the risks of STDs and pregnancy.
  - To preserve forensic evidence, ask the hospital to conduct a rape kit exam.
  - If you suspect you may have been drugged, ask that a urine sample be collected. The sample will need to be analyzed later on by a forensic lab.
4. If you know that you will never report, there are some things you should still consider:
  - Get medical attention. Even with no physical injuries, it is important to determine the risks of STDs and pregnancy.
  - Call the National Sexual Assault Hotline, operated by RAINN, for free, confidential counseling, 24 hours a day: 1.800.656.HOPE.

- Contact SafeHope, for free support and advocacy. Available through 24-hour help line at (800) 487-0510 or (316) 283-0350. An advocate is located on campus every Thursday from 1-4pm.
- 5. Recognize that healing from rape takes time. Give yourself the time you need. Get the support you need from the Campus Pastor or an outside therapist.
- 6. Know that it's never too late to call. Even if the attack happened years ago, the National Sexual Assault Hotline or the National Sexual Assault Hotline can still help. Many victims do not realize they need help until months or years later.

## **Violence Against Women's Act (VAWA)**

Bethany College has set forth training and prevention programs to comply with Violence Against Women's Act (VAWA). Bethany College has developed programs to prevent domestic violence, dating violence, sexual assault, and stalking. The procedures that will be followed once an incident of these crimes has been reported, including a statement of the standard of evidence that will be used during any institutional conduct proceeding arising from the report. Educational programs to promote the awareness of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking, which shall include primary prevention and awareness programs for incoming students and new employees, as well as ongoing prevention and awareness programs for students, staff and faculty.

## **Kansas Sex Offender Information**

Bethany College complies with all state and federal laws regarding sex offender registry. If the Executive Director of Student Affairs is informed that a student is listed on the Kansas Bureau of Investigation (KBI) Sex Offender Registry, Bethany College reserves the right to take immediate action including but not limited to not permitting a student to enroll at Bethany College, suspend or dismiss the student if the student is deemed to pose a significant risk to health, safety or welfare of the community or to any person.

The KBI has established this website to facilitate public access to information about persons who have been convicted of certain sex, violent and drug offenses, as set forth in the Kansas Offender Registration Act (K.S.A. 22-4901 et seq.). Effective July 1, 2005, K.S.A. 22-4909 was amended to require the website to prominently identify whether an offender is or is not a sex offender.

The KBI makes no representations, either express or implied, that the information on this website is complete or accurate. Neither the KBI nor the state of Kansas shall be held responsible for any errors or omissions on this website, or for any errors or omissions which result from secondary dissemination of this information.

Additionally, some offender information is not subject to public disclosure and therefore, not included on this website. Pursuant to the Kansas Supreme Court's decision in *State v. Myers*, 260 Kan. 669 (1996), information for offenders who committed their offense prior to April 14, 1994, is closed to the public.

Lastly, please note that the only way to positively link someone to a registered offender record is through fingerprint verification. A positive identification cannot conclusively be established by

comparing name, date of birth, or other information provided on this website. Moreover, this website does not include a complete criminal history for each offender, and therefore, obtaining information from the website does not constitute a valid background check for any purpose including employment and housing.

Any person who uses information obtained through this website to threaten, intimidate or harass another, or who otherwise misuses the information, may be subject to criminal prosecution and/or civil liability.

[Kansas Registered Offenders Search](#)

[National Sex Offender Search](#)

### **Additional Programming**

Bethany College focuses on sexual assault awareness and the campus Sexual Misconduct policy during its New Student Orientation program at the beginning of each academic year. The College SafeHope Advocate also provides advocacy and support to all survivors and secondary victims of domestic and sexual violence.

The Rape, Abuse & Incest National Network is the nation's largest anti-sexual assault organization. RAINN operates the National Sexual Assault Hotline at 1.800.656.HOPE and the National Sexual Assault Online Hotline at rainn.org, and publicizes the hotline's free, confidential services; educates the public about sexual assault; and leads national efforts to prevent sexual assault, improve services to victims and ensure that rapists are brought to justice.

### **National Sexual Assault Hotline**

Among its programs, RAINN created and operates the National Sexual Assault Hotline at 1.800.656.HOPE. This nationwide partnership of more than 1,100 local rape treatment hotlines provides victims of sexual assault with free, confidential services around the clock. The hotline helped 137,039 sexual assault victims in 2005 and has helped more than one million since it began in 1994.

### **National Sexual Assault Online Hotline**

In 2007, RAINN expanded its hotline services with the National Sexual Assault Online Hotline, the nation's first secure web-based hotline that provides live and completely confidential help to victims through an interface as intuitive as instant messaging. In November 2007, RAINN won the 2007 N Power Greater DC Region Technology Innovation Award for its innovative use of technology in the National Sexual Assault Online Hotline.

### **SafeHope**

SafeHope provides advocacy and support to all survivors and secondary victims of domestic and sexual violence in Harvey, Marion and McPherson counties. SafeHope creates a safe environment for survivors to understand the resources and options available to them and get support as they begin to heal from trauma. Their service is available 24-hours a day, 7 days a week. Services are confidential, voluntary and free of charge.

**What happens if the respondent is found responsible for violating any Title IX mandates?**

**Penalties may include but are not limited to:**

- A verbal or written warning
- Disciplinary probation
- A change of residence halls
- Suspension for a designated period of time
- Expulsion for school
- A change in job position
- Loss of employment/tenure
- Restitution

## **Bethany College Sexual Harassment Policy**

### **I. POLICY STATEMENT**

Consistent with the College's Non-Discrimination Notice and the U.S. Department of Education's implementing regulations for Title IX of the Education Amendments of 1972 ("Title IX") (*see* 34 C.F.R. § 106 *et seq.*), the College prohibits Sexual Harassment that occurs within its education programs or activities.

For purposes of this policy, Sexual Harassment includes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking.

Administrators, faculty members, staff, students, contractors, guests, and other members of the College community who commit Sexual Harassment are subject to the full range of College discipline, including verbal reprimand; written reprimand; mandatory training, coaching, or counseling; mandatory monitoring; partial or full probation; partial or full suspension; fines; permanent separation from the institution (that is, termination or dismissal); physical restriction from College property; cancellation of contracts; and any combination of the same.

The College will provide persons who have experienced Sexual Harassment ongoing remedies as reasonably necessary to restore or preserve access to the College's Education Programs or Activities.

### **II. SCOPE**

This policy applies to Sexual Harassment that occurs within the College's Education Programs or Activities and that is committed by an administrator, faculty member, staff, student, contractor, guest, or other member of the College community.

This policy does not apply to Sexual Harassment that occurs off-campus, in a private setting, and outside the scope of the College's Education Programs or Activities; such sexual misconduct may be prohibited by the Student Code of Conduct if committed by a student, the Faculty Handbook if committed by a faculty member, or other College policies and standards if committed by an employee.

Consistent with the U.S. Department of Education's implementing regulations for Title IX, this policy does not apply to Sexual Harassment that occurs outside the geographic boundaries of the United States, even if the Sexual Harassment occurs in the College's Education Programs or Activities, such as a study abroad program. Sexual Harassment that occurs outside the geographic boundaries of the United States is governed by the Student Code of Conduct if committed by a student, the Faculty Handbook if committed by a faculty member, or other College policies and standards if committed by an employee.

### **III. DEFINITIONS**

- A.** "Actual knowledge" means notice by observation or report of sexual harassment or allegations of sexual harassment occurring in the College's education program or activities, to the College's Title IX Coordinator or to any official of the College

who has the authority to institute corrective measures on behalf of the College. Imputation of knowledge based solely on the respondent's superior vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the College with actual knowledge is also the respondent.

- B.** “Sexual Harassment” is conduct on the basis of sex that constitutes Quid Pro Quo Sexual Harassment, Hostile Environment Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, or Stalking.
- C.** “Quid Pro Quo Sexual Harassment” is an employee of the College conditioning the provision of an aid, benefit, or service of the College on an individual’s participation in unwelcome sexual conduct.
- D.** “Hostile Environment Sexual Harassment” is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the College’s Education Programs or Activities.
- E.** “Sexual Assault” consists of one or more of the following:
  - Rape: 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, or by a sex-related object. This definition also includes instance in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (include due to the influence of drugs or alcohol) or because of age. Physical resistance is not required on the part of the victim to demonstrate lack of consent.
  - 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 unable to give consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
  - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Kansas law.
  - Sexual intercourse with a person who is under the statutory age of Consent as defined by Kansas law.
- F.** “Domestic Violence” is felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of

Kansas 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 Kansas.

- G.** “Dating Violence” is 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 will be determined based on a consideration of the following factors:
    - The length of the relationship;
    - The type of relationship; and
    - The frequency of interaction between the persons involved in the relationship.
- H.** “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.
- I.** “Consent” is informed, voluntary, and mutually understood through clear permission by word or action to engage in sexual activity. Consent requires an affirmative act or statement by each participant. Consent is not passive. If coercion (see definition herein), intimidation, threats, and/or physical force are used, there is no consent. If a person is mentally or physically incapacitated or impaired by alcohol or drugs such that the person cannot understand the fact, nature, or extent of the sexual situation, there is no consent. If a person is asleep or unconscious, there is no consent. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. Consent can be withdrawn at any time. A person who initially consents to sexual activity is deemed not to have consented to any sexual activity that occurs after he or she withdraws consent. Effective consent may not exist when there is a disparity in power between the parties (e.g., faculty/student, supervisor/employee). Since individuals may experience the same interaction in different ways, it is the responsibility of each party to determine that the other has consented before engaging in the activity. Lack of consent is a critical factor in determining whether sexual violence has occurred.
- J.** “Coercion” is a direct or implied threat of force, violence, danger, hardship, or retribution sufficient to persuade a reasonable person of ordinary susceptibility to perform an act that otherwise would not have been performed or acquiesce in an act to which one would otherwise not have submitted. Coercion can include unreasonable and sustained pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. A person's words or conduct cannot amount to Coercion for purposes

of this policy unless they wrongfully impair the other's freedom of will and ability to choose whether or not to engage in sexual activity.

- K.** "Incapacitated" refers to the state where a person does not appreciate the nature or fact of sexual activity due to the effect of drugs, alcohol consumption (or both), a medical condition, disability, being in a state of unconsciousness, sleep, or otherwise unaware that sexual contact is occurring.

Incapacitation can only be found when the Respondent knew or should have known that the Complainant was incapacitated when viewed from the position of a sober, reasonable person. One's own intoxication is not an excuse for failure to recognize another person's incapacitation.

No single factor is determinative of incapacitation.

- L.** "Retaliation" is intimidation, threats, coercion, or discrimination against any individual for the purpose of interfering with any right or privilege secured by Title IX and its implementing regulations or because an 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 policy.

- M.** "College" Bethany College or College.

- N.** "Complainant" means an individual who is alleged to be the victim of conduct that could constitute Sexual Harassment.

- O.** "Respondent" means an individual who has been reported to be the perpetrator of conduct that could constitute Sexual Harassment.

- P.** "Formal Complaint" means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment in accordance with this policy. At the time of filing a Formal Complaint, a Complainant must be participating in or attempting to participate in the College's Education Programs or Activities. A "document filed by a Complainant" means a document or electronic submission (such as an email) that contains the Complainant's physical or electronic signature or otherwise indicates that the Complainant is the person filing the Complaint.

- Q.** "Supportive Measures" are non-disciplinary, non-punitive individualized services offered, as appropriate and reasonably available, and without fee or charge, that are designed to restore or preserve equal access to the College's Education Programs or Activities without unreasonably burdening another party, including measures designed to protect the safety of all parties implicated by a report or the College's education environment, or to deter Sexual Harassment. Supportive measures may include: extensions of academic or other deadlines, course-related adjustments, modifications to work or class schedules, campus escort services, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar measures. Supportive Measures may



also include mutual restrictions on contact between the parties implicated by a report.

“Education Programs or Activities” refers to all the operations of the College, including, but not limited to, in-person and online educational instruction, employment, research activities, extracurricular activities, athletics, residence life, dining services, performances, and community engagement and outreach programs. The term applies to all activity that occurs on campus or on other property owned or occupied by the College. It also includes off-campus locations, events, or circumstances over which the College exercises substantial control over the Respondent and the context in which the Sexual Harassment occurs, including Sexual Harassment occurring in any building owned or controlled by a student organization that is officially **recognized by the College**.

**Mandatory Reporter** is required to promptly report conduct that reasonably may constitute sex discrimination or sex-based harassment to the Title IX Coordinator. All employees of the College are mandatory reporters. Any student worker, in their role as an employee, is a mandatory reporter.

#### **IV. UNDERSTANDING HOSTILE ENVIRONMENT SEXUAL HARASSMENT**

In determining whether a hostile environment exists, the College will consider the totality of circumstances, including factors such as the actual impact the conduct has had on the Complainant; the nature and severity of the conduct at issue; the frequency and duration of the conduct; the relationship between the parties (including accounting for whether one individual has power or authority over the other); the respective ages of the parties; the context in which the conduct occurred; and the number of persons affected. The College will evaluate the totality of circumstances from the perspective of a reasonable person in the Complainant’s position. A person’s adverse subjective reaction to conduct is not sufficient, in and of itself, to establish the existence of a hostile environment.

The College encourages members of the College Community to report any and all instances of Sexual Harassment, even if they are unsure whether the conduct rises to the level of a policy violation.

Some specific examples of conduct that may constitute Sexual Harassment if unwelcome include, but are not limited to:

- Unreasonable pressure for a dating, romantic, or intimate relationship or sexual contact
- Unwelcome kissing, hugging, or massaging
- Sexual innuendos, jokes, or humor
- Displaying sexual graffiti, pictures, videos, or posters
- Using sexually explicit profanity
- Asking about, or telling about, sexual fantasies, sexual preferences, or sexual activities

- E-mail, internet, or other electronic use that violates this policy
- Leering or staring at someone in a sexual way, such as staring at a person's breasts or groin
- Sending sexually explicit emails, text messages, or social media posts
- Commenting on a person's dress in a sexual manner
- Giving unwelcome personal gifts such as lingerie that suggest the desire for a romantic relationship
- Insulting, demeaning, or degrading another person based on gender or gender stereotypes

## **V. UNDERSTANDING CONSENT AND INCAPACITATION**

### **A. Consent**

Lack of consent is a critical factor in determining whether Sexual Harassment has occurred. As defined above, consent is a mutual, voluntary, and informed agreement to participate in specific sexual acts with another person that is not achieved through unreasonable manipulation or coercion—or any kind of physical force or weapon—and requires having cognitive ability to agree to participate. Consent requires an outward demonstration, through mutually understandable words, conduct or action, indicating that an individual has freely chosen to engage in the specific sexual acts. A verbal “no” constitutes lack of consent, even if it sounds insincere or indecisive.

Impairment or incapacitation due to alcohol and/or drug use, permanent/ temporary psychological or physical disability, and being below the age of consent in the applicable jurisdiction are factors which detract from or make consent impossible.

Silence or an absence of resistance does not imply consent, and consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another. Even in the context of an ongoing relationship, consent must be sought and freely given for each specific sexual act. Consent may be withdrawn at any time. When consent is withdrawn, sexual activity must immediately stop.

### **B. Incapacitation**

Incapacitation is a state where an individual cannot make an informed and rational decision to consent to engage in sexual contact because the individual lacks conscious knowledge of the nature of the act (e.g., to understand the “who, what, where, when, why or how” of the sexual interaction) and/or is physically or mentally helpless. An individual is also considered incapacitated, and therefore unable to give consent, when asleep, unconscious, or otherwise unaware that sexual contact is occurring.

Incapacitation can only be found when the Respondent knew or should have known that the Complainant was incapacitated when viewed from the position of a sober, reasonable person. One's own intoxication is not an excuse for failure to recognize another person's incapacitation.

Incapacitation may result from the use of alcohol and/or other drugs; however, consumption of alcohol or other drugs, inebriation, or intoxication alone are insufficient to establish incapacitation. Incapacitation is beyond mere drunkenness or intoxication. The impact of alcohol or drugs varies from person to person, and evaluating incapacitation requires an assessment of how consumption of alcohol and/or drugs impacts an individual's:

- Decision-making ability
- Awareness of consequences
- Ability to make informed judgments
- Capacity to appreciate the nature of circumstances of the act.

No single factor is determinative of incapacitation. Some common signs that someone may be incapacitated include slurred speech, confusion, shaky balance, stumbling or falling down, vomiting, and unconsciousness.

## **VI. REPORTING SEXUAL HARASSMENT**

Any person may report Sexual Harassment to the Title IX Coordinator. Reports may be made in person, by regular mail, telephone, electronic mail, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. In-person reports must be made during normal business hours, but reports can be made by regular mail, telephone, or electronic mail at any time, including outside normal business hours.

The name and contact information for the Title IX Coordinator is:

Christi Wicks  
Bethany College, Social Science Office #18, 335 E Swensson, Lindsborg, KS 67456  
Telephone: (785) 227-3380 ext. 8123  
Email: [wickscl@bethanylb.edu](mailto:wickscl@bethanylb.edu)

In addition to reporting to the Title IX Coordinator, all College employees are considered mandatory reporters. All College employees are required to notify the Title IX Coordinator or Title IX Deputy as soon as possible when they learn of any incident of sexual harassment.

## **VII. SPECIAL ADVICE FOR INDIVIDUALS REPORTING SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, OR STALKING**

If you believe you are the victim of Sexual Assault, Domestic Violence, or Dating Violence, get to safety and do everything possible to preserve evidence by making certain that the crime scene is not disturbed. Preservation of evidence may be necessary for proof of the crime or in obtaining a protection order. For those who believe that they are victims of Sexual Assault, Domestic Violence, or Dating Violence, the College recommends the following:

- Get to a safe place as soon as possible.
- Try to preserve all physical evidence of the crime—avoid bathing, using the toilet, rinsing one's mouth or changing clothes. If it is necessary, put all clothing that was worn at the time of the incident in a paper bag, not a plastic one.

- Do not launder or discard bedding or otherwise clean the area where the assault occurred- preserve for law enforcement
- Preserve all forms of electronic communication that occurred before, during, or after the assault
- Contact law enforcement by calling 911.
- Get medical attention - all medical injuries are not immediately apparent. This will also help collect evidence that may be needed in case the individual decides to press charges. Local hospitals have evidence collection kits necessary for criminal prosecution should the victim wish to pursue charges. Take a full change of clothing, including shoes, for use after a medical examination.
- Contact a trusted person, such as a friend or family member for support.
- Talk with a professional licensed counselor, College chaplain, or health care provider who can help explain options, give information, and provide emotional support.
- Make a report to the Title IX Coordinator.
- Explore this policy and avenues for resolution under the Title IX Grievance Process.

It is also important to take steps to preserve evidence in cases of Stalking, to the extent such evidence exists. Such evidence is more likely to be in the form of letters, emails, text messages, electronic images, etc. rather than evidence of physical contact and violence. This type of non-physical evidence will also be useful in all types of Sexual Harassment investigations.

Once a report of Sexual Assault, Domestic Violence, Dating Violence, or Stalking is made, the victim has several options such as, but not limited to:

- obtaining Supportive Measures
- contacting parents or a relative
- seeking legal advice
- seeking personal counseling (always recommended)
- pursuing legal action against the perpetrator
- filing a Formal Complaint
- requesting that no further action be taken

The Local Police Department or SafeHope Advocate can assist individuals in obtaining a personal protection order (“PPO”).

## **VIII. PRELIMINARY ASSESSMENT**

After receiving a report under “Reporting Sexual Harassment,” the Title IX Coordinator will conduct a preliminary assessment to determine:

- Whether the conduct, as reported, falls or could fall within the scope of this policy (see “Scope”); and
- Whether the conduct, as reported, constitutes or could constitute Sexual Harassment.

If the Title IX Coordinator determines that the conduct reported could not fall within the scope of the policy, and/or could not constitute Sexual Harassment, even if investigated, the Title Coordinator will close the matter and may notify the reporting party if doing so is consistent with the Family Educational Rights and Privacy Act (“FERPA”). The Title IX Coordinator may refer the report to other College offices, as appropriate.

If the Title IX Coordinator determines that the conduct reported could fall within the scope of the policy and/or could constitute Sexual Harassment, if investigated, the Title IX Coordinator will proceed to contact the Complainant (see “Contacting the Complainant”)

As part of the preliminary assessment, the Title IX Coordinator may take investigative steps to determine the identity of the Complainant, if it is not apparent from the report.

The College recognizes that students who have consumed alcohol when they are not 21 years of age or who have been using illegal drugs may be hesitant to report sexual misconduct perpetrated against them or others. Therefore, the College will not take disciplinary action under its alcohol or drug policies against a student who discloses illegal alcohol or illegal drug use in the context of reporting sexual misconduct directed against them or another person. However, the College reserves the right to require counseling, education, or other preventative measures to help prevent alcohol or drug violations in the future. The College’s commitment to amnesty in these situations does not prevent action by police or other legal authorities against an individual who has illegally consumed alcohol or drugs.

## **IX. CONTACTING THE COMPLAINANT**

If a report is not closed as a result of the preliminary assessment (see “Preliminary Assessment”) and the Complainant’s identity is known, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of Supportive Measures (see “Supportive Measures”); to discuss and consider the Complainant’s wishes with respect to Supportive Measures; to inform the Complainant about the availability of Supportive Measures with or without filing a Formal Complaint; and to explain the process for filing and pursuing a Formal Complaint. The Complainant will also be provided options for filing complaints with the local police and information about resources that are available on campus and in the community.

## **X. SUPPORTIVE MEASURES**

If a report is not closed as a result of the preliminary assessment (see “Preliminary Assessment”), the College will offer and make available Supportive Measures to the Complainant regardless of whether the Complainant elects to file a Formal Complaint.

Contemporaneously with the Respondent being notified of a Formal Complaint, the Title IX Coordinator will notify the Respondent of the availability of Supportive Measures for the Respondent, and the College will offer and make available Supportive Measures to the Respondent in the same manner in which it offers and makes them available to the Complainant. The College will also offer and make available Supportive Measures to the Respondent prior to the Respondent being notified of a Formal Complaint, if the Respondent requests such measures.

The College will maintain the confidentiality of Supportive Measures provided to either a Complainant or Respondent, to the extent that maintaining such confidentiality does not impair the College's ability to provide the Supportive Measures in question.

## **XI. INTERIM REMOVAL**

At any time after receiving a report of Sexual Harassment, the Title IX Coordinator may remove a student Respondent from one or more of the College's Education Programs or Activities on a temporary basis if an individualized safety and risk analysis determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Harassment justifies removal. In the event the Title IX Coordinator imposes an interim removal, the Title IX Coordinator must offer to meet with the Respondent within twenty-four hours and provide the Respondent an opportunity to challenge the interim removal.

In the case of a Respondent who is a non-student employee (administrator, faculty, or staff), and in its discretion, the College may place the Respondent on administrative leave at any time after receiving a report of Sexual Harassment, including during the pendency of the investigation and adjudication process (see "Investigation" and "Adjudication").

For all other Respondents, including independent contractors and guests, the College retains broad discretion to prohibit such persons from entering onto its campus and other properties at any time, and for any reason, whether after receiving a report of Sexual Harassment or otherwise.

## **XII. FORMAL COMPLAINT**

A Complainant may file a Formal Complaint with the Title IX Coordinator requesting that the College investigate and adjudicate a report of Sexual Harassment in accordance with the provisions "Investigation" and "Adjudication." Provided, however, that at the time the Complainant submits a Formal Complaint, the Complainant must be participating in, or attempting to participate in, one or more of the College's Education Programs or Activities.

A Complainant may file a Formal Complaint with the Title IX Coordinator in person, by regular mail, or by email using the contact information specified in "Reporting Sexual Harassment." No person may submit a Formal Complaint on the Complainant's behalf.

In any case, including a case where a Complainant elects not to file a Formal Complaint, the Title IX Coordinator may file a Formal Complaint on behalf of the College if doing so is not clearly unreasonable. Such action will normally be taken in limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the College Community. Factors the Title IX Coordinator may consider include (but are not limited to): (a) was a weapon involved in the incident; (b) were multiple assailants involved in the incident; (c) is the accused a repeat offender; and (d) does the incident create a risk of occurring again.

If the Complainant or the Title IX Coordinator files a Formal Complaint, then the College will commence an investigation as specified in “Reporting Sexual Harassment” and proceed to adjudicate the matter as specified in “Adjudication,” below. In all cases where a Formal Complaint is filed, the Complainant will be treated as a party, irrespective of the party’s level of participation.

In a case where the Title IX Coordinator files a Formal Complaint, the Title IX Coordinator will not act as a Complainant or otherwise as a party for purposes of the investigation and adjudication processes.

### **XIII. CONSOLIDATION OF FORMAL COMPLAINTS**

The 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. Where the investigation and adjudication process involve more than one Complainant or more than one Respondent, references in this policy to the singular “party,” “Complainant,” or “Respondent” include the plural, as applicable. A Formal Complaint of Retaliation may be consolidated with a Formal Complaint of Sexual Harassment.

### **XIV. DISMISSAL PRIOR TO COMMENCEMENT OF INVESTIGATION**

In a case where the Complainant files a Formal Complaint, the Title IX Coordinator will evaluate the Formal Complaint and must dismiss it if the Title IX Coordinator determines:

- The conduct alleged in the Formal Complaint would not constitute Sexual Harassment, even if proved; or
- The conduct alleged in the Formal Complaint falls outside the scope of the policy specified in “Scope” (that is, because the alleged conduct did not occur in the College’s Education Programs or Activities and/or the alleged conduct occurred outside the geographic boundaries of the United States).

In the event the Title IX Coordinator determines the Formal Complaint should be dismissed pursuant to this Section, the Title IX Coordinator will provide written notice of dismissal to the parties and advise them of their right to appeal as specified in “Appeal.” The Title IX Coordinator may refer the subject matter of the Formal Complaint to other College offices, as appropriate. A dismissal pursuant to this Section is presumptively a final determination for purposes of this policy, unless otherwise specified in writing by the Title IX Coordinator in the written notice of dismissal.

### **XV. NOTICE OF FORMAL COMPLAINT**

Within five (5) days of the Title IX Coordinator receiving a Formal Complaint, the Title IX Coordinator will transmit a written notice to the Complainant and Respondent that includes:

- A physical copy of this policy or a hyperlink to this policy;
- Sufficient details known at the time so that the parties may prepare for an initial interview with the investigator, to include the identities of the parties involved in the incident (if known), the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident (if known);

- A statement that the Respondent is presumed not responsible for the alleged Sexual Harassment and that a determination of responsibility will not be made until the conclusion of the adjudication and any appeal;
- Notifying the Complainant and Respondent of their right to be accompanied by an advisor of their choice, as specified in “Advisor of Choice.”
- Notifying the Complainant and Respondent of their right to inspect and review evidence as specified in “Access to Evidence.”
- Notifying the Complainant and Respondent of the College’s prohibitions on retaliation and false statements specified in Sections “Bad Faith Complaints and False Information” and “Retaliation.”
- Information about resources that are available on campus and in the community.

Should the College elect, at any point, to investigate allegations that are materially beyond the scope of the initial written notice, the College will provide a supplemental written notice describing the additional allegations to be investigated.

## **XVI. INVESTIGATION**

### **A. Commencement and Timing**

After the written notice of Formal Complaint is transmitted to the parties, an investigator selected by the Title IX Coordinator will undertake an investigation to gather evidence relevant to the alleged misconduct, including inculpatory and exculpatory evidence. The burden of gathering evidence sufficient to reach a determination in the adjudication lies with the College and not with the parties. The investigation will culminate in a written investigation report, specified in “Investigation Report,” that will be submitted to the adjudicator during the selected adjudication process. Although the length of each investigation may vary depending on the totality of the circumstances, the College strives to complete each investigation within thirty (30) to forty-five (45) days of the transmittal of the written notice of Formal Complaint.

### **B. Equal Opportunity**

During the investigation, the investigator will provide an equal opportunity for the parties to be interviewed, to present witnesses (including fact and expert witnesses), and to present other inculpatory and exculpatory evidence. Notwithstanding the foregoing, the investigator retains discretion to limit the number of witness interviews the investigator conducts if the investigator finds that testimony would be unreasonably cumulative, if the witnesses are offered solely as character references and do not have information relevant to the allegations at issue, or if the witnesses are offered to render testimony that is categorically inadmissible, such as testimony concerning sexual history of the Complainant, as specified in “Sexual History.” The investigator will not restrict the ability of the parties to gather and present relevant evidence on their own.

The investigation is a party’s opportunity to present testimonial and other evidence that the party believes is relevant to resolution of the allegations in the Formal Complaint. A party that is aware of and has a reasonable opportunity to present particular evidence and/or identify particular witnesses during the investigation, and elects not to, will be prohibited from introducing any such



evidence during the adjudication absent a showing of mistake, inadvertence, surprise, or excusable neglect.

### **C. Documentation of Investigation**

The investigator will take reasonable steps to ensure the investigation is documented. Interviews of the parties and witnesses may be documented by the investigator's notes, audio recorded, video recorded, or transcribed. The particular method utilized to record the interviews of parties and witnesses will be determined by the investigator in the investigator's sole discretion, although whatever method is chosen shall be used consistently throughout a particular investigation.

### **D. Access to the Evidence**

At the conclusion of the evidence-gathering phase of the investigation, but prior to the completion of the investigation report, the Investigating Officer will transmit to each party and their advisor, in either electronic or hard copy form, all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including evidence the College may choose not to rely on at any hearing and inculpatory or exculpatory evidence whether obtained from a party or some other source. Thereafter, the parties will have ten (10) days in which to submit to the investigator a written response, which the investigator will consider prior to completing the investigation report.

The parties and their advisors are permitted to review the evidence solely for the purposes of this grievance process and may not duplicate or disseminate the evidence to the public.

### **E. Investigation Report**

After the period for the parties to provide any written response as specified "Access to Evidence" has expired, the investigator will complete a written investigation report that fairly summarizes the various steps taken during the investigation, summarizes the relevant evidence collected, lists material facts on which the parties agree, and lists material facts on which the parties do not agree. When the investigation report is complete, the investigator will transmit a copy to the Title IX Coordinator. The investigator will also transmit the investigation report to each party and their advisor, in either electronic or hard copy form.

## **XVII. ADJUDICATION PROCESS SELECTION**

After the investigator has sent the investigation report to the parties, the Title IX Coordinator will transmit to each party a notice advising the party of the two different adjudication processes specified in "Adjudication." The notice will explain that the hearing process specified in "Hearing Process" is the default process for adjudicating all Formal Complaints and will be utilized unless both parties voluntarily consent to administrative adjudication as specified in "Administrative Adjudication (Optional)" as a form of informal resolution. The notice will be accompanied by a written consent to administrative adjudication and will advise each party that, if both parties execute the written consent to administrative adjudication, then the administrative adjudication process will be used in lieu of the hearing process. Parties are urged to carefully review this policy (including the entirety of "Adjudication"), consult with their advisor, and consult with other persons as they deem appropriate (including an attorney) prior to consenting to administrative adjudication.

Each party will have three (3) days from transmittal of the notice specified in this Section to return the signed written consent form to the Title IX Coordinator. If either party does not timely return

the signed written consent, that party will be deemed not to have consented to administrative adjudication and the Formal Complaint will be adjudicated pursuant to the hearing process.

## **XVIII. ADJUDICATION**

### **A. Hearing Process**

The default process for adjudicating Formal Complaints is the hearing process specified in this Section (“Hearing Process”). The hearing process will be used to adjudicate all Formal Complaints unless both parties timely consent to administrative adjudication as specified in “Adjudication Process Selection.”

#### **1. Hearing Officer**

After selection of the hearing process as the form of administrative adjudication, the Title IX Coordinator will promptly appoint a hearing officer who will oversee the hearing process and render a determination of responsibility for the allegations in the Formal Complaint, at the conclusion of the hearing process. The Title IX Coordinator will see that the hearing officer is provided a copy of the investigation report and a copy of all evidence transmitted to the parties by the investigator as specified in “Access to Evidence.”

#### **2. Hearing Notice and Response to the Investigation Report**

After the hearing officer is appointed by the Title IX Coordinator, the hearing officer will promptly transmit written notice to the parties notifying the parties of the hearing officer’s appointment; setting a deadline for the parties to submit any written response to the investigation report; setting a date for the pre-hearing conference; setting a date and time for the hearing; and providing a copy of the College’s Hearing Procedures. Neither the pre-hearing conference, nor the hearing itself, may be held any earlier than ten (10) days from the date of transmittal of the written notice specified in this Section (“Hearing Notice and Response to the Investigation Report”).

A party’s written response to the investigation report must include:

- To the extent the party disagrees with the investigation report, any argument or commentary regarding such disagreement;
- Any argument that evidence should be categorically excluded from consideration at the hearing based on privilege, relevancy, the prohibition on the use of sexual history specified in “Sexual History,” or for any other reason;
- A list of any witnesses that the party contends should be requested to attend the hearing pursuant to an attendance notice issued by the hearing officer;
- A list of any witnesses that the party intends to bring to the hearing without an attendance notice issued by the hearing officer;
- Any objection that the party has to the College’s Hearing Procedures;
- Any request that the parties be separated physically during the pre-hearing conference and/or hearing;

- Any other accommodations that the party seeks with respect to the pre-hearing conference and/or hearing;
- The name and contact information of the advisor who will accompany the party at the pre-hearing conference and hearing;
- If the party does not have an advisor who will accompany the party at the hearing, a request that the College provide an advisor for purposes of conducting questioning as specified in “Hearing.”

A party’s written response to the investigation report may also include:

- Argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence; and
- Argument regarding whether any of the allegations in the Formal Complaint constitute Sexual Harassment.

### **3. Pre-Hearing Conference**

Prior to the hearing, the hearing officer will conduct a pre-hearing conference with the parties and their advisors. The pre-hearing conference will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. By default, the pre-hearing conference will be conducted with the hearing officer, the parties, the advisors, and other necessary College personnel together in the same physical location. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio.

In the hearing officer’s discretion, the pre-hearing conference may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

During the pre-hearing conference, the hearing officer will discuss the hearing procedures with the parties; address matters raised in the parties’ written responses to the investigation report, as the hearing officer deems appropriate; discuss whether any stipulations may be made to expedite the hearing; discuss the witnesses the parties have requested be served with notices of attendance and/or witnesses the parties plan to bring to the hearing without a notice of attendance; and resolve any other matters that the hearing officer determines, in the hearing officer’s discretion, should be resolved before the hearing.

### **4. Issuance of Notices of Attendance**

After the pre-hearing conference, the hearing officer will transmit notices of attendance to any College employee (including administrator, faculty, or staff) or student whose attendance is requested at the hearing as a witness. The notice will advise the subject of the specified date and time of the hearing and advise the subject to contact the hearing officer immediately if there is a material and unavoidable conflict.

The subject of an attendance notice should notify any manager, faculty member, coach, or other supervisor, as necessary, if attendance at the hearing will conflict with job duties, classes, or other obligations. All such managers, faculty members, coaches, and other supervisors are required to

excuse the subject of the obligation, or provide some other accommodation, so that the subject may attend the hearing as specified in the notice.

The College will not issue a notice of attendance to any witness who is not an employee or a student.

## **5. Hearing**

After the pre-hearing conference, the hearing officer will convene and conduct a hearing pursuant to the College's Hearing Procedures. The hearing will be audio recorded. The audio recording will be made available to the parties for inspection and review on reasonable notice, including for use in preparing any subsequent appeal.

The hearing will be conducted live, with simultaneous and contemporaneous participation by the parties and their advisors. By default, the hearing will be conducted with the hearing officer, the parties, the advisors, witnesses, and other necessary College personnel together in the same physical location. However, upon request of either party, the parties will be separated into different rooms with technology enabling the parties to participate simultaneously and contemporaneously by video and audio.

In the hearing officer's discretion, the hearing may be conducted virtually, by use of video and audio technology, where all participants participate simultaneously and contemporaneously by use of such technology.

While the Hearing Procedures and rulings from the hearing officer will govern the particulars of the hearing, each hearing will include, at a minimum:

- Opportunity for each party to address the hearing officer directly and to respond to questions posed by the hearing officer;
- Opportunity for each party's advisor to ask directly, orally, and in real time, relevant questions, and follow up questions, of the other party and any witnesses, including questions that support or challenge credibility;
- Opportunity for each party to raise contemporaneous objections to testimonial or non-testimonial evidence and to have such objections ruled on by the hearing officer and a reason for the ruling provided;
- Opportunity for each party to submit evidence that the party did not present during the investigation due to mistake, inadvertence, surprise, or excusable neglect;
- Opportunity for each party to make a brief closing argument.

Except as otherwise permitted by the hearing officer, the hearing will be closed to all persons except the parties, their advisors, the investigator, the hearing officer, the Title IX Coordinator, and other necessary College personnel. With the exception of the investigator and the parties, witnesses will be sequestered until such time as their testimony is complete.

During the hearing, the parties and their advisors will have access to the investigation report and evidence that was transmitted to them pursuant to "Access to Evidence."

While a party has the right to attend and participate in the hearing with an advisor, a party and/or advisor who materially and repeatedly violates the rules of the hearing in such a way as to be materially disruptive, may be barred from further participation and/or have their participation limited, as the case may be, in the discretion of the hearing officer.

Subject to the minimum requirements specified in this Section (“Hearing”), the hearing officer will have sole discretion to determine the manner and particulars of any given hearing, including with respect to the length of the hearing, the order of the hearing, and questions of admissibility. The hearing officer will independently and contemporaneously screen questions for relevance in addition to resolving any contemporaneous objections raised by the parties and will explain the rational for any evidentiary rulings.

The hearing is not a formal judicial proceeding and strict rules of evidence do not apply. The hearing officer will have discretion to modify the Hearing Procedures, when good cause exists to do so, and provided the minimal requirements specified in this Section (“Hearing”) are met.

## **6. Subjection to Questioning**

In the event a party or witness who was interviewed during the investigation declines to attend the hearing, or attends the hearing but does not respond to questions that have been deemed relevant and not impermissible, the hearing officer may consider the individual’s statements, although the hearing officer must consider whether the individual’s failure to attend and/or respond to questions about their credibility should affect the weight to be given to such statement. The hearing officer may choose to place less or no weight upon the individual’s prior statements, provided that the hearing officer may not draw an inference about whether Sexual Harassment occurred based solely on a party’s or witness’ refusal to respond to questions.

## **7. Deliberation and Determination**

After the hearing is complete, the hearing officer will objectively evaluate all relevant evidence collected during the investigation, including both inculpatory and exculpatory evidence, together with testimony and non-testimony evidence received at the hearing, and ensure that any credibility determinations made are not based on a person’s status as a Complainant, Respondent, or witness. The hearing officer will take care to exclude from consideration any evidence that was ruled inadmissible at the pre-hearing conference, during the hearing, or by operation of “Subjection to Questioning.” The hearing officer will resolve disputed facts using a preponderance of the evidence (that is, “more likely than not”) standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the policy as alleged in the Formal Complaint.

## **8. Discipline and Remedies**

In the event the hearing officer determines that the Respondent is responsible for violating this policy, the hearing officer will, prior to issuing a written decision, consult with an appropriate College official with disciplinary authority over the Respondent and such official will determine any discipline to be imposed. The hearing officer will also, prior to issuing a written decision, consult with the Title IX Coordinator who will determine whether and to what extent ongoing support measures or other remedies will be provided to the Complainant.

## **9. Written Decision**

After reaching a determination and consulting with the appropriate College official and Title IX Coordinator as required by “Discipline and Remedies,” the hearing officer will prepare a written decision that will include:

- Identification of the allegations potentially constituting Sexual Harassment made in the Formal Complaint;
- A description of the procedural steps taken by the College upon receipt of the Formal Complaint, through issuance of the written decision, including notification to the parties, interviews with the parties and witnesses, site visits, methods used to gather non-testimonial evidence, and the date, location, and people who were present at or presented testimony at the hearing.
- Articulate findings of fact, made under a preponderance of the evidence standard, that support the determination;
- A statement of, and rationale for, each allegation that constitutes a separate potential incident of Sexual Harassment, including a determination regarding responsibility for each separate potential incident;
- The discipline determined by the appropriate College official as referenced in “Discipline and Remedies”;
- Whether the Complainant will receive any ongoing support measures or other remedies as determined by the Title IX Coordinator; and
- A description of the College’s process and grounds for appeal, as specified in “Appeal.”

The hearing officer’s written determination will be transmitted to the parties. Transmittal of the written determination to the parties concludes the hearing process, subject to any right of appeal as specified in “Appeal.”

Although the length of each adjudication by hearing will vary depending on the totality of the circumstances, the College strives to issue the hearing officer’s written determination within fourteen (14) days of the conclusion of the hearing.

### **B. Administrative Adjudication (Optional)**

In lieu of the hearing process, the parties may consent to have a Formal Complaint resolved by administrative adjudication as a form of informal resolution. Administrative adjudication is voluntary and must be consented to in writing by both parties and approved by the Title IX Coordinator as specified in “Adjudication Process Selection.” At any time prior to the issuance of the administrative officer’s determination, a party has the right to withdraw from administrative adjudication and request a live hearing as specified in “Hearing Process.”

If administrative adjudication is selected, the Title IX Coordinator will appoint an administrative officer. The Title IX Coordinator will see that the administrative adjudicator is provided a copy

of the investigation report and a copy of all the evidence transmitted to the parties by the investigator as specified in “Access to Evidence.”

The administrative officer will promptly send written notice to the parties notifying the parties of the administrative officer’s appointment; setting a deadline for the parties to submit any written response to the investigation report; and setting a date and time for each party to meet with the administrative officer separately. The administrative officer’s meetings with the parties will not be held any earlier than ten (10) days from the date of transmittal of the written notice specified in this paragraph.

A party’s written response to the investigation report must include:

- To the extent the party disagrees with the investigation report, any argument or commentary regarding such disagreement;
- Any argument that a particular piece or class of evidence should be categorically excluded from consideration at the hearing based on privilege, relevancy, the prohibition on the use of sexual history specified in “Sexual History,” or for any other reason;
- Argument regarding whether any of the allegations in the Formal Complaint are supported by a preponderance of the evidence;
- Argument regarding whether any of the allegations in the Formal Complaint constitute Sexual Harassment.

After reviewing the parties’ written responses, the administrative officer will meet separately with each party to provide the party with an opportunity make any oral argument or commentary the party wishes to make and for the administrative officer to ask questions concerning the party’s written response, the investigative report, and/or the evidence collected during the investigation.

After meeting with each party, the administrative officer will objectively evaluate all relevant evidence, including both inculpatory and exculpatory evidence and ensure that any credibility determinations made are not based on a person’s status as a Complainant, Respondent, or witness. The administrative officer will take care to exclude from consideration any evidence that the administrative officer determines should be ruled inadmissible based on the objections and arguments raised by the parties in their respective written responses to the investigation report. The administrative officer will resolve disputed facts using a preponderance of the evidence (that is, “more likely than not”) standard and reach a determination regarding whether the facts that are supported by a preponderance of the evidence constitute one or more violations of the policy as alleged in the Formal Complaint.

Thereafter, the administrative officer will consult with any College official and the Title IX Coordinator, in the manner specified in “Deliberation and Determination” and will prepare and transmit a written decision in the manner as specified in “Written Decision” which shall serve as a resolution for purposes of informal resolution.

Transmittal of the administrative officer’s written determination concludes the administrative adjudication, subject to any right of appeal as specified in “Appeal.”

Although the length of each administrative adjudication will vary depending on the totality of the circumstances, the College strives to issue the administrative officer's written determination within twenty-one (21) days of the transmittal of the initiating written notice specified in this Section ("Administrative Adjudication").

Other language in this Section ("Administrative Adjudication") notwithstanding, informal resolution will not be permitted if the Respondent is a non-student employee accused of committing Sexual Harassment against a student

## **XIX. DISMISSAL DURING INVESTIGATION OR ADJUDICATION**

The College shall dismiss a Formal Complaint at any point during the investigation or adjudication process if the Title IX Coordinator determines that one or more of the following is true:

- The conduct alleged in the Formal Complaint would not constitute Sexual Harassment, even if proved; or
- The conduct alleged in the Formal Complaint falls outside the scope of the policy specified in "Scope" (that is, because the alleged conduct did not occur in the College's Education Programs or Activities and/or the alleged conduct occurred outside the geographic boundaries of the United States).

The College may dismiss a Formal Complaint at any point during the investigation or adjudication process if the Title IX Coordinator determines that any one or more of the following is true:

- The Complainant provides the Title IX Coordinator written notice that the Complainant wishes to withdraw the Formal Complaint or any discrete allegations therein (in which case those discrete allegations may be dismissed);
- The Respondent is no longer enrolled or employed by the College, as the case may be; or
- Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint, or any discrete allegations therein (in which case those discrete allegations may be dismissed).

In the event the Title IX Coordinator dismisses a Formal Complaint pursuant to this Section, the Title IX Coordinator will provide written notice of dismissal to the parties and advise them of their right to appeal as specified in "Appeal." The Title IX Coordinator may refer the subject matter of the Formal Complaint to other College offices, as appropriate. A dismissal pursuant to this Section is presumptively a final determination as it pertains to this policy, unless otherwise specified in writing by the Title IX Coordinator in the written notice of dismissal.

## **XX. APPEAL**

Either party may appeal the determination of an adjudication, or a dismissal of a Formal Complaint, on one or more of the following grounds:

- A procedural irregularity affected the outcome;



- There is new evidence that was not reasonably available at the time the determination or dismissal was made, that could have affected the outcome;
- The Title IX Coordinator, investigator, hearing officer, or administrative officer, as the case may be, had a conflict of interest or bias for or against complainants or respondents generally, or against the individual Complainant or Respondent, that affected the outcome.

No other grounds for appeal are permitted.

A party must file an appeal within seven (7) days of the date they receive notice of dismissal or determination appealed from or, if the other party appeals, within three (3) days of the other party appealing, whichever is later. The appeal must be submitted in writing to the appointed Appeal Officer. The appeal must specifically identify the determination and/or dismissal appealed from, articulate which one or more of the three grounds for appeal are being asserted, explain in detail why the appealing party believes the appeal should be granted, and articulate what specific relief the appealing party seeks.

Promptly upon receipt of an appeal, the appeal officer will conduct an initial evaluation to confirm that the appeal is timely filed and that it invokes at least one of the permitted grounds for appeal. If the appeal officer determines that the appeal is not timely, or that it fails to invoke a permitted ground for appeal, the appeal officer will dismiss the appeal and provide written notice of the same to the parties.

If the appeal officer confirms that the appeal is timely and invokes at least one permitted ground for appeal, the appeal officer will provide written notice to the other party that an appeal has been filed and that the other party may submit a written opposition to the appeal within seven (7) days. The appeal officer shall also promptly obtain from the Title IX Coordinator any records from the investigation and adjudication necessary to resolve the grounds raised in the appeal.

Upon receipt of any opposition, or after the time period for submission of an opposition has passed without one being filed, the appeal officer will promptly decide the appeal and transmit a written decision to the parties that explains the outcome of the appeal and the rationale.

The determination of a Formal Complaint, including any discipline, becomes final when the time for appeal has passed with no party filing an appeal or, if any appeal is filed, at the point when the appeal officer has resolved all appeals, either by dismissal or by transmittal of a written decision.

No further review beyond the appeal is permitted.

Although the length of each appeal will vary depending on the totality of the circumstances, the College strives to issue the appeal officer's written decision within (21) days of an appeal being filed.

## **XXI. ADVISOR OF CHOICE**

From the point a Formal Complaint is made, and until an investigation, adjudication, and appeal are complete, the Complainant and Respondent will have the right to be accompanied by an advisor of their choice to all meetings, interviews, and hearings that are part of the investigation, adjudication, and appeal process. The advisor may be, but is not required to be, an attorney.

Except for the questioning of witnesses during the hearing specified in “Hearing,” the advisor will play a passive role and is not permitted to communicate on behalf of a party, insist that communication flow through the advisor, or communicate with the College about the matter without the party being included in the communication. In the event a party’s advisor of choice engages in material violation of the parameters specified in this Section and “Hearing,” the College may preclude the advisor from further participation, in which case the party may select a new advisor of their choice.

In the event a party is not able to secure an advisor to attend the hearing specified in “Hearing,” the College will provide the party an advisor, without fee or charge, who will conduct questioning on behalf of the party at the hearing. The College will have sole discretion to select the advisor it provides. The advisor the College provides may be, but is not required to be, an attorney.

The College is not required to provide a party with an advisor in any circumstance except where the party does not have an advisor present at the hearing, and one is provided to conduct questioning on behalf of the party.

## **XXII. TREATMENT RECORDS AND OTHER PRIVILEGED INFORMATION**

During the investigation and adjudication processes, the investigator and adjudicator, as the case may be, are not permitted to access, consider, disclose, permit questioning concerning, 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 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; or
- Information or records protected from disclosure by any other legally-recognized privilege, such as the attorney client privilege;
- unless the College has obtained the party’s voluntary, written consent to do so for the purposes of the investigation and adjudication process.

Notwithstanding the foregoing, the investigator and/or adjudicator, as the case may be, may consider any such records or information otherwise covered by this Section if the party holding the privilege affirmatively discloses the records or information to support their allegation or defense, as the case may be.

## **XXIII. SEXUAL HISTORY**

During the investigation and adjudication processes, questioning regarding a Complainant’s sexual predisposition or prior sexual behavior are not relevant, unless 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, 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. Notwithstanding the foregoing, a Complainant who affirmatively uses information otherwise considered irrelevant by this Section for the purpose of supporting the Complainant’s allegations, may be deemed to have waived the protections of this Section.

## **XXIV. INFORMAL RESOLUTION**

At any time after the parties are provided written notice of the Formal Complaint as specified in “Notice of Formal Complaint,” and before the completion of any appeal specified in “Appeal,” the parties may voluntarily consent, with the Title IX Coordinator’s approval, to engage in mediation, facilitated resolution, or other form of dispute resolution the goal of which is to enter into a final resolution resolving the allegations raised in the Formal Complaint by agreement of the parties. Administrative Adjudication as specified in “Administrative Adjudication” is a form of informal resolution.

The specific manner of any informal resolution process will be determined by the parties and the Title IX Coordinator, in consultation together. Prior to commencing the informal resolution process agreed upon, the Title IX Coordinator will transmit a written notice to the parties that:

- Describes the parameters and requirements of the informal resolution process to be utilized;
- Identifies the individual responsible for facilitating the informal resolution (who may be the Title IX Coordinator, Deputy Coordinator, another College official, or a suitable third-party);
- Explains the effect of participating in informal resolution and/or reaching a final resolution will have on a party’s ability to resume the investigation and adjudication of the allegations at issue in the Formal Complaint; and
- Explains any other consequence resulting from participation in the informal resolution process, including a description of records that will be generated, maintained, and/or shared.

After receiving the written notice specified in this paragraph, each party must voluntarily provide written consent to the Title IX Coordinator, before the informal resolution may commence.

During the pendency of the informal resolution process, the investigation and adjudication processes that would otherwise occur are stayed and all related deadlines are suspended.

If the parties reach a resolution through the informal resolution process, and the Title IX Coordinator agrees that the resolution is not clearly unreasonable, the Title IX Coordinator will reduce the terms of the agreed resolution to writing and present the resolution to the parties for their written signature. Once both parties and the Title IX Coordinator sign the resolution, the resolution is final, and the allegations addressed by the resolution are considered resolved and will not be subject to further investigation, adjudication, remediation, or discipline by the College, except as otherwise provided in the resolution itself, absent a showing that a party induced the resolution by fraud, misrepresentation, or other misconduct or where required to avoid a manifest injustice to either party or to the College. Notwithstanding the forgoing if the form of informal resolution is Administrative Adjudication as specified in “Administrative Adjudication,” there shall not be an agreed resolution requiring the parties’ signatures; instead, the determination issued by the administrative officer shall serve as the resolution and conclude the informal resolution process, subject only to any right of appeal. With the exception of a resolution resulting from the Administrative Adjudication process specified in “Administrative Adjudication,” all other forms of informal resolution pursuant to this Section are not subject to appeal.

A party may withdraw their consent to participate in informal resolution at any time before a resolution has been finalized.

Absent extension by the Title IX Coordinator, any informal resolution process must be completed within twenty-one (21) days. If an informal resolution process does not result in a resolution within twenty-one (21) days, and absent an extension, abeyance, or other contrary ruling by the Title IX Coordinator, the informal resolution process will be deemed terminated, and the Formal Complaint will be resolved pursuant to the investigation and adjudication procedures. The Title IX Coordinator may adjust any time periods or deadlines in the investigation and/or adjudication process that were suspended due to the informal resolution.

Other language in this Section notwithstanding, informal resolution will not be permitted if the Respondent is a non-student employee accused of committing Sexual Harassment against a student.

## **XXV. PRESUMPTION OF NON-RESPONSIBILITY**

From the time a report or Formal Complaint is made, a Respondent is presumed not responsible for the alleged misconduct until a determination regarding responsibility is made final.

## **XXVI. RESOURCES**

Any individual affected by or accused of sexual harassment will have equal access to supportive services offered through the College. The College encourages any individual who has questions or concerns to seek support from college-identified resources. The Title IX Coordinator is available to provide information about the College's policy and procedure and to provide assistance.

The Campus Conduct Hotline (1-866-943-5787) is an available resource. It is a confidential, independent risk management service that provides a simple, anonymous way to alert the College of sexual misconduct so that steps can be taken to prevent the continuation of sexual misconduct.

SafeHope Hotline (1-800-487-0510) is another available resource. SafeHope provides advocacy and support to all survivors and secondary victims of domestic and sexual violence. Bethany College has a SafeHope advocate located on campus once a week. All services are confidential, voluntary and free of charge.

## **XXVII. CONFLICTS OF INTEREST, BIAS, AND PROCEDURAL COMPLAINTS**

The Title IX Coordinator, investigator, hearing officer, administrative officer, appeals officer, and informal resolution facilitator will be free of any material conflicts of interest or material bias. Any party who believes one or more of these College officials has a material conflict of interest or material bias must raise the concern promptly so that the College may evaluate the concern and find a substitute, if appropriate. The failure of a party to timely raise a concern of a conflict of interest or bias may result in a waiver of the issue for purposes of any appeal specified in "Appeal," or otherwise.

## **XXVIII.**

## **OBJECTIONS GENERALLY**

Parties are expected to raise any objections, concerns, or complaints about the investigation, adjudication, and appeals process in a prompt and timely manner so that the College may evaluate the matter and address it, if appropriate.

## **XXIX. CONSTITUTIONAL RIGHTS AND ACADEMIC FREEDOM**

The College will construe and apply this policy consistent with the U.S. Constitution and the College's principles of academic freedom. In no case will a Respondent be found to have violated this Policy based on expressive conduct that is protected by the U.S. Constitution and/or principles of academic freedom.

## **XXX. RELATIONSHIP WITH CRIMINAL PROCESS**

This policy sets forth the College's processes for responding to reports and Formal Complaints of Sexual Harassment. The College's processes are separate, distinct, and independent of any criminal processes. While the College may temporarily delay its processes under this policy to avoid interfering with law enforcement efforts if requested by law enforcement, the College will otherwise apply this policy and its processes without regard to the status or outcome of any criminal process.

## **XXXI. RECORDINGS**

Wherever this policy specifies that an audio or video recording will be made, the recording will be made only by the College and is considered property of the College, subject to any right of access that a party may have under this policy, FERPA, and other applicable federal, state, or local laws. Only the College is permitted to make audio or video recordings under this policy. The surreptitious recording of any meeting, interview, hearing, or other interaction contemplated under this policy is strictly prohibited. Any party who wishes to transcribe a hearing by use of a transcriptionist must seek pre-approval from the hearing officer.

## **XXXII. VENDORS, CONTRACTORS AND THIRD PARTIES**

The College does business with various vendors, contractors, and other third-parties who are not students or employees of the College. Notwithstanding any rights that a given vendor, contractor, or third-party Respondent may have under this policy, the College retains its right to limit any vendor, contractor, or third-party's access to campus for any reason. And the College retains all rights it enjoys by contract or law to terminate its relationship with any vendor, contractor, or third-party irrespective of any process or outcome under this policy.

## **XXXIII. FALSE INFORMATION**

## **BAD FAITH COMPLAINTS AND**

It is a violation of this policy for any person to submit a report or Formal Complaint that the person knows, at the time the report or Formal Complaint is submitted, to be false or frivolous. It is also a violation of this policy for any person to knowingly make a materially false statement during the course of an investigation, adjudication, or appeal under this policy. Violations of this Section are not subject to the investigation and adjudication processes in this policy; instead, they will be addressed under the Code of Student Conduct in the case of students and other College policies and standards, as applicable, for other persons.

## **XXXIV.**

## **RETALIATION**

It is a violation of this policy to engage in Retaliation. Reports and Formal Complaints of retaliation may be made in the manner specified in "Reporting Sexual Harassment," and "Formal Complaint." Any report or Formal Complaint of Retaliation will be processed under this policy in the same manner as a report or Formal Complaint of Sexual Harassment, as the case may be.

The College retains discretion to consolidate a Formal Complaint of Retaliation with a Formal Complaint of Sexual Harassment for investigation and/or adjudication purposes if the two Formal Complaints share a common nexus.

#### **XXXV.CONFIDENTIALITY**

The College will keep confidential the identity of any individual who has made a report or Formal Complaint of Sexual Harassment or Retaliation including any Complainant, the identity of any individual who has been reported to be a perpetrator of Sexual Harassment or Retaliation including any Respondent, and the identity of any witness. The College will also maintain the confidentiality of its various records generated in response to reports and Formal Complaints, including, but not limited to, information concerning Supportive Measures, notices, investigation materials, adjudication records, and appeal records. Notwithstanding the foregoing, the College may reveal the identity of any person or the contents of any record if permitted by FERPA, if necessary to carry out the College's obligations under Title IX and its implementing regulations including the conduct of any investigation, adjudication, or appeal under this policy or any subsequent judicial proceeding, or as otherwise required by law. Further, notwithstanding the College's general obligation to maintain confidentiality as specified herein, the parties to a report or Formal Complaint will be given access to investigation and adjudication materials in the circumstances specified in this policy.

While the College will maintain confidentiality specified in this Section, the College will not limit the ability of the parties to discuss the allegations at issue in a particular case. Parties are advised, however, that the manner in which they communicate about, or discuss a particular case, may constitute Sexual Harassment or Retaliation in certain circumstances and be subject to discipline pursuant to the processes specified in this policy.

Note that certain types of Sexual Harassment are considered crimes for which the College must disclose crime statistics in its Annual Security Report that is provided to the campus community and available to the public. These disclosures will be made without including personally identifying information.

#### **XXXVI. POLICY**

#### **OTHER VIOLATIONS OF THIS**

Alleged violations of this policy, other than violations of the prohibitions on Sexual Harassment and Retaliation, will be subject to review under the Student Code of Conduct for students, the Faculty Handbook for faculty, or other College policies and standards for employees.

#### **XXXVII. CONSENT**

#### **SIGNATURES AND FORM OF**

For purposes of this policy, either a physical signature or digital signature will be sufficient to satisfy any obligation that a document be signed. Where this policy provides that written consent must be provided, consent in either physical or electronic form, containing a physical or digital signature, as the case may be, will suffice.

## **XXXVIII. AND METHOD OF TRANSMITTAL**

## **DEADLINES, TIME, NOTICES,**

Where this policy specifies a period of days by which some act must be performed, the following method of calculation applies:

- Exclude the day of the event that triggers the period;
- Count every day, including intermediate Saturdays, Sundays, and legal holidays recognized by the federal government;
- Include the last day of the period until 5:00 p.m. central time, but if the last day is a Saturday, Sunday, or legal holiday recognized by the federal government, the period continues to run until 5:00 p.m. central time on the next day that is not a Saturday, Sunday, or legal holiday recognized by the federal government.

All deadlines and other time periods specified in this policy are subject to modification by the College where, in the College's sole discretion, good cause exists. Good cause may include, but is not limited to, the unavailability of parties or witnesses; the complexities of a given case; extended holidays or closures; sickness of the investigator, adjudicator, or the parties; the need to consult with the College's legal counsel; unforeseen weather events; and the like.

Any party who wishes to seek an extension of any deadline or other time period may do so by filing a request with the investigator, hearing officer, administrative officer, appeal officer, or Title IX Coordinator, as the case may be, depending on the phase of the process. Such request must state the extension sought and explain what good cause exists for the requested extension. The College officer resolving the request for extension may, but is not required to, give the other party an opportunity to object. Whether to grant such a requested extension will be in the sole discretion of the College.

The parties will be provided written notice of the modification of any deadline or time period specified in this policy, along with the reasons for the modification.

Where this policy refers to notice being given to parties "simultaneously," notice will be deemed simultaneous if it is provided in relative proximity on the same day. It is not necessary that notice be provided at exactly the same hour and minute.

Unless otherwise specified in this policy, the default method of transmission for all notices, reports, responses, and other forms of communication specified in this policy will be email using College email addresses.

A party is deemed to have received notice upon transmittal of an email to their College email address. In the event notice is provided by mail, a party will be deemed to have received notice three (3) days after the notice in question is postmarked.

Any notice inviting or requiring a party or witness to attend a meeting, interview, or hearing will be provided with sufficient time for the party to prepare for the meeting, interview, or hearing as the case may be, and will include relevant details such as the date, time, location, purpose, and participants. Unless a specific number of days is specified elsewhere in this policy, the sufficient time to be provided will be determined in the sole discretion of the College, considering all the facts and circumstances, including, but not limited to, the nature of the meeting, interview, or hearing; the nature and complexity of the allegations at issue; the schedules of relevant College

officials; approaching holidays or closures; and the number and length of extensions already granted.

### **XXXIX. DISCRIMINATION**

### **OTHER FORMS OF**

This policy applies only to Sexual Harassment. Complaints of other forms of sex discrimination are governed by the College's Non-Discrimination Policy.

### **XL. EDUCATION**

Because the College recognizes that the prevention of sexual harassment, as well as domestic violence, dating violence, and stalking, is important, it offers reoccurring educational programming to a variety of groups, such as: campus personnel; incoming students, and new employees participating in orientation; and members of student organizations. Among other elements, such training covers relevant definitions, procedures, and sanctions; provides safe and positive options for bystander intervention; and provides risk reduction information, including recognizing warning signs of abusive behavior and how to avoid potential attacks. To learn more about education resources, please contact the Title IX Coordinator. Also, see training materials posted on the College website.

### **XLI. OUTSIDE APPOINTMENTS, DUAL APPOINTMENTS, AND DELEGATIONS**

The College retains discretion to retain and appoint suitably qualified persons who are not College employees to fulfill any function of the College under this policy, including, but not limited to, the investigator, hearing officer, administrative officer, informal resolution officer, and/or appeals officer.

The College also retains discretion to appoint two or more persons to jointly fulfill the role of investigator, hearing officer, administrative officer, informal resolution officer, and/or appeals officer.

The functions assigned to a given College official under this policy, including but not limited to the functions assigned to the Title IX Coordinator, investigator, hearing officer, administrative officer, informal resolution officer, and appeals officer, may, in the College's discretion, be delegated by such College official to any suitably qualified individual and such delegation may be recalled by the College at any time.

### **XLII. TRAINING**

The College will ensure that College officials acting under this policy, including but not limited to the Title IX Coordinator, investigators, hearing officers, administrative officers, informal resolution facilitators, College provided advisors, and appeals officers receive training in compliance with 34 C.F.R. § 106.45(b)(1)(iii) and any other applicable federal or state law.

### **XLIII. RECORDKEEPING**

The College will retain those records specified in 34 C.F.R. § 106.45(b)(10) for a period of seven years after which point in time they may be destroyed, or continue to be retained, in the College's



sole discretion. The records specified in 34 C.F.R. § 106.45(b)(10) will be made available for inspection, and/or published, to the extent required by 34 C.F.R. § 106.45(b)(10) and consistent with any other applicable federal or state law, including FERPA.

#### **XLIV. DEFINITIONS**

Words used in this policy will have those meanings defined herein and if not defined herein will be construed according to their plain and ordinary meaning.

#### **XLV. DISCRETION IN APPLICATION**

The College retains discretion to interpret and apply this policy in a manner that is not clearly unreasonable, even if the College's interpretation or application differs from the interpretation of the parties.

Despite the College's reasonable efforts to anticipate all eventualities in drafting this policy, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express policy language, in which case the College retains discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

The provisions of this policy and the Hearing Procedures referenced in "Hearing " are not contractual in nature, whether in their own right, or as part of any other express or implied contract. Accordingly, the College retains discretion to revise this policy and the Hearing Procedures at any time, and for any reason. The College may apply policy revisions to an active case provided that doing so is not clearly unreasonable.

### **Bethany College Pregnancy Modifications Policy**

#### **I. Policy Statement**

The College is committed to providing all students and employees with the opportunity to pursue and attain their individual goals as it relates to the College's admissions, employment, and educational programs or activities. This commitment includes the College's students and employees who are pregnant, parenting, or experiencing pregnancy related conditions. The College prohibits differential treatment or discrimination against students and employees based on the student or employee's current, potential, or past parental, family, marital status, or pregnancy or related condition.

#### **II. Definitions**

"Pregnancy or related conditions" means:

- Pregnancy, childbirth, termination of pregnancy, or lactation;
- Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

"Parental Status" means a person who is a biological parent; adoptive parent; stepparent; foster parent; legal custodian or guardian; in loco parentis with respect to a person; or a person who is actively seeking custody, guardianship, visitation, or adoption of a person.

### **III. Student Pregnancy Disclosure**

A student who is, or becomes, pregnant or has a related condition is strongly encouraged to notify the Title IX Coordinator as soon as possible. By doing so, the student and the Title IX Coordinator can collaborate and develop an appropriate plan for the continuation of the student's education in light of the unique nature of the College's programs and requirements, as well as particular challenges the student may face while pregnant or while experiencing a pregnancy related condition.

If a College employee is informed of a student's pregnancy or related condition by a student or a person who has a legal right to act on behalf of the student, the employee may provide the student or the student's representative with the Title IX Coordinator's contact information for further assistance, unless the employee reasonably believes the Title IX Coordinator has already been notified.

Contact information for the College's Title IX Coordinator is as follows:

Christi Wicks  
Bethany College  
Social Science Office #18  
335 E Swensson  
Lindsborg, KS 67456  
Telephone: (785) 227-3380 ext. 8123  
Email: [wickscl@bethanylb.edu](mailto:wickscl@bethanylb.edu)

The employee will also inform the student or the student's representative that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the College's education programs or activities. However, the choice to declare a student's pregnancy is voluntary, and students and employees are not required to disclose this information to the College.

After being notified by a student or the student's representative of the student's pregnancy or related condition, the Title IX Coordinator will do the following:

- Inform the student about the College's prohibition on sex discrimination, including sex-based harassment.
- Provide the student with the option of reasonable modifications due to the student's pregnancy or related conditions.
- Allow the student voluntary access to any separate and comparable portion of the College's education programs or activities.
- Allow the student a voluntary leave of absence for medical reasons and reinstatement for the student upon return from leave.
- Provide the student with a private, clean space for lactation that is a space other than a bathroom and is shielded from view and free from intrusion from others.

The College will not require students to submit supporting documentation for the above items, unless the documentation is necessary and reasonable for the College to determine the reasonable modifications to make, or whether to take additional, specific actions. Situations where supporting documentation is not necessary may include, but are not limited to, when the student's need for a specific action is obvious, such as when a student who is pregnant needs a bigger uniform; when the student has previously provided the College with sufficient supporting documentation; when the reasonable modification at issue is allowing a student to carry or keep water nearby and drink, use a bigger desk, sit or stand, or take breaks to eat, drink, or use the restroom; when the student has lactation needs; or when the requested action is available to other students for reasons other than pregnancy or related conditions and such students are not required to submit supporting documentation.

Additionally, the College will not require a student who is pregnant or has a related condition to provide certification from a healthcare provider or any other person that the student is physically able to participate in the College's class, program, or extracurricular activity unless:

- The certified level of physical ability or health is necessary for the student's participation in the class, program, or extracurricular activity;
- The College requires such certification of all students participating in the class, program, or extracurricular activity; and
- The information obtained is not used as a basis for discrimination.

#### **IV. Options After Student Pregnancy Disclosure**

Once a student has voluntarily disclosed a pregnancy or related condition to the College, the student has the following options:

##### **Continue in the Program**

- If a student decides to continue in the program and desires to have any modifications to the College's education programs and activities due to the pregnancy or related condition, the student should contact the Title IX Coordinator to discuss any reasonable modifications that may be necessary for the student to continue in the program. Such modifications, if any, are discussed in Section V below, and will be documented in the form in Addendum A which will be signed by both the student and a College representative.
- The College will also allow a student to voluntarily access any separate and comparable portion of the College's education program or activity.

##### **Voluntary Leave of Absence**

- Students have the option to take a leave of absence due to pregnancy or related condition. However, such a leave of absence is not required. Should a student choose to take a leave of absence, a student is permitted to do so based on the medical recommendation of the student's licensed healthcare provider.
- A leave of absence due to pregnancy or related condition may be for various amounts of time depending on a student's particular circumstances and the period deemed

medically necessary by the student's licensed healthcare provider. Such a leave may be extended if deemed medically necessary by the student's licensed healthcare provider.

- Students are encouraged to communicate with faculty and supervisors regarding plans for leave to ensure a smooth return to campus.
- International students are further encouraged to contact their international advisor immediately, as a leave could require the student to leave the country.
- When a student returns from a leave of absence, the student will be reinstated to the same academic status and, where applicable, extracurricular status, that the student held prior to their leave of absence. This includes the opportunity to make up any work the student missed while on leave.
- If taking a leave of absence due to a pregnancy or related condition, the Education Plan in Addendum B will be discussed and signed by the student and a College representative.

#### Withdraw from the College

- The student may, in their sole discretion, determine that they must withdraw from the College for an indefinite period or permanently due to their pregnancy or related condition. Existing College withdrawal procedures and readmission procedures (if applicable) apply.

#### **V. Reasonable Modifications for Students**

The College will treat pregnancy or related conditions, or temporary disability resulting from pregnancy or related conditions, consistent with the College's policy on temporary medical conditions.

Reasonable modifications for pregnancy or related conditions will be provided to students based on their individualized needs. Such reasonable modifications will be identified through an interactive process with the student; however, a modification is not reasonable if it fundamentally alters the nature of the College's education program or activity.

Reasonable modifications may include, but are not limited to:

- Breaks during class to attend to any necessary medical or lactation needs
- Access to online education
- Excused absences to attend medical appointments
- Schedule or course changes
- Test rescheduling
- Time extensions for coursework
- Physical space or supply changes
- Elevator access
- Other appropriate policy, practice, or procedure modifications

Students may accept or decline each reasonable modification offered by the College.

## **VI. Reasonable Modifications for Employees**

The College will treat employee pregnancy or related conditions as any other temporary medical condition for all job-related purposes and will provide accommodations as appropriate. The College will further adhere to its leave policies for employee pregnancy or related conditions.

## **VII. Lactation Stations & Information**

The College provides lactation stations across campus for breastfeeding students and employees. These spaces provide a private, clean area where students and employees are shielded from view and free from intrusion.

Lactation Stations are located in the following areas on campus:

Room #16 in the Basement of Presser

Room #130 Wallerstedt Library

Office next to the Safehope Office, located in the lower level of the Union

All Lactation Stations will be labeled with “lactation room” signs.

The College will also allow reasonable break time for employees to express breast milk or breastfeed as needed.

## **VIII. Questions or Concerns**

A student who has questions about this policy or who is concerned about its implementation should contact the Title IX Coordinator using the contact information listed in Section III of this policy. Employees with questions about the policy or concerns about its implementation should contact HR at:

Elizabeth Brooks  
Human Resources  
Main Floor Presser Hall North Side  
335 E Swensson, Lindsborg, KS 67456  
Telephone: (785) 227-3380 ext. 6224  
[spencerea@bethanylb.edu](mailto:spencerea@bethanylb.edu)

## **Academic Freedom**

While the College is committed to the principles of free inquiry and free expression, sexual misconduct is neither legally protected expression nor the proper exercise of academic freedom.

## **Education**

Because the College recognizes that the prevention of sexual misconduct, as well as domestic violence, dating violence, and stalking, is important, it offers educational programming to a variety of groups such as: campus personnel; incoming students and new employees participating in orientation; and members of student organizations. Among other elements, such training will

cover relevant definitions, procedures, and sanctions; will provide safe and positive options for bystander intervention; and will provide risk reduction information, including recognizing warning signs of abusive behavior and how to avoid potential attacks. To learn more about education resources, please contact the Title IX Coordinator.

Appendix B

## 2024 ANNUAL FIRE SAFETY REPORT

Bethany College believes that fire safety and education is an important component to our residential living program. Each year, new and returning students are educated by professional and paraprofessional staff members on evacuation procedures, location of fire extinguishers, and the importance of self-reporting any potential problems with smoke detectors as well as not tampering with these devices. Physical copies of Fire Alarm Pull Reports are kept in reference to every scheduled and unscheduled fire alarm in the residence halls. The public can view these reports upon request in the Student Affairs Office.

### **Fire Reporting**

Any instances of fire should be immediately reported to 9-1-1. For non-emergent fires, please contact the Office of Student Affairs at (785) 906.0220 or Extension 3030.

### **Appliance Policy**

Only cooking appliances with self-contained heating units may be used in student rooms. Such appliances include coffee makers, hot air popcorn poppers, microwave ovens, George Foreman grills, etc. Appliances with an exposed element or that use oil are not permitted. Candle warmers are prohibited. Only small appliances are permitted in residence halls. Full-size or apartment-sized refrigerators, freezers, or similar items are prohibited. All appliance units are subject to inspection by the College and failure to comply with the college policies will result in removal of the unit.

Please be reminded that only automatic shut off power strips with fire surge protection may be used in rooms. Extension cords are prohibited.

### **Room Decorating**

Students should also use common sense when decorating rooms. If a fire occurs due to negligence or misconduct, the student(s) responsible will be held financially responsible. To promote a safe environment, the following items are prohibited in campus residence halls:

- Explosives, fireworks, gasoline, and other flammable materials that might create a hazard
- Large amounts of trash, empty cans, bottles, etc. (as they attract insects) -- residents are responsible for keeping their rooms (including their bedroom, bathroom, and/or kitchen) clean
- Lights/lamps that utilize halogen bulbs
- Candles, incense, or other incinerating items
- Hot pots, hot plates, Immersion coils, and candle warmers
- Cooking appliances with exposed heating elements or that use oil
- Toaster ovens, Toasters, stove-top coffee pots
- Gas/Charcoal grills, and chemicals of any kind
- Full-sized or apartment-sized refrigerators, freezers, or similar items
- Electric blankets, space heaters, personal air conditioners

- Power strips that do not have automatic shut off or fire surge protection
- Stereo speakers over two (2) feet (either standing or laying down)
- Amplified instruments/amps
- Free weights
- Live Christmas trees
- Bicycles or Motorbikes in the building
- Inappropriate signage (e.g. that promote alcohol, drugs, pornography, or dislike/have of another individual or group)
- Tapestries/posters that hang from ceilings/bunk beds or covering windows
- Christmas lights or hammocks/chairs that are suspended from the ceiling
- Furniture arranged in a manner that prevents access to any window/door
- Furniture obstructing the full view of the room from the entrance door
- College owned furniture outside of its assigned room (i.e. the college provided furniture cannot be stored elsewhere to make room for the resident's personal belongings, moved into the common areas/hallways, as that is a fire hazard, or moved to another resident's room)
- Common area furniture inside residents' rooms (all common area furniture must stay in the common areas)
- Waterbeds, as the halls are not built to withstand their weight or provide drainage options
- Beds bunked in an unsafe manner
- Construction or decoration that obstructs a 90-degree swing of the room entrance door
- Construction or decoration that obstructs the air circulation of the heating/cooling unit
- Elevated flooring or Foam-backed carpeting and rugs

## **Fire Drills**

Fire drills are held periodically according to procedures established for each housing unit. Every alarm must be considered an actual fire, and the entire building must be evacuated. Everyone in the building at the time of an alarm must leave the building and are not permitted to return unless directed by the Office of Student Affairs. Any student failing to evacuate a building during a fire alarm or drill will face disciplinary action.

Tampering with fire alarms, hoses, extinguishers, pull stations, sprinkler systems, or smoke detectors is a serious offense, and a student found responsible for such behavior will be assessed a minimum of \$500.00 fine and/or dismissal from Bethany College. Moreover, persons causing false alarms, tampering with fire safety equipment, or interfering with lawful efforts of firefighters are subject to prosecution under Kansas Ordinance 3400 Section 5-6.04, punishable by \$200 fine and/or six (6) months imprisonment.



## Fire Safety Systems

All residence halls are equipped with fire alarm systems that have strobes, sirens and smoke detectors. All residence halls except Swede Suites call out to the Fire Department. New Hall, Alma Swensson Hall and Swede Suites are all on fire sprinkler systems. Gregory and Warner Halls are on dry systems, which means that they are only equipped with smoke detectors and strobes. Perimeter Houses do not call out to the Fire Department when a fire alarm is triggered but have pull-stations and smoke detectors.

Facility	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans/ Placards	# of evacuation drills in 2024
Alma Swensson Hall (ASH)	X	X	X	1
Gregory Hall	X	X	X	4
New Hall	X	X	X	3
Swede Suites	X	X	X	4
Warner Hall	X	X	X	2
Perimeters Houses	X	X	X	1

## Fire Statistics

Name of Facility	2022			2023			2024		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
Alma Swensson Hall (ASH) 424 N. First St., Lindsborg, KS 67456	0	0	0	0	0	0	0	0	0
Anna Marm Hall 336 E. Swensson St., Lindsborg, KS 67456	0	0	0	0	0	0	N/A	N/A	N/A
Gregory Hall 436 N. Kansas St., Lindsborg, KS 67456	0	0	0	0	0	0	0	0	0
New Hall 202 E. Normal St., Lindsborg, KS 67456	0	0	0	0	0	0	0	0	0

Swede Suites 402 N. Kansas St., Lindsborg, KS 67456	0	0	0	0	0	0	0	0	0
Warner Hall 535 N. Kansas St., Lindsborg, KS 67456	0	0	0	0	0	0	0	0	0
Perimeter Houses <i>Dalarna</i> – 433 N 2 <sup>nd</sup> St., Lindsborg, KS 67456 <i>Strom</i> – 217 E. Normal St., Lindsborg, KS 67456 <i>Sunnemo</i> – 409 E. 2 <sup>nd</sup> St., Lindsborg, KS 67456	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0

Appendix C

## THE JEANNE CLEARY 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 and 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.

**Manslaughter by Negligence:** The killing of another person through gross negligence.

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

- A. **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. The offense includes the rape of both males and females.
- B. **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- C. **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- D. **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting parties statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

**Domestic Violence:** Felony or misdemeanor crime of violence committed—

- By a current or formal spouse or intimate partner of a victim;

- By a person of 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 or the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
- By any other person against an adult or youth victim who is protected from that person's act under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

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

**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

**Burglary:** The unlawful entry of a structure to commit a felony or a theft.

**Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. (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).

**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.

**Weapon Law Violations:** The violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment or use of fire arms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

**Drug Abuse Violations:** Violations of laws prohibiting the production, distribution and or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. The state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

**Liquor Law Violations:** The violations of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.

## **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.

**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

Offense	Location	2022	2023	2024
Murder/ Non-Negligent Manslaughter	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Negligent Manslaughter	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Rape	On-Campus	1	0	1
	Residential Facilities	1	0	1
	Public Property	0	0	0
Fondling	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Incest	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Statutory Rape	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Robbery	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Aggravated Assault	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Burglary	On-Campus	3	2	1
	Residential Facilities	3	0	0
	Public Property	0	0	0
Motor Vehicle Theft	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Arson	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Arrests	Location	2022	2023	2024
Weapons Law Violation	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Drug Abuse Violations	On-Campus	2	2	2
	Residential Facilities	2	2	2
	Public Property	1	0	0
Liquor Law Violations	On-Campus	2	0	2

	Residential Facilities	2	0	0
	Public Property	1	0	0
<b>Disciplinary Referrals</b>	<b>Location</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Weapons Law Violation	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Drug Abuse Violations	On-Campus	2	3	0
	Residential Facilities	2	3	0
	Public Property	0	0	0
Liquor Law Violations	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Total Unfounded Crimes	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

## Hate Crimes

The Clery Act requires an institution to separately report all hate crimes statistics on any of the previously mentioned offenses or any other crime involving bodily injury which is reported to local police agencies or to campus security. Hate crimes are defined as a criminal offense that manifests evidence the victim was intentionally selected because of the perpetrator's bias against the victim. For the purpose of Clery, the categories of bias include the victims actual or perceived race, religion, sexual orientation, gender, gender identity, disability, ethnicity or national origin.

## Hate Crime Statistics

### Murder/ Non-negligent Manslaughter

	<b>Location</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0

	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0
<b>Disability</b>	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0
<b>Ethnicity</b>	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0
<b>National Origin</b>	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0

## Rape

	Location	2022	2023	2024
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>National Origin</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

## Fondling

	Location	2022	2023	2024
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0



<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>National Origin</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

## Incest

	<b>Location</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0

	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

### Statutory Rape

	Location	2022	2023	2024
Race	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Religion	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Sexual Orientation	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Gender	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Gender Identity	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Disability	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Ethnicity	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
National Origin	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

### Robbery

	Location	2022	2023	2024
Race	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Religion	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Sexual Orientation	On-Campus	0	0	0

	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0
<b>Gender</b>	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0
<b>Gender Identity</b>	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0
<b>Disability</b>	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0
<b>Ethnicity</b>	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0
<b>National Origin</b>	Residential Facilities	0	0	0
	Public Property	0	0	0
	On-Campus	0	0	0

### Aggravated Assault

	Location	2022	2023	2024
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>National Origin</b>	On-Campus	0	0	0

	Residential Facilities	0	0	0
	Public Property	0	0	0

### Burglary

	Location	2022	2023	2024
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>National Origin</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

### Motor Vehicle Thefts

	Location	2022	2023	2024
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0

	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>National Origin</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

## Arson

	Location	2022	2023	2024
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>National Origin</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

## Simple Assault

	Location	2022	2023	2024
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>National Origin</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

## Larceny-theft

	Location	2022	2023	2024
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0

	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>National Origin</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

### Intimidation

	Location	2022	2023	2024
<b>Race</b>	On-Campus	0	0	1
	Residential Facilities	0	0	1
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>National Origin</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

**Destruction/ Damage/ Vandalism of Property**

	Location	2022	2023	2024
<b>Race</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Religion</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Sexual Orientation</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Gender Identity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Disability</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>Ethnicity</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
<b>National Origin</b>	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0

**VAWA Statistics**

Offense	Location	2022	2023	2024
Domestic Violence	On-Campus	0	0	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Dating Violence	On-Campus	0	1	0
	Residential Facilities	0	0	0
	Public Property	0	0	0
Stalking	On-Campus	0	5	1
	Residential Facilities	0	1	0
	Public Property	0	0	0