Annual Campus Safety and Security Report

*2017*

Published by October 1 of every year, with statistics from the previous year, this document serves as a disclosure of the procedures, practices and programs of Wesleyan College to keep students, faculty, staff, and facilities safe.

Campus Police Department

9/22/2017

Annual Campus Safety and Security Report

2017

Together we build a safe and secure campus for everyone.

# Daily Crime Log

The daily crime log for the most recent 90-day period is available to the public in the office of the Chief of Police and is available for review within two business days at 4760 Forsyth Road, Macon, GA 31210 upon request between 8:30 a.m. and 5:00 p.m., Monday through Friday.

The crime logs for previous periods are available on the college website, <http://www.wesleyancollege.edu/studentlife/campusservices/safety/crimestats.cfm>

# Requesting Annual Safety and Security Report

There are several ways to request a paper copy of the Wesleyan College Annual Safety and Security Report:

* In person – Campus Police Office, Olive Swann Porter Building, 2nd floor, 4760 Forsyth Road, Macon, GA 31204. Monday through Friday, 8:30 a.m. – 5:00 p.m.
* By mail – 4760 Forsyth Road, Macon, GA 31204
* By e-mail – mking@wesleyancollege.edu
* By phone – (478) 757 – 2038

# Statement on Non-Discrimination

Wesleyan College is committed to maintaining a diverse, academically talented, and well-rounded community of learners in an atmosphere of mutual respect and appreciation of differences.

Wesleyan College admits qualified students to all rights, privileges, programs and activities generally accorded to or made available to students at the college regardless of race, color, national and ethnic origin, sexual orientation, age, religion, creed, disability, genetic information, marital status, pregnancy, status with regard to public assistance, veteran status or any other category protected by applicable law in its educational policies, programs, activities and employment.

The Dean of Student serves as the Title IX Coordinator for Wesleyan College. The Dean is responsible for coordinating the college’s compliance with Title IX of the Education Amendments of 1972, the Rehabilitation Act of 1973 and all other applicable laws and regulations prohibiting discrimination.

Title IX Coordinator

Christy Henry

The Dean of Students

Olive Swann Porter

(478) 757-5216

chenry@wesleyancollege.edu

# Police Department

Wesleyan College has 5 full-time police officers and 4 on-call officers. All police officers hold sworn officer positions and are Peace Officer Standard and Training (POST) certified. All officers are trained in the handling of fire arms and are armed at all times while on the job. Officers’ primary responsibility is protecting the life of the people on the Wesleyan College campus and the property of the College. Wesleyan College Police Officers patrol the campus 24/7 and provide a full range of public safety services including:

* Providing first response to emergencies.
* Enforcing laws and College regulations.
* Investigating criminal incidents.
* Reporting crimes and traffic accidents.
* Conducting crime awareness and prevention programs.

When a criminal act is reported, Campus Police will investigate the incident and make every reasonable effort to identify the offender(s). Depending upon the wishes of the victim, the nature of the offense, and the evidence gathered, the case could be presented for prosecution in the criminal courts of Georgia. If a member of the Wesleyan community is identified as an offender in an incident, the Campus Police will also notify the appropriate administrator so the administrative disciplinary action may be taken.

# Authority

State law (O.C.G.A. 20-3-72) gives Wesleyan College police officers the authority to make arrests for crimes committed upon any property under the jurisdiction of Wesleyan College for offenses committed upon any public or private property within 500 yards of Wesleyan College property.

# Working Relationships with Local, State, and Federal Law Enforcement Agencies

Wesleyan College Campus Police maintain a cooperative relationship with the Macon-Bibb County Sheriff’s Department. This affords intraoperative radio capability, training programs, special events coordination, and investigation of serious incidents.

Wesleyan participates in a Memorandum of Understanding (MOU) with the Macon-Bibb County Sheriff’s Department that authorizes police officers of participating agencies to request mutual aid for incidents based upon a reasonable belief that such aid will enhance the public’s safety and/or officer safety and efficiency.

# Community Feedback and Complaint Process

The Wesleyan College Campus Police sets high standards of conduct and professionalism for all its personnel. Complaints or feedback regarding a member of the department may be communicated by any of the following ways:

* In person – Contact Chief Marquette King, located at 4760 Forsyth Road, Macon, GA 31210, Office located in Olive Swann Porter.
* Phone – 478-757-2038
* E-mail – mking@wesleyancollege.edu
* Mail – Attention: Marquette King, Chief of Police, 4760 Forsyth Road, Macon, GA 31210
* If the complaint involves the Chief of Police you may contact Dawn Nash, Vice President for Administration/CFO, 4760 Forsyth Road, Macon, GA 31210, office located in Tate Hall, 2nd floor, or dnash@wesleyancollege.edu, or 478-757-5115.
* All complaints will be investigated. Your statement regarding facts and circumstances surrounding the complaint will be documented and forwarded for investigation. Identified complainants will be notified of the completion of the investigation. The complainant may appeal an investigation decision to the Vice President for Administration/CFO.

If you wish to commend an officer, please provide as much information as possible about the officer and the reason for the commendation. In addition, it is helpful to provide your name and contact information. Your identification will be kept confidential upon request.

Reporting Crimes and Other Emergencies

# Reporting to Campus Police

All members of the Wesleyan College community, including all students, faculty, staff, and guests, are encouraged to report all crimes and other public safety concerns to campus police in a timely manner. Like any large community, Wesleyan College experiences accidents, injuries, crimes, and other emergencies and encourages prompt reporting of these incidents.

To report such incidents, potential criminal actions, or suspicious behavior, call Campus Police at 478-757-5145 (radio) or 478-960-7969 (cell), these numbers are answered 24/7. An officer will come to the scene and, if necessary, additional emergency assistance will be summoned. Campus Police reports involving students are forwarded to the Office of the Dean of Students for review and for potential action.

# Reporting to Other Campus Security Authorities (CSA)

All members of the Wesleyan College community, including students, faculty, staff, and guests, may also report specific crimes to any Campus Security Authority (CSA). These crimes, as defined by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics (Clery Act), include: murder, non-negligent manslaughter, negligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson (limited to investigated cases determined by law enforcement authorities to be arson), domestic violence, dating violence, and stalking. The Clery Act defines a CSA broadly as (i) a member of a campus police department, (ii) any individuals who have responsibility for campus security, but who do not constitute a police or security department, (iii) any persons designated in an institution’s campus security policy as a recipient of reports of criminal offenses from students or employees; and (iv) an official of an institution having significant responsibility for student and campus activities.

The following denotes the positions at Wesleyan College thought to meet the definition of a CSA. The list is meant to be comprehensive, but certain positions may not be specifically listed.

* All sworn Campus Police Officers
* The President’s Cabinet – (All Vice Presidents and Deans)
* The Director of Human Resources
* All full-time and part-time faculty members
* All full-time and part-time staff members
* All advisors to student clubs and organizations
* All Resident Advisors
* All coaches

# persons exempt from reporting Clery reportable crimes

Pastoral counselors and professional counselors, as defined below, when acting as such, are not considered to be Campus Security Authorities and are not required to report crimes. The College encourages them, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion in the annual crime statistics.

A pastoral counselor is an employee of the College who is associated with a religious order or denomination, who is recognized by that religious order or denomination as someone who provides confidential counseling, and who is functioning within the scope of that recognition as a pastoral counselor. A professional counselor is an employee of the College whose official responsibilities include providing psychological counseling and who is functioning within the scope of his or her license or certification.

# Suspected child abuse

Effective July 1, 2012, Georgia state law requires all College employees and volunteers who, in the course of their duties, suspect that a child has been abused on or off campus to report that abuse immediately to Campus Police in person or by phone (478) 757-5145 or (478) 960-7969. Employees and volunteers must also report suspected child abuse to their supervisor, program director, or a Wesleyan College official as soon as possible.

Creating a Safe Campus

Safety, security, and crime prevention are everyone’s responsibilities. The cooperation and involvement of faculty, staff, and students are absolutely essential to having a safe campus. Your safety and the security of your belongings begin with your awareness and commitment. All members of the campus community are informed of crime prevention and safety awareness programs offered by Campus Police and departments on campus during new student orientation, new employee orientation and via e-mail communication throughout the academic year.

# Safety Training

Multiple training opportunities are offered to the campus community throughout each academic year. All sessions are open to members of the campus community at no charge. Session include:

* Personal Safety – Self-Defense
* Sexual Assault Preventions
* Fire Safety
* Active Shooter Response
* Alcohol/Drug Prevention
* CPR/First-Aid training (cost associated with this training)

# Campus Community Safety Services

**Escort Services**

Campus police provide 24/7 escorts to any member of our campus community who feels unsafe or afraid. Simply call Campus Police 478 757-5145 and an officer will meet you at your on-campus location and escort you to your on-campus destination.

**Bicycle Registration**

Members of the Wesleyan College community who bring bicycles to campus are encouraged to register their bicycles for free with the Office of Student Affairs. Bicycle owners provide important bicycle identification information and receive a registration sticker to place on your bicycle. To register your bicycle come to the Office of Student Affairs, located on the 1st floor of Olive Swann Porter (OSP).

**Lost and Found**

Campus Police operates a lost-and-found area. Stop by the Campus Police Office, located on the 2nd floor of Olive Swann Porter (OSP) to drop off any found items or to inquire about any lost property.

**WesALERT System**

WesALERT is an emergency messaging system that sends SMS text messages directly to your cell phone, as well as an email notification, in the event of an emergency. It will NOT be used for routine communications. Students, faculty, and staff may sign up for this service by logging onto WesPortal. On the home page you will find information and directions to sign up for the alert system. All members of the campus community are STRONGLY encouraged to sign up.

Timely warnings/clery act safety alerts

In an effort to provide timely notice to the campus community in the event of a Clery Act crime that may pose a serious or ongoing threat to members of the community, Wesleyan College Campus Police, Communications, and the Office of Student Affairs, issues “Clery Act Safety Alerts,” also known as Timely Warnings. They will generally be issued for the following crimes: arson, aggravated assault, criminal homicide, robbery, burglary, sexual assaults, and hate crimes. Communications will also issue campus-wide emails and post information on the college website.

The purpose of these Clery Act Safety Alerts is to notify the campus community of the incident and to provide information that may enable community members to protect themselves from similar incidents. The College will issue Clery Act Safety Alerts whenever the following criteria are met: 1) a crime is committed; 2) the perpetrator has not been apprehended; and 3) there is a substantial risk to the physical safety of other members of the campus community because of the crime. Such crimes include, but are not limited to: 1) Clery Act crimes that are reported to any Campus Security Authority or the local police, or 2) crimes in which the College determines that the incident represents an ongoing threat to the campus community. If a robbery suspect has already been detained, the crime is not considered a threat to the community and no warning is sent. When issuing Clery Act Safety Alerts under Clery Act, Wesleyan College reserves the right to withhold confidential information such as name(s) of victims. Clery Act Alerts shall be decided on a case-by-case basis in light of all the facts surrounding the crime. Campus Police may, in some circumstance, issue a Clery Act Safety Alert when there is a pattern of crimes against persons or property.

Emergency Response and Evacuation Procedures

This policy statement summarizes the College’s emergency response and evacuation procedures.

**Fire**

*Every time* a fire alarm goes off, *all* building occupants must exit the building, unless they have been notified prior to the event that it is not necessary to evacuate (as in testing of the alarms, etc.).

*Upon hearing the fire alarm:*

Everyone will exit the building quickly and in an orderly fashion, assisting those who may need assistance. Whenever possible, employees will help maintain an approximate head count of those from their offices, classrooms, or meeting place. Upon reaching the exterior gathering location, (*see list below)* employees will ensure that those under their jurisdiction or care do NOT re-enter the building until notified they may do so by emergency personnel. If there are injuries, Wesleyan College employees should notify Campus Police as soon as possible after reaching the exterior gathering location. If an employee or student suspects that someone remains in the building, Campus Police should be alerted to this fact immediately.

If you are unable to exit the building, go to the safest location of the building for fire (usually in a stairwell and identified as such by signage) and wait for emergency personnel to assist you in exiting the building.

*While exiting the building:*

* Do not use elevators.
* Attempt to maintain a calm and orderly exit.
* Do not prop doors open.

**Campus Fire Safety Locations: Emergency Assembly Area**

|  |  |
| --- | --- |
| **Candler** – Grassy area in front of Candler**Equestrian Center** – Parking lot in front of Center**Huckabee** – Parking Lot behind OSP**Library** – Grassy area in front of Candler Building**Mathews Fitness Center** – Parking lot away from Center**Munroe** – Flag Pole**Murphy** – Parking Lot C in rear of Porter Fine Arts | **Olive Swann Porter** – Flag Pole**Physical Plant** – Porter parking lot**Porter Auditorium** – Grassy area in front of Porter Fine Arts - sundial**Porter Gym** – Grassy area between Porter Gym and Taylor Hall**Tate** – Flag Pole**Taylor** – Flag Pole**Pierce Chapel** – Grassy area by Hightower Hall |

**Residential Fire Safety Locations: Emergency Assembly Area**

***Banks Hall:*** Opposite side of fountain

***Hightower Hall:*** Front of Huckabee Hall

***Jones Hall:*** Upper driveway away from Front Entrance

***Persons:*** Opposite side of fountain

***Wortham:*** Opposite side of fountain

***Corn Hall/South Apartments:*** Parking Lot A on the corner of Forsyth Rd and Tucker Rd.

**Tornado**

*Upon notification of a tornado warning:*

All persons will proceed to a tornado safety location inside their buildings, assisting those that need assistance, and ensuring that those under their jurisdiction also go to the safety location. Whenever possible, employees will maintain an approximate head count of the persons from their areas. All building occupants are to remain in the safety location until the Tornado Warning has expired or until notified that the danger has passed.

*A Tornado Safety Location is one that:*

* Has no windows
* Is on the lowest possible floor of a building
* Has no exterior walls

**Campus Tornado Safety Locations: Emergency Assembly Area**

**Candler** – 1st floor hallway left of lobby (women’s bathroom side)

**Equestrian Center** – Bathroom in center of building

**Huckabee** – Behind front desk, close partition doors

**Library** – Basement or 1st floor in middle of room away from windows

**Mathews Fitness Center** – In stairwells, stay on ground level

**Munroe** – 1st floor hallway away from lobby and stairwells, close classroom door.

**Murphy** – central hallways away from doors and windows.

**Olive Swann Porter** – Trice Room

**Physical Plant** – Murphy Building – central hallways away from doors and windows

**Porter Auditorium** – Lower level of building in classrooms in center of building

**Porter Gym** – Men’s locker room basement area, enter from Pioneer Lounge

**Tate** – Hallway on lowest level of building away from stairwells, close classroom doors

**Taylor** – Hallway on lowest level of building away from stairwells, close classroom doors

**Pierce Chapel** - Lower level restrooms, out of the hallway

**Residential Tornado Safety Locations: Emergency Assembly Area**

**Banks** – Laundry room.

**Corn Apartments** – 1st floor hallway away from lobby and stairwells, close emergency doors at stairwells.

**Hightower** – Basement level in middle of hallway away from stairwells and laundry room.

**Jones** – Basement level in middle of hallway, away from stairwells and laundry room.

**Persons** – 1st floor hallways away from stairwells, close all room doors.

**Wortham** – Laundry room.

**Active Shooter or Criminal on or near Campus**

*Upon notification of a criminal on or near campus:*

The offices notified (via the voice over speaker system) will alert all classrooms and offices on their floor, if safe to do so. Individuals should gather in an area/room of their building not easily accessed from the outside, preferably behind a locked door, staying away from windows and extinguishing lights. Do NOT exit a safe location until notified that the emergency is over. If, during the lockdown, a student or employee enters the building, they may be let into one of the locked rooms if the situation is such that it is safe to do so. Should a Wesleyan Community member enter a building during a lockdown and be unable to enter the locked rooms, he/she should find an unoccupied room, lock it if possible, and remain there until the situation is resolved.

**Unstable Person or Hostage Situation**

*Upon notification of an unstable person or hostage situation on campus:*

Persons near the situation will quietly leave the area, notifying Campus Police and others nearby, if possible. If not, lock yourself in a room and stay low. Persons in the same room as the unstable person should remain calm and try to keep the unstable person as calm as possible. Should the situation escalate, other floors or offices may be notified to evacuate the building quietly. In this instance, building occupants should remain in the location indicated by Campus Police until further notice. The rest of campus will be notified not to enter the building in which the emergency is taking place.

If possible, have the following information ready when you call Campus Police to notify them of the situation:

* The number of unstable persons/hostage takers present
* Who is in the room/office/floor with the unstable person/hostage taker
* The actions/attitude of unstable person/hostage taker
* Exact last known location of unstable person/hostage taker

**Suspicious Parcel or Substance**

The individual discovering the package or substance should immediately contact Campus Police. If you come in contact with the package, wash hands for 30 seconds with soap and warm water. If Campus Police requires a building evacuation, all building occupants should remain outside until notified otherwise.

Persons who were in the immediate vicinity of the parcel/substance should remain separated from the rest of the occupants.

Campus Police/Emergency Personnel will possibly need to know:

* Who was in the room with the parcel/substance
* Who touched the parcel/substance
* Was the package opened and, if so, what happened when it was opened

**Earthquake**

Should an earthquake occur, building occupants should get under a piece of sturdy furniture or in a doorway, if possible. Occupants should stay away from windows and glass as much as possible. If the building is stable, remain where you are until notified otherwise by Campus Police or Emergency Services Personnel as aftershocks will occur. Persons outside when an earthquake occurs should move to an open area away from electrical wires, tall structures, etc. After the first wave has passed, all people outside, or who judge their building to have become unstable, should go to the Campus Quad if there is a clear pathway there.

**Bomb or Bomb Threat**

The person receiving the bomb threat should begin the evacuation process by telling his/her co-workers/students/visitors to quietly exit the building, with the evacuating employees notifying other offices/people as they exit, sending one person to report the situation to Campus Police as quickly as possible. Building occupants should exit the building as quickly and quietly as possible without touching anything that is not necessary to touch in order to get out of the building.

* All cell phones should be turned off.
* Elevators should not be used.

Occupants should then proceed to the exterior safety location (see fire safety locations), without re-entering the building until told they may do so by Campus Police. No one may enter the building until emergency personnel have declared the building safe. Employees are responsible for ensuring that everyone in their areas evacuate the building and for notifying emergency personnel if anyone remains in the building.

**Chemical or Biological Terrorist Event**

Enter the building nearest to you, proceeding to the center of the building. If possible, turn off heating/air conditioning unit. Remain inside until notified that the crisis is over by emergency personnel. Individuals who work or study at Wesleyan are encouraged to keep their Wesleyan College identification card with them at all times and to consult the Federal Emergency Management Agency website at www.fema.org to determine any additional steps they may wish to take for their own safety and comfort. These include:

* Making prior arrangements with friends and family for a meeting place in the event of an interruption in communications
* Storing non-perishable food and bottled water in an amount that will last three days to keep in your office/residence
* Keeping any medications or personal supplies you need on your person.

**Chemical Spill or Contamination**

Upon notification that a chemical spill or contamination has occurred, evacuate the building, following any specific information given by emergency personnel (such as avoiding an exit that may be blocked by the spill) and assisting disabled persons as necessary. Go to the outdoor gathering location (listed under fire) and remain there until given further instructions by emergency personnel. If you are aware of anyone who is still in the building after the evacuation or who has been injured by the chemical, report it to the emergency personnel immediately.

**Protest**

If a non-violent protest is occurring on or near campus, no action other than paying extra attention to your surroundings is necessary. If a protest on or near campus, starts to get violent, all persons nearby should enter a building and stay inside, away from windows, and remain inside until Macon-Bibb County Police and Campus Police have resolved the situation.

**Explosion or Aircraft Crash**

In the event of an explosion or aircraft crash on campus, all persons in the vicinity should evacuate the buildings and area near the explosion as quickly as possible and go to an area on the opposite end of campus to avoid any possible toxic fumes released by the explosion. Notify emergency personnel of any injured or missing persons. Remain away from the site of the explosion until notified by emergency personnel that it is safe to return.

**Missing Person**

The term "missing student" is defined as any Wesleyan College student residing in a facility owned or operated by the College who is reported missing from her residence. Whenever a Wesleyan College student is believed to be missing, the College will initiate steps to locate her or to determine why the student has not been seen. Students are under no obligation to notify the College of plans to spend time away from their residences; however, if circumstances indicate that an investigation is warranted, concerned parties should contact Student Affairs or the Wesleyan Campus Police Department. Upon notification, both Departments will make inquiries within the College and beyond.

If the College determines that the circumstances of the missing student require a police investigation, the Wesleyan Police or Student Affairs Staff will notify the local police department. If the local police department determines that the student should be classified as a missing person, they will initiate their own investigation. The College will support their investigation by providing whatever technical support is appropriate, including notices, photos, schedules, and any other information relevant to the search for the missing student.

**Pandemic**

In the case of a pandemic, the College will follow recommendations of the CDC and the local Health Department. Communication to students, faculty, and staff will be sent via email, college website and the text alert system.

**Evacuation**

In the case of a building evacuation, please use the fire safety locations listed above. Building evacuations are rare, but require full cooperation of all building occupants. Any notification of evacuation will be given by a member of the Emergency Team or Campus Police.

**Miscellaneous Information**

In instances such as widespread food poisoning, power outage, or water loss on campus no formal general response is required other than following the instructions given in the campus-wide notification.

Security of and Access to College Facilities

All campus buildings are locked and secured by the Campus Police officer on duty by 10:00 p.m. daily, except for the 24/7 area of the Library on the first floor. Access to the 24/7 first floor of the library is only available after hours via a Wesleyan College ID card enabled with the key access. Buildings are opened by the Campus Police officer on duty beginning at 7:30 a.m. daily. When not on patrol of the campus, the officer on duty after 8:00 p.m. is stationed in the first floor 24/7 area of the Library, and the day officer is stationed in the lobby of the OSP Student Center.

Keys to all buildings, offices, classrooms, and other secured areas are provided to employees only with written authorization from their supervisor. Employees must sign for each key they receive and must return keys upon termination of employment at Wesleyan. Record of key access is maintained in the Physical Plant Office.

Sexual Harassment, Sexual Assault and Sexual Misconduct Policy and Procedures

1. **Introduction**

Title IX is a federal law that mandates that colleges and universities create an environment free from sexual discrimination and harassment for all community members. Title IX of the Education Amendments of 1972 (“Title IX”), 20 U.S.C. §1681 et seq., is a Federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities. All public and private elementary and secondary schools, school districts, colleges, and universities receiving any Federal funds must comply with Title IX. Under Title IX, discrimination on the basis of sex can include sexual harassment, gender-based harassment, sexual violence, sexual assault, other forms of sexual misconduct, stalking, and intimate partner violence.

Title IX provides that “no person in the United States shall, on the basis of sex\*, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

This policy applies to all forms of sexual and gender-based harassment, sexual misconduct, sexual violence, stalking, and intimate-partner violence.

\*Wesleyan College does not admit men to its baccalaureate programs, in accordance with Title IX.

1. **Statement of Intent**

Wesleyan College is committed to providing its students, staff, and faculty the opportunity to pursue excellence in their curricular, co-curricular, and professional endeavors. This can only exist when each member of the College community is assured an atmosphere of mutual respect, one in which they are judged solely on criteria related to academic or job performance. The College is committed to providing such an environment, free from all forms of harassment and discrimination and recognizes that all who work and learn at the College are responsible for ensuring that the community is free from discrimination based on sex or gender, including sexual harassment, sexual assault, sexual violence and other forms of sexual misconduct, stalking, and intimate-partner violence. These behaviors threaten our learning, living, and work environments and will not be tolerated.

This policy prohibits all forms of sexual assault and harassment committed against any Wesleyan community member of any gender, gender identity, gender expression, or sexual orientation. This policy also prohibits gender-based harassment that does not involve conduct of a sexual nature. This policy further prohibits a broad continuum of behaviors, including sexual harassment, sexual assault, sexual exploitation, sexual violence, physical assault, bullying, intimidation, retaliation, stalking, and indecent exposure.

The College’s response will be overseen by the Title IX Coordinator Christy Henry, who is available by telephone at 478-757-5216, email at chenry@wesleyancollege.edu, or in person in Olive Swann Porter (OSP).

The College will respond according to the severity or pervasiveness of the offense and the threat it poses to the community. The College will investigate any complaint involving a potential violation of this policy, regardless of where the event occurred, in accordance with the procedures set forth in the Policy for Resolving Complaints of Discrimination and Harassment. Individuals who are found responsible for violating this policy may face disciplinary sanctions up to and including expulsion and/or termination of employment. Because behavior that violates this policy may also be a violation of law, any individual who has been subjected to sexual assault or harassment is also encouraged to consider criminal or civil legal options. An individual may also file a complaint with the U.S. Department of Education’s Office for Civil Rights.

The College encourages all community members to take reasonable and prudent actions to prevent or stop acts of sexual assault or harassment. Taking action may include direct intervention when safe to do so, enlisting the assistance of friends, contacting law enforcement, or seeking assistance from a person in authority. Community members who choose to take these actions will be supported by the College and protected from retaliation.

The College is committed to fostering a climate free from sexual assault and harassment through clear and effective policies, a coordinated education and prevention program, easily accessible mechanisms for reporting, and prompt and equitable procedures for resolution of complaints.

Wesleyan College is an institution that strives to achieve its mission as a liberal arts college by the free, open, and civil exchange of ideas. The application of this policy will strive to consider how best to preserve that free, open, and civil exchange of ideas. Ideas, creativity, and free expression thrive and can only exist for the entire community in an atmosphere free of sexual discrimination and harassment.

The College reviews the Title IX Policy against Sexual Assault and Harassment on an annual basis in order to capture evolving legal requirements and improve the delivery of services based on a review of each year’s experience by the Title IX coordinator and assessment team.

Specific policies regarding discrimination, harassment, bullying, hate crimes, and sexual violence are found in the *Wesleyanne:* Student Handbook.

1. **Definitions**

1. **Sexual Harassment**

**Sexual Harassment** is any unwelcome sexual advance, request for sexual favors, or other unwanted verbal or physical conduct of a sexual nature when one or more of the following conditions are present:

* Submission to or rejection of such conduct is an explicit or implicit condition of an individual’s employment, evaluation of academic work, or any aspect of a College program or activity;
* Submission to or rejection of such conduct by an individual is used as the basis for decisions affecting the individual; or
* Such conduct has the purpose or effect of unreasonably interfering with an individual’s work or academic performance, i.e. it is sufficiently serious, pervasive, or persistent as to create an intimidating, hostile, humiliating, demeaning, or sexually offensive working, academic, residential, or social environment under both an objective and subjective standard.

Sexual harassment also includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex/gender or sex/gender-stereotyping, even if the acts do not involve conduct of a sexual nature.

A single, isolated incident of sexual harassment alone may create a hostile environment if the incident is sufficiently severe. The more severe the conduct the less need there is to show a repetitive series of incidents to create a hostile environment, particularly if the harassment is physical.

Sexual harassment can take many forms. It may include:

* may be blatant and intentional and involve an overt action, a threat of reprisal, or may be subtle and indirect, with a coercive aspect that is unstated.
* does NOT have to include intent to harm, be directed at a specific target, or involve repeated incidents.
* may be committed by anyone, regardless of gender, age, position, or authority. While there is often a power differential between two persons, perhaps due to differences in age, social, educational, or employment relationships, harassment can occur in any context.
* may be committed by a stranger, an acquaintance, or someone with whom the individual alleging a violation of this policy (Complainant) has an intimate or sexual relationship.
* may be committed by or against an individual or may be a result of the actions of an organization or group.
* may occur by or against an individual of any sex, gender identity, gender expression, or sexual orientation.
* may occur in the classroom, in the workplace, in residential settings, over electronic media (including the internet, telephone, and text), or in any other setting.
* may be a one-time event or part of a pattern of behavior.
* may be committed in the presence of others or when the parties are alone.
* may affect the Complainant and/or third parties who witness or observe harassment type and severity. Key determining factors are that the behavior is unwelcome, is gender-based, and is reasonably perceived as offensive and objectionable under both a subjective and objective assessment of the conduct.
1. **Sexual Assault**

**Sexual assault,** including molestation, is defined as having sexual intercourse or sexual contact with another individual without consent, including:

* by the use or threat of force or coercion;
* without effective consent; or
* where that individual is incapacitated.

***Sexual intercourse*** includes vaginal or anal penetration, however slight, with a body part (e.g., penis, tongue, finger, hand, etc.) or object, or oral penetration involving mouth to genital contact.

***Sexual contact***includes intentional contact with the intimate parts of another, causing another to touch one’s intimate parts, or disrobing or exposure of another without permission. Intimate parts may include the breasts, genitals, buttocks, groin, mouth, or any other part of the body that is touched in a sexual manner. Sexual contact also includes attempted sexual intercourse.

1. **Sexual Exploitation**

**Sexual exploitation** is an act or acts committed through non-consensual abuse or exploitation of another person’s sexuality for the purpose of sexual gratification, financial gain, personal benefit or advantage, or any other non-legitimate purpose. The act or acts of sexual exploitation are prohibited even though the behavior does not constitute one of the other sexual misconduct offenses.

Examples of sexual exploitation include:

* observing another individual’s nudity or sexual activity or allowing another to observe consensual sexual activity without the knowledge and consent of all parties involved;
* non-consensual streaming of images, photography, video, or audio recording of sexual activity or nudity, or distribution of such without the knowledge and consent of all parties involved;
* prostituting another individual;
* exposing one’s genitals in non-consensual circumstances;
* knowingly exposing another individual to a sexually transmitted disease or virus without that individual’s knowledge; and
* inducing incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity.
1. **Physical Assault**

**Physical assault**is a purposeful action meant to hurt another person. Examples include, but are not limited to: kicking, punching, hitting with or throwing an object, or biting. When these acts occur in the context of intimate-partner violence, or when the behavior is perpetrated on the basis of sex or gender, the conduct will be resolved under the Policy for Resolving Complaints of Discrimination and Harassment.

1. **Bullying and Intimidation**

**Bullying** includes any intentional electronic, written, verbal, or physical act or a series of acts directed at another student or students that is severe, persistent, or pervasive and that has the intended effect of doing any of the following:

(i) substantially interfering with a student’s education;
(ii) creating a threatening environment; or
(iii) substantially disrupting the orderly operation of the College.

Bullying is prohibited, and participating in such acts will result in disciplinary action.

**Intimidation** is any verbal, written, or electronic threats of violence or other threatening behavior directed toward another person or group that reasonably leads the person(s) in the group to fear for her/his physical well-being. Intimidation is prohibited and will result in disciplinary action. Anyone who attempts to use bullying or intimidation to retaliate against someone who reports an incident, brings a complaint, or participates in an investigation in an attempt to influence the judicial process will be in violation of retaliation as described within this handbook and will be subject to disciplinary action.

When bullying or intimidation occurs in the context of intimate-partner relationship, or when the behavior is perpetrated on the basis of sex or gender, the matter will be resolved under the Policy for Resolving Complaints of Discrimination and Harassment.

1. **Stalking**

**Stalking** occurs when a person engages in a course of conduct or repeatedly commits acts toward another person, including following the person without proper authority, under circumstances that demonstrate either of the following:

* place the person in reasonable fear of bodily injury; or
* reasonably cause substantial emotional distress to the person.

Examples of stalking include:

* unwelcome and repeated visual or physical proximity to a person;
* repeated oral or written threats;
* extortion of money or valuables;
* unwelcome/unsolicited written communication, including letters, cards, emails, instant messages, and messages on online bulletin boards;
* unwelcome/unsolicited communications about a person, their family, friends, or co-workers; or
* sending/posting unwelcome/ unsolicited messages with an assumed identity; or
* implicitly threatening physical contact;
* or any combination of these behaviors directed toward an individual person.

Stalking includes the concept of cyber-stalking, a particular form of stalking in which electronic media such as the Internet, social networks, blogs, cell phones, texts, or other similar devices or forms of contact are used to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion.

When stalking occurs in the context of an intimate-partner relationship, or when the behavior is perpetrated on the basis of sex or gender, the matter will be resolved under the Policy for Resolving Complaints of Discrimination and Harassment.

1. **Indecent Exposure**

A person commits***indecent exposure*** if that person exposes her/his genitals in any public place or in any place where there are present other persons under circumstances in which one knows or should know that this conduct is likely to offend, affront, or alarm.

1. **Consent**

Consent is the agreement to engage in specific sexual contact, which may be given by verbal agreement or active and willing participation in the sexual activity. Consent to sexual contact or any specific sexual act cannot be given if an individual is incapacitated or impaired because of a physical or mental condition or the ingestion of drugs or alcohol, or under the age of 16. Silence, previous sexual relationships, current relationships, or the use of alcohol and/or drugs is not an indication of consent. The use of force, threat of force, threat of immediate or future harm, or use of physical intimidation to secure compliance with sexual activity is evidence of lack of consent. Consent may be initially given, but it may be revoked at any point, either verbally, through physical resistance, or by losing consciousness. Failure to cease sexual contact promptly in response to a withdrawal of consent constitutes prohibited nonconsensual sexual contact. “No” or any other negative statement or acts/physical gestures supporting the desire to cease contact in response to sexual contact or an invitation to sexual contact will be regarded as a denial of consent to such sexual contact.

1. **Dating Violence**

Dating violence is any act of 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 victim’s statement and with consideration of the type and length of the relationship and the frequency of interaction between the persons involved in the relationship. Two people may be in a romantic or intimate relationship, regardless of whether the relationship is sexual in nature; however, neither a casual acquaintance nor ordinary fraternization between two individuals in a business or social context shall constitute a romantic or intimate relationship. This definition does not include acts covered under domestic violence.

1. **Domestic Violence**

Domestic violence is any violent felony or misdemeanor crime committed by a current or former spouse or intimate partner of the victim, a person sharing a child with the victim, or a person cohabitating with the victim as a spouse or intimate partner.

1. **Relationships between Students and Wesleyan Employees.**

Wesleyan prohibits intimate relationships between employees and students. Wesleyan will not tolerate the corruption of professional standards, authority and duties by such relationships. This may be grounds for the employee’s dismissal from Wesleyan.

1. **Reporting**

The College encourages all community members to report sexual assault and harassment in order to achieve a campus environment that maximizes its community members’ academic pursuits and positive feelings of community. The College will respond to any information it receives, whether from a Complainant or third party or anonymously against a named respondent.

The College is committed to providing a variety of welcoming and accessible means of reporting sexual misconduct so that all instances of sexual assault or harassment will be reported. All Wesleyan community members, even those who are not obligated by the College’s Title IX Policy against Sexual Assault and Harassment, are strongly encouraged to report information regarding any incident of sexual assault or harassment to the Title IX coordinator. The Title IX coordinator is specifically charged with coordinating the initial assessment, initiating the investigation, and responding to allegations of sexual assault or harassment to stop the harassing conduct, address its effects, and prevent its recurrence.

The Title IX coordinator, working with the Title IX team, will ensure that the College responds to all reports in a timely, effective, and consistent manner and treats each individual with dignity and respect. The Title IX team consists of the Title IX coordinator, director of human resources, chief of police, and judicial affairs officer and others, as applicable. The Title IX Coordinator, along with the Title IX team, is charged with coordinating the review, investigation, and resolution of all reports to ensure consistent responsiveness, and the integrated provision of interim measures to support the individuals involved and to protect the College community. The College is committed to using a consistent and informed response to create a culture of accountability. The Title IX team is positioned to provide seamless support, assess individual and campus safety, and effectively respond to allegations of sexual assault and harassment.

Additionally, when the College becomes aware of allegations of sexual assault or harassment, it will take prompt and effective action to address immediate concerns**.** This action may include an initial assessment of safety and well-being, interim provisions for immediate protection and support for a Complainant. Such measures may include issuing a “cease all contact” directive the respondent, changes to the Complainant’s living, learning or work environments, limit the access the respondent has to such environments, or providing academic support as appropriate.

1. **Campus Reporting Options**

The College recognizes that a student or employee may choose to report sexual assault or harassment to any employee of the College. For example, a student may choose to confide in the Dean of Students, a resident advisor, a faculty member, or a coach. An employee may choose to confide in a supervisor or colleague. **Under this policy, any employee, other than those deemed confidential by law, who receives a report of sexual assault or harassment is required to share the report with the Title IX coordinator.**

To enable the College to respond to all reports in a prompt and equitable manner, the College encourages all individuals to directly report any alleged incident that is a violation of this policy to the Title IX Coordinator or the Director of Human Resources, as set forth below.

**Title IX Coordinator**

Christy Henry

Olive Swann Porter Building

478-757-5216

chenry@wesleyancollege.edu

Complaints under this policy involving a faculty member or employee may also be reported to the Director of Human Resources as set forth below. The Title IX Coordinator and Director of Human Resources will work together to respond in a prompt and equitable manner to complaints involving a faculty member or employee.

**Director of Human Resources**

Meagon DavisTate Hall

478-757-3803

mdavis@wesleyancollege.edu

The Title IX Coordinator has designated the following individuals to serve as Deputy Title IX Coordinators. These individuals assist the Title IX coordinator in investigating complaints of sexual harassment and assault and any other matters relating to Title IX at the College. Students may report a violation of this policy to either of the Deputy Title IX Coordinators.

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| --- | --- |
| **Deputy Title IX Coordinator**Jill AmosOlive Swan Porter Building – Lane Center478-757-3803jamos@wesleyancollege.edu |  |

1. **Confidential Reporting Options**

Any reports of a potential violation of this policy made to the individuals listed below shall remain confidential unless the victim specifically indicates they would like the matter referred to the Title IX coordinator for further investigation.

|  |  |  |
| --- | --- | --- |
| **Director of Student Counseling Services**Jamie ThamesOlive Swann Porter478 757 4024jthames@wesleyancollege.edu | **Director of Health Services**Mary BerndtOlive Swann Porter478-757-4025mberndt@wesleyancollege.edu | **Director of Campus Ministry**Tyler SchwallerPierce Chapel478-757-2820tschwaller@wesleyancollege.edu |

1. **Reports to Law Enforcement**

The College encourages Complainants to pursue criminal action for incidents of sexual assault or harassment that may also be crimes under Georgia criminal statutes. Reports to law enforcement may be made to local law enforcement agencies or the Campus Police Department at (478) 757-5145 or (478) 960-7969.

The College will assist a Complainant, at the Complainant’s request, in contacting local law enforcement and will cooperate with law enforcement agencies if a Complainant decides to pursue the criminal process to the extent permitted by law.

Except where the Complainant is less than 18 years old, the College will generally respect a Complainant’s choice whether or not to report an incident to local law enforcement, unless the College determines that there is an overriding issue with respect to the safety or welfare of the College community. Where a report involves suspected abuse of a minor less than 18, the College is required by state law to notify law enforcement and/or the Georgia Department of Public Welfare division of Child Welfare Services.

The College’s policy, definitions, and burden of proof in substantiating a violation of this policy may differ from Georgia criminal law. A Complainant may seek resolution through the College’s complaint process as outlined in the Policy for Resolving Complaints of Discrimination and Harassment may pursue criminal action, may choose one but not the other, or may choose both. Neither law enforcement’s determination whether or not to prosecute a respondent, nor the outcome of any criminal prosecution, are determinative of whether sexual assault or harassment has occurred under this policy. Proceedings under the College’s Title IX Policy against Sexual Assault and Harassment may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus.

1. **Anonymous Reporting**

Any individual may make an anonymous report concerning an act of sexual assault or harassment. An individual may report the incident without disclosing one’s name, identifying the respondent, or requesting any action. Depending on the level of information available about the incident or the individuals involved, anonymous reporting may affect the College’s ability to respond or take further action.

Individuals are encouraged to complete the Discrimination, Harassment and Title IX Complaint Form, which can be found at https://[wesportal.wesleyancollege.edu/ICS/WesNet/](file:///%5C%5Cwesdrive%5Cpgibbs%5CTitle%20IX%5CPolicy%20and%20Procedures%5Cwesportal.wesleyancollege.edu%5CICS%5CWesNet%5C) a copy may also be obtained in Olive Swann Porter (OSP) from the Dean of Students office.

1. **Investigations**
2. **The Investigation Process**

Any reported allegations of sexual harassment, violence or misconduct will be investigated promptly in accordance with the Policy for Resolving Complaints of Discrimination and Harassment. In all instances, the College, not the Complainant, will bear the responsibility for investigating and taking appropriate action, including the decision to seek disciplinary action against a respondent.

The investigation may include interviews with the parties involved, and where necessary, with individuals who may have observed the alleged conduct or may have relevant knowledge of the complaint. Because of the College’s legal and ethical obligations to address harassment and related retaliation when it occurs, the College, in certain situations may exercise its right to initiate an investigation into harassment or retaliation even if the alleged subject is unwilling to pursue the claim or believes that the claim has been satisfactorily resolved. The investigation shall proceed in a timely manner and every effort will be made to conclude the investigation within 60 days of receipt of the complaint by the Title IX Coordinator.

1. **Confidentiality of the Investigation Process**

The College will use its best efforts to keep the complaint and investigation process confidential and not disseminate information concerning the complaint beyond those who have a need to know. Reports generated as a result of the investigation of a complaint shall be maintained as confidential except as to any College faculty or staff member who need knowledge of the contents of the report in order to evaluate and/or carry out its recommendations. However, any individual involved in this process needs to understand that information collected through the Grievance and Investigation Process may be subpoenaed in a criminal and/or a civil proceeding.

1. **Record Keeping of the Investigation Process**

Any person conducting an investigation shall maintain a written record of all witness interviews, evidence gathered, and the outcome of the investigation. Records of such investigation will not be maintained in student files unless part of formal corrective action. Investigatory records will be maintained by the Title IX Coordinator in accordance with records retention schedules. Upon filing of a complaint outside the College, information gathered in the course of the internal investigation may be disclosed to the investigating agency.

1. **Response to Substantiated Title IX Complaints**
2. **Process for Implementing Disciplinary Actions**

A Title IX assessment or investigation that is found to be substantiated will result in an appropriate resolution and/or disciplinary action against a respondent as outlined in the Policy for Resolving Complaints of Discrimination and Harassment.

1. **Corrective Measures**

When it has been determined harassment has occurred, steps will be taken to ensure the harassment is stopped immediately. Corrective measures consistent with the severity of the offense will be imposed by the College, and may include sanctions. Sanctions imposed on the harasser may range from a reprimand up to and including dismissal from the College, as outlined in the Policy for Resolving Complaints of Discrimination and Harassment. The President is not bound by any recommendation of the hearing committee with respect to any corrective measures which the President deems appropriate. With prior notice, a record of such sanctions will become part of the student’s academic records. In the case of an employee the information will be kept in their personnel record. The Complainant will be informed of the corrective measures taken. Sanctions may also be imposed on an administrative official or supervisor who fails to respond to a complaint of harassment in a manner consistent with the provisions of this policy and associated procedures.

1. **Retaliation**

Retaliation against an individual who makes a report of alleged sexual assault or harassment or assists in providing information relevant to a claim of sexual assault or harassment, is a serious violation of this policy. The College will not tolerate retaliation. Retaliation can take many forms, including continued abuse or violence, threats, and intimidation. Any individual or group of individuals, not just a Complainant or respondent, can engage in retaliation. Retaliation should be reported promptly to the Title IX coordinator for investigation, which may result in disciplinary action independent of any sanction or interim measures imposed in response to the underlying allegation of misconduct.

Resolving Complaints of Harassment, Sexual Assault and Sexual Harassment

1. **Purpose and Scope**

Wesleyan does not discriminate on the basis of race, creed, color, ethnicity, national origin, religion, gender, sexual orientation, gender identity, gender expression, genetic information, familial status, marital status, pregnancy, age, disability status or veteran status. This policy applies to students, employees and applicants with respect to participation in any program, benefit, activity or student/employment opportunity offered by Wesleyan, except Wesleyan College does not admit men to its baccalaureate programs, in accordance with Title IX.

This policy applies to all complaints of discrimination and/or harassment, whether the parties are students, recognized student organizations, employees, campus visitors, persons participating in campus activities, or persons conducting business with the College. Every member of the Wesleyan community is expected to uphold this policy as a matter of mutual respect and fundamental fairness in human relations. Every student has a responsibility to conduct themselves in accordance with this policy as a condition of enrollment. No person shall be retaliated against for reporting violations or concerns about prohibited discrimination or bias through appropriate Wesleyan channels.

This complaint process involves an immediate initial investigation to determine if there is reasonable cause to believe the nondiscrimination policy has been violated. If so, the College will initiate a prompt, thorough and impartial investigation. This investigation is designed to provide a fair and reliable determination about whether Wesleyan’s nondiscrimination policy has been violated. If so, the College will implement a prompt and effective remedy designed to end the discrimination, prevent its recurrence and address its effects.

1. **Reporting Complaints of Discrimination, Harassment or Sexual Misconduct**
2. **Filing Complaints with the Appropriate Coordinator**

Students who wish to report a concern or complaint relating to discrimination or harassment may do so by completing Wesleyan’s Discrimination, Harassment and Title IX Complaint Form and filing the report on-line. Reports may be made anonymously. Additionally, verbal and written complaints may be filed with the following individuals:

Complaints based on **race, creed, color, ethnicity, national origin, religion, marital status, or veteran status** discrimination should be filed with the following coordinator:

Christy Henry

Title IX Coordinator

Dean of Students

Olive Swann Porter Building

(478) 757-5216

chenry@wesleyancollege.edu

Complaints based on **disability, pregnancy, and genetic information** discrimination should be filed with the following coordinator:

Meagon Davis

Director of Human Resources

Tate Hall

478-757-3803

mdavis@wesleyancollege.edu

Complaints based on **gender, sexual orientation, gender identity, gender expression, sexual harassment, or sexual assault/violence** should be filed with the following coordinator:

Christy Henry

Title IX Coordinator

Dean of Students

Olive Swann Porter

(478) 757-5216

chenry@wesleyancollege.edu

*\*For additional information on gender-based discrimination, sexual harassment, or sexual assault/violence please see Wesleyan’s Title IX Policy against Sexual Assault and Harassment.*

1. **Other Reporting Options.**

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| --- | --- |
| *Students* with complaints of discrimination under this policy have the right to file a complaint with the United States Department of Education:Office for Civil Rights (OCR)Sam Nunn Atlanta Federal Center, Suite 16T7061 Forsyth Street, S.W.Atlanta, GA 30303-8909Phone: (800)-368-1019Fax: (404) 562-7881TDD (800) 537-7697Email: OCR@ed.govWeb: <http://www.ed.gov/ocr> | *Faculty Members and Employees* with complaints of discrimination under this policy have the right to file a complaint with the Equal Employment Opportunity Commission:Sam Nunn Atlanta Federal Center100 Alabama Street, SW, Suite 4R30Atlanta, Georgia 30303Phone: 1-800-669-4000Fax: 404-562-6909TTY: 1-800-669-6820Web: <http://www.eeoc.gov> |

1. **Retaliation is Prohibited**

Retaliation against any person for reporting or complaining of discrimination and/or harassment, assisting or participating in the investigation of a complaint of discrimination and/or harassment, or enforcing College policies with respect to discrimination and/or harassment is strictly prohibited. Overt or covert acts of reprisal, interference, restraint, penalty, discrimination, intimidation, threats, coercion or harassment against an individual or group for exercising rights or performing duties under this policy will be subject to appropriate and prompt disciplinary or remedial action.

1. **Formal and Informal Grievance Procedure for Student Complaints**
2. **Overview of Process**

This policy is intended to apply to student-on-student grievance, and employee-student civil rights. All other types of grievances by students against students or employees against students will be addressed through the student complaint processes located elsewhere in the Student Handbook.

If a student alleges a complaint against a College faculty member or employee, the coordinator responsible for investigating the alleged discrimination or harassment will work with the Director of the Human Resources Department. In the event an employee is taking classes or should a student also be an employee (e.g., work-study, RA, etc.) procedures applicable to employee-on-employee grievances through the Department of Human Resources may also be applicable. It is Wesleyan’s practice to bring employee and student grievance mechanisms together for joint resolution in such cases when possible. Sanctions may result in an individual’s capacity as a student, as an employee, or both.

In the event a complaint under this policy is alleged by an employee against another employee, procedures applicable to employee-on-employee grievances through the Department of Human Resources shall be applicable.

While a person filing a grievance (Complainant) or the accused individual (Respondent) is not required to participate in the grievance process, the grievance process will continue whether or not such individual agrees to participate, and the College will determine an outcome and provide for any appropriate remedies based on the information that is available.

1. **Interim Measures**

Upon receipt of a complaint, the College will take interim measures to address concerns regarding safety and well-being. If necessary, the College will assist the Complainant in making reasonable efforts to avoid contact with the Respondent. Interim measures may include no-contact directives, changes in class or work schedules, changes in College-owned living arrangements, interim suspension, College-imposed leave, or any other measures that the College deems appropriate. Interim measures are available under both the Informal Dispute Resolution Efforts and the Formal Complaint and Disciplinary Process, although the ability to impose certain protective measures against a Respondent may require that the report be resolved through the Formal Complaint and Disciplinary Process.

1. **Informal Dispute Resolution Efforts: A Useful First Step before Filing a Formal Complaint**

Whenever prudent and safe, reasonable efforts should be made to constructively resolve issues with faculty, staff, or administrators, or other individual involved by talking through the concerns to reach a resolution. If the complaint is against a faculty or staff member, the student should also speak with the individual’s supervisor to informally resolve this matter. If conditions prevent a discussion of this nature, or satisfactory resolution is not reached after discussion with the individual, or a faculty or staff member’s supervisor if appropriate, the formal complaint process should be initiated.

*Wesleyan does not require a student to contact the person involved if doing so is not prudent or if the student believes that the conduct cannot be effectively addressed through informal means.*

1. **Formal Complaint and Disciplinary Process**

Notice of a formal complaint can be made in person to the coordinator designated above, but the College encourages the submission of grievances in writing by email to the appropriate coordinator utilizing Wesleyan’s Discrimination, Harassment and Title IX Complaint Form, which can be found at [wesportal.wesleyancollege.edu/ICS/WesNet/](file:///%5C%5Cwesdrive%5Cpgibbs%5CTitle%20IX%5CPolicy%20and%20Procedures%5Cwesportal.wesleyancollege.edu%5CICS%5CWesNet%5C)

The complaint should clearly and concisely describe the alleged incident(s), when and where it occurred, and the desired remedy sought. The grievance should be signed by the grievant (Complainant) or, in the case of an email submission, signed electronically. While complaints can be submitted anonymously, students are encouraged to share as much information as they feel comfortable as more information shared will aid the College in its investigation. Any supporting documentation and evidence should be referenced within the body of the formal grievance. Additionally, the Complainant should submit any supporting materials in writing as quickly as possible. The Complainant is also asked to share all informal efforts, if any, to resolve the issue(s) with the individual involved and the individual’s supervisor if the complaint is against a faculty or staff member.

Upon receipt of a complaint, the appropriate coordinator will open a formal case file and begin the investigation process. If necessary, the coordinator may designate a deputy coordinator to assist in the investigation process. The coordinator will direct the investigation and confer with appropriate individuals and offices to address any interim accommodations for the Complainant, or other necessary remedial short-term actions.

Nothing in this policy shall prohibit the College from initiating a formal complaint and investigation process.

* 1. ***Timeframe of the Formal Complaint Process.***

Within 60-days of receipt of a complaint, the College will seek to complete the phases described below within the following time periods:

* Investigation – Approximately 20-30 days
* Substantiated Formal Complaints – the Hearing Process – Approximately 7-15 days
* Appeal –Approximately 10-15 day

All of these time frames are meant as guidelines rather than rigid requirements. Extenuating circumstances may arise that require the extension of time frames, including extension beyond sixty (60) days. Extenuating circumstances may include the complexity and scope of the allegations, the number of witnesses involved, the availability of the parties or witnesses, the effect of a concurrent criminal investigation, any intervening College break or holiday, or other unforeseen circumstances. In the event that the process exceeds these time frames, the College will notify the Complainant and Respondent of the reason(s) for the delay and the expected adjustment in time frames. Best efforts will be made to complete the process in a timely manner by balancing principles of thoroughness and fundamental fairness with promptness.

The College reserves the right to modify or adapt the Formal Complaint and Disciplinary Process as needed to allow for the fair and prompt resolution of a complaint when it is received and at the end of a term or during a break in the College’s academic schedule.

* 1. ***Investigation into a Formal Complaint***

An investigation into a claim regarding a violation of this policy may include, but is not limited to, the following steps:

* Determining the identity and contact information of the Complainant (whether that be the initiator, the alleged victim, or someone from the College);
* Conducting an immediate review of the complaint to determine that the complaint involves an allegation of discrimination, harassment or sexual misconduct under this policy. For complaints that are incorrectly filed under this policy, the coordinator initially handling the complaint will notify the Complainant of the appropriate resolution process as outlined in the *Wesleyanne* Student Handbook;
* Meeting with the Complainant to discuss the complaint, obtain any additional information that may be needed from the Complainant and provide an outline of the investigation process;
* Meeting with the Respondent to notify them of the allegations, outline the investigation process, and provide the Respondent with the chance to respond and provide any additional documentation or information;
* Commence a thorough and impartial investigation that includes interviewing potential witnesses and reviewing any relevant documents obtained during the course of the investigation;
* Sharing information with the Complainant and witnesses regarding who to contact if they feel they have been retaliated against based on the information they shared during the course of the investigation into the complaint;
* Preparing a written report outlining the general investigation process and the findings made during the course of the investigation;
* Consulting with either the Dean of Students, if the allegation is made against a student, or the Director of Human Resources, if the allegations is against a faculty member, to review the investigation process to ensure that it is reasonably complete and address any additional follow up matters as appropriate;
* Preparing a “Final Investigation Report” once the determination is made that the investigation process is complete.
* Making reasonable and appropriate efforts to provide the Complainant and Respondent with the Final Investigation Report.
* Working with appropriate College faculty and staff to take any remedial actions that need to be addressed by the College to address the alleged discrimination.
	1. ***Advisor or Support Person***

Both a Complainant and a Respondent are entitled to an advisor or support person of their choice, and the advisor or support person may accompany the party to any meeting or proceeding under this policy. A Complainant may have an advisor or support person present when reporting discrimination and/or harassment or at any point in these Procedures. A Respondent may also have an advisor or support person present if and when the Respondent becomes a party to an Informal Resolution Process or a Formal Resolution Process. An advisor or support person may not stand in place of either the Complainant or the Respondent, act as legal counsel for a party, or otherwise participate in the Informal Resolution Process or the Formal Resolution Process. Parties may not be represented by legal counsel during this complaint process.

* 1. ***Resolution by Agreement***

Where the Complainant and Respondent agree to do so, the College reserves the right to terminate the investigation and disciplinary process in circumstances in which it is able to reach a resolution with Respondent that satisfies the College’s obligations under Title IX, Title VI, Title VII, and other relevant discrimination laws to end the alleged conduct, prevent its recurrence, and remedy its effects on Complainant and the College community. In the event an agreement is reached under this provision, the Respondent waives their right to a hearing under this policy.

* 1. ***Unsubstantiated Formal Complaints***

A complaint is considered unsubstantiated, and will be closed, if the investigator determines the following has occurred:

1. In cases where there is insufficient evidence to support further investigation and no additional information can be obtained after the appropriate coordinator has made reasonable efforts to obtain additional information; or
2. Where the Respondent is found not responsible for the alleged violation(s).

A written statement will be provided to the Complainant and the Respondent detailing the efforts of the investigator and the reasons for finding that the complaint is unsubstantiated.

* 1. ***Substantiated Formal Complaints-Referral to the Hearing Process***

In the event that the investigator determines that discrimination, sexual harassment, or other inappropriate or unprofessional conduct has occurred based on a preponderance of the evidence (more likely than not that a violation of this policy occurred), further action will be taken, including a hearing and appropriate disciplinary action. A written statement will be provided to the Complainant and the Respondent detailing the efforts of the investigator and the reasons for finding that the complaint is substantiated.

* 1. ***The Hearing Process***

*The Hearing Process for Students*. Where the Respondent is a student, the appropriate coordinator, in conjunction with the Dean of Students, will convene a hearing committee that consists of four members chosen from among members of the President’s Cabinet, the Chair and Vice Chair of the Faculty Council, and the Chancellor of the Student Honor Council. Each of these individuals will have received training provided by the College regarding discrimination and other forms of harassment. These four members shall be provided with the names of the Complainant and Respondent in order to determine if there is a potential conflict of interest that would preclude the individual from serving on the hearing committee. In the event there is a conflict of interest, any alternative hearing committee members shall be selected using the same process as described above.

Prior to the hearing, the four committee members will elect amongst themselves a Chairperson. The Chairperson shall guide the proceedings and determine the evidence that will be allowed at the hearing. The Chairperson will not vote or make any recommendations regarding the outcome of the hearing committee.

The hearing committee shall convene a hearing before which the Complainant and Respondent may have a support person/advisor of their choice at the hearing as outlined above.

An overview of the hearing process for students is as follows:

* The Complainant and Respondent will receive written notification of the date of the hearing committee. The notification will also state that the Complainant and the Respondent have the right to provide a written statement in advance of the hearing committee and make a statement at the hearing committee if they choose to participate.
* Any written statements submitted by a party in advance of a hearing will be shared with the other party, and each party will have the opportunity to hear any statements made by the party at the hearing.
* At the hearing, the appropriate coordinator or the Dean of Students shall present information on behalf of the College. The results of the investigation will be admitted, but are not binding on the decider(s) of fact. The Complainant and the Respondent may both make a statement to the hearing committee. As reasonable and appropriate, and based on the request of the parties, the hearing Chairperson will structure the hearing to minimize or avoid undue stress or burden on either party, but must allow each party to hear each other’s statements. This can be done through telecommunication devices, etc.
* The hearing committee will determine whether it is more likely than not that the accused individual violated the policies forming the basis of the charge. The goal of the hearing is to provide an equitable resolution via an equitable process, respecting the civil and legal rights of all participants.
* The hearing committee will determine the appropriate sanctions, as further set forth below.
* The Chairperson shall keep a record of the proceedings. The hearing committee shall make a determination in writing regarding whether it was more likely than not that the Respondent violated this policy and the appropriate sanction to be imposed against the Respondent.
* The Complainant and the Respondent shall be notified by the Dean of Students regarding the outcome of the hearing.

*The Hearing Process for Faculty Members.* In the event that the accused is a faculty member, the procedures set forth in the Faculty Handbook shall apply. Where the complaint concerns Title IX, the Complainant shall have the opportunity to participate in any proceedings involving a faculty member, including presenting witnesses or other evidence.

*The Hearing Process for Employees*. In the event that the Respondent is an employee, the procedures set forth in the employee handbook shall apply. Where the complaint concerns Title IX, the Complainant shall have the opportunity to participate in any proceedings involving an employee, including presenting witnesses or other evidence.

* 1. ***Sanctions***

Any one or more of the sanctions listed below may be imposed on a Respondent who is found responsible for a violation under this policy. Sanctions not listed here may be imposed in consultation with the approval of appropriate coordinator, Dean of Students, or Human Resources Director, as appropriate. Sanctions are accessed in response to the specific violation(s) and any prior discipline history of the Respondent. Possible sanctions include, but are not limited to:

1. *Warning:*Written notice that the Respondent's behavior was in violation of this policy and/or other College policy and that future violations will result in more severe sanctions.
2. *Restitution:*Reimbursement by the Respondent(s) to the College or a member of the College community to cover the cost of damage to property or other loss.
3. *Fine:*A monetary penalty assessed as appropriate to the violation.
4. *Service Hours (students only):* A set number of work hours the Respondent must complete. Generally, service hours are conducted on campus.
5. *Loss of Privileges**(students only):* Denial of specific privilege(s) for a defined period of time. Privileges include, but are not limited to, participation in extra-curricular activities and events such as social events, intercollegiate athletics, intramural programs, student organizations, and student government.
6. *Restricted Access:*Conditions which specifically dictate and limit the Respondent’s presence on campus and/or participation in College-sponsored activities. The restrictions will be clearly defined and may include, but are not limited to, presence in certain buildings or locations on campus.
7. *Removal of Offending Cause:*Requirement to remove the item which was the subject of the complaint.
8. *Relocation from Residence Halls (students only):* Requirement that the Respondent relocate to another residence hall by a specified date.
9. *Conduct Probation (students only):* Formal, written notice that the Respondent’s behavior is in violation of this policy or other College policy and an expectation that the Respondent exhibit good behavior for a defined period of time. Any violation during the probationary period may result in suspension or expulsion from the College.
10. *Employment Probation:*Formal, written notice that the employee’s conduct is in violation of the College's Civil Rights and/or other College policy and an expectation that the employee exhibit good behavior for a defined period of time. Any further violations during the probationary period may result in employment suspension without pay or termination of employment.
11. *Suspension (students only):* Separation from the College for a defined period of time. During the suspension period the Respondent is not permitted on campus and is not permitted to participate in any College-sponsored or affiliated program or activity. The terms of the suspension may include the designation of special conditions affecting eligibility for readmission or special conditions to be in effect upon readmission.
	1. ***The Appeal Process***

In the event that the Complainant or Respondent disputes the hearing committee’s decision, each shall have the right to appeal the decision of the hearing committee and imposition of any sanction to the President. The appeal must be submitted in writing within five days of the issuance of notification of the decision, with all supporting materials attached, to the Chairperson. Decisions not appealed within such time are deemed final. The President shall review the appeal and record from the hearing committee. The President will issue a decision on the appeal to all parties involved. The President’s written decision on the appeal shall constitute the College’s final action.

1. **Confidentiality**

As part of its efforts to protect the privacy and confidentiality interests of the individuals involved, the College will use its best efforts to not disseminate information concerning the complaint beyond those who have a need to know. The College will inform all parties, including the Complainant, the Respondent, any Support Persons, and any witnesses involved of the importance of and expectation that they maintain the confidentiality of this process and any information shared with them as a result of their participation. Complainants and Respondents are not prohibited from sharing details of the process and information shared with them with family, or their Support Person in order to prepare for their participation in the process. However, any individual involved in this process needs to understand that information collected through the Grievance and Investigation Process may be subpoenaed in a criminal and/or a civil proceeding.

1. **Special Provisions**
2. Allegations of discrimination are of the utmost seriousness. They should never be made casually and without cause. This policy shall not be used to bring groundless and malicious charges against students, faculty members or employees. Failure to prove a claim of harassment is not equivalent to a false allegation. At any time during the investigation process, the Respondent may provide evidence that the charges are groundless and malicious. Sanctions may be imposed for making false accusations of discrimination.
3. All participants in the Grievance Process are expected to cooperate fully and provide the truth in all matters related to this process. The College reserves the right to grant disciplinary immunity to any student participating in the complaint process under this policy.
4. Alcohol and substance use: The use of alcohol or other drugs will never function as a defense for any behavior that violates College policy. Sometimes there is fear and shame associated with reporting sexual violence or harassment because drugs or alcohol are involved. Wesleyan’s highest priority is the safety of its students. The use of drugs or alcohol never makes the victim at fault for sexual harassment or sexual assault.
5. Failure to comply with Investigation and Disciplinary Process under this policy: If a party or other participant in the process (e.g., a support person) fails to comply with the procedures set forth herein, the College reserves the right to terminate the complaint process under this policy and/or to exclude a participant from further participation in the process.

Alcohol and Drug Policies, and Education

# Student Policy

Wesleyan College seeks to ensure that any alcohol consumption that occurs on its campus or at college sponsored events is undertaken in an atmosphere that promotes social and legal responsibility. The educational purposes of the college remain as the foremost goal of Wesleyan College; with responsible consumption of alcohol, the educational purpose of the college will remain intact. The goal of this and all Wesleyan policies is to insure that our students are provided for with the tools and guidelines needed to become sound decision makers, responsible citizens, and key contributors to Wesleyan College and beyond.

**General Provisions**

1. Consistent with Georgia law, only those Wesleyan students and their guests who are 21 years of age or older are permitted to consume alcohol on the Wesleyan campus or at Wesleyan sponsored events.
2. Any person purchasing, possessing, or consuming alcohol on Wesleyan’s campus and at college-sponsored events at which alcohol consumption is permitted must comply with applicable Georgia laws and Wesleyan College policies.
3. Wesleyannes must uphold the Honor Code at all times and are responsible for guests and guest behavior at all times. Disorderly conduct, reckless behavior, or any other disruption or disturbance to campus life due to intoxication is a violation of the College policy.
4. Anyone in violation of these policies is in violation of the Honor Code and subject to the Honor Council. Students who violate any aspect of the alcohol policy will be immediately placed on social probation for the academic year, banned from events where alcohol is served for the academic year and subject to additional sanctions from Honor Council.
5. Students may not drink alcoholic beverages in any area of the campus except designated areas at campus-wide events.
6. Those who choose to consume alcohol must use it in a responsible manner that will not interfere with the rights of others or be detrimental to themselves, those around them, or Wesleyan as a whole.

**Alcohol Storage, Possession and Consumption in Wesleyan College Residence Halls**

The possession and consumption of alcohol in the Wesleyan College Residence Halls is permitted only as set forth below:

1. Designated Areas:
	1. Alcohol storage, possession and consumption is permitted in only those residence halls, or portions thereof, that are designated as such by the Wesleyan College Administration, which has the exclusive authority to make such designations and to proscribe rules regarding such storage, possession and consumption. The Administration also has the sole discretion to revoke or modify such designations.
	2. The Administration has designated the North and South Apartments as designated residence halls in which alcohol may be stored, possessed and/or consumed. With respect to this designation:
2. Alcohol may not be stored, possessed or consumed in any apartment in which one or more of the apartment mates are under 21 years of age.
3. Alcohol consumption is prohibited within the apartment public lounges or on the apartment porches.
4. Alcohol cannot be stored in the common refrigerators but may be stored in personal refrigerators within individual bedrooms.
5. Guests, including other Wesleyannes, over the age of 21 are permitted to drink inside the common areas of the apartments or within personal rooms of the apartments after all other apartment mates have agreed to allow guests to drink in the apartment. This agreement will be stated in writing and signed by each apartment resident at the beginning of each academic year. This agreement may be revoked at any time by the parties to the agreement and may be overridden by the Administration at any time. Should a conflict occur the apartment residents will be required to participate in a mediation process with the Director of Residence Life and the Dean of Students.
6. Residents are permitted to have no more than 3 guests per resident within a given apartment when alcohol is being consumed.
7. Residents under the age of 21 may not have guests of legal age with alcoholic beverages in their residence hall or room.
	1. Unless the Administration determines otherwise, alcohol storage, possession and consumption is prohibited in Banks, Wortham, Persons, Hightower, and Jones residence halls.
8. Wesleyannes are prohibited from drinking alcohol in a designated area in the presence of any person under the age of 21.
9. Each resident is permitted to possess no more than 72 oz.in a designated area. Kegs are prohibited from designated areas.
10. Alcohol must be stored within personal rooms and personal refrigerators.
11. The College reserves the right to search any designated area (including personal living areas) at any time to ensure resident safety and compliance with the alcohol policy and other college policies.
12. Alcohol containers are not permitted to be used for decorative or utility purposes.

**On/Off Campus Event Policies**

1. Only CAB and SGA are permitted to request to host campus/college sponsored events at which alcohol can be consumed. In order for alcohol consumption at an event, either on or off campus, to be officially sanctioned by the College and the Office of Student Activities, an event registration form must be completed by the President of CAB or SGA and submitted to the Director of Student Activities no later than **two months** prior to the date of the scheduled event. Requests will be reviewed within one week of submission.
2. Alcoholic beverages may only be served to students of legal age.
3. Nonalcoholic beverages and food must be served at all events at which alcohol consumption is permitted.

# Student Education

Students are required to complete Alcohol.edu, an on-line program, as part of their first year experience program. The course must be passed with a 70% or higher to pass. In addition, each year the Council on Judicial Affairs presents a convocation on the safe use of alcohol.

# Substance Abuse Assistance for Students

Assistance is available for students with substance abuse problems, through the Wesleyan College Student Counseling Services Office and the Health Services Office.

The Counseling Office and Health Services Offices have experienced professional counselors and health care providers to assist students in need. Students can schedule individual appoints to see the counselor or the Director of Health Services.

# Employee Policy

**Drug-Free Workplace Policy**

*(October 25, 1999)*

To comply with the Drug-Free Schools and Communities Act of 1986, as amended, Wesleyan College has adopted, and will strictly enforce, the following Drug-Free Workplace Policy:

The Wesleyan Campus is declared to be a drug-free workplace. All employees are absolutely prohibited from unlawfully manufacturing, distributing, possessing, or using controlled substances or alcohol in the workplace. Any employee reporting to work under the influence, or in possession of alcohol or controlled substances, is subject to immediate dismissal and referral to appropriate legal authorities. All applicants for employment must first pass a drug test administered by a college-approved facility.

Any employee convicted of violating a criminal drug statue in the workplace must inform the Human Resources Office of such conviction (including pleas of guilty or nolo contendere) within five (5) days of the conviction occurring. Failure to inform the Human Resources Office will result in severe disciplinary action, up to and including termination for the first offense.

As a recipient of federal funds, the College is required to notify the appropriate federal agency within ten (10) days of receiving notification from an employee or otherwise receiving notice of such conviction. A description of the legal sanctions under local and state law for unlawful possession or distribution of illicit drugs and alcohol is kept in the Human Resources Office.

The College will conduct an education program on the dangers of drug abuse in the workplace. To assist employees in overcoming drug abuse problems, the College may offer the following rehabilitative help:

* medical insurance benefits for substance-abuse treatment,
* information on community resources for assessment and treatment.

The College reserves the right to offer employees convicted of violating a criminal drug statute in the workplace participation in an approved rehabilitation or drug abuse assistance program as an alternative to discipline. The employee would be required to participate satisfactorily as a condition of continued employment.

All employees are required to acknowledge that they have read the Drug-Free Workplace Policy and agree to abide by it in all respects.

Annual Disclosure of Crime Statistics

The **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act** is the federal law that was known as the Campus Security Act, which required colleges and universities across the United States to disclose information about crime on and around their campuses.

This report covers the reported crimes for the calendar year of 2016 (January 1 – December 31). It is our intention to make the campus as safe and conductive to an atmosphere that encourages and promotes a positive learning environment.

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| Criminal Offenses Reporting Table |
|  | OFFENSE | YEAR | GEOGRAPHIC LOCATION |
| ON-CAMPUS PROPERTY | ON-CAMPUS STUDENT HOUSING FACILITIES | NON CAMPUS PROPERTY | PUBLIC PROPERTY |  |
| MURDER / NON-NEGLIGENT MANSLAUGHTER | 2014 | 0 | 0 | 0 | 0 |  |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| MANSLAUGHTER BY NEGLIGENCE | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| RAPE | 2014 | 0 | 1 | 0 | 0 |
| 2015 | 0 | **0** | 0 | 1 |
| 2016 | 0 | 0 | 0 | **0** |
| FONDLING | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| INCEST | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| STATUTAORY RAPE | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| ROBBERY | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| AGGRAVATED ASSAULT | 2014 | **0** | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| BURGLARLY | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 1 | 0 |
| 2016 | 0 | 0 | **0** | 0 |
| MOTOR VEHICLE THEFT | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| ARSON | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |

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| *VAWA* Offenses Reporting Table |
|  | OFFENSE | YEAR | GEOGRAPHIC LOCATION |
| ON-CAMPUS PROPERTY | ON-CAMPUS STUDENT HOUSING FACILITIES | NONCAMPUS PROPERTY | PUBLIC PROPERTY |  |
| DOMESTIC VIOLENCE  | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | **0** | 0 | 1 |
| 2016 | 0 | 0 | 0 | **0** |
| DATING VIOLENCE | 2014 | 0 | 0 | 0 | 1 |
| 2015 | 0 | 0 | 0 | **1** |
| 2016 | 0 | 0 | 0 | **0** |
| STALKING | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |

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| Arrests and Disciplinary Referrals Reporting Table |
|  | OFFENSE | YEAR | GEOGRAPHIC LOCATION |
| ON-CAMPUS PROPERTY | ON-CAMPUS STUDENT HOUSING FACILITIES | NONCAMPUS PROPERTY | PUBLIC PROPERTY |  |
| ARRESTS:WEAPONS: CARRYING, POSSESSING, ETC. | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| DISCIPLINARY REFERRALS:WEAPONS: CARRYING, POSSESSING, ETC. | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| ARRESTS:DRUG ABUSE VIOLATIONS | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| DISCIPLINARY REFERRALS:DRUG ABUSE VIOLATIONS | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 1 | 0 | 0 |
| 2016 | 0 | **1** | 0 | 0 |
| ARRESTS:LIQUOR LAW VIOLATIONS | 2014 | 0 | 0 | 0 | 0 |
| 2015 | 0 | 0 | 0 | 0 |
| 2016 | 0 | 0 | 0 | 0 |
| DISCIPLINARY REFERRALS:LIQUOR LAW VIOLATIONS | 2014 | 0 | **10** | 0 | 0 |
| 2015 | 0 | **9** | 0 | 0 |
| 2016 | 0 | **0** | 0 | 0 |