



ANNUAL SECURITY REPORT  
JANUARY 1, 2015 - DECEMBER 31, 2015



WESTMINSTER  
COLLEGE

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

<http://www.westminster-mo.edu/studentlife/security/CleryActCompliance.html>

Printed copies may be requested by calling the Director of Campus Safety & Security at 573-592-6231, by written request, or in person at the following location:

Office of Campus Security & Safety  
OFFICE LOCATION: 710 Westminister Avenue  
MAILING ADDRESS: 501 Westminister Avenue  
Fulton, MO 65251

### **Preparing Westminister's ASR**

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

### **Crime Reporting**

Any individual on the Westminister College campus who is a victim of, or observes any criminal activity, should immediately report the incident to the Fulton Police Department (911), or Westminister's Campus Security (573-592-5555 OR 573-544-7191). Crimes should be reported even when the victim/survivor of the crime elects not to make a report, or is unable, either physically or mentally, to make a report. Persons reporting criminal incidents should provide as much information as available. If possible, this should include the location, nature of injuries, description of possible criminals/perpetrators, and a short statement of what occurred. Fulton Police officers will respond to protect victims, investigate the incident as necessary, and make arrests when appropriate. Crimes reported to Campus Security will be documented with a campus incident report and could also be referred to the Fulton Police Department, depending on the nature of the crime.

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

- Northeast corner of Mueller Student Center
- North side of Lot B parking (behind Sloss Hall)



- 300 block of West 5<sup>th</sup> St. (directly across from Sigma Alpha Epsilon fraternity house)
- Northwest corner of Westminster Grove Townhouses (near Maple and Oak)
- 500 block of West 7<sup>th</sup> St (directly across from Wetterau Sports Center)
- Corner of Hickman Avenue and 7<sup>th</sup> St., outside Hickory Community Room entrance

Conduct which may include criminal activity can also be reported to Residential & Greek Life staff, both professional and paraprofessional, or the Office of Student Life. These incidents may include both campus policy violations in addition to criminal activity. However, community members are still encouraged to utilize the Fulton Police Department for reporting and investigation, where necessary.

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

Emergencies (i.e. medical, fire, crime, etc) should always be reported to the Fulton Emergency Communications Department by calling 911. This can be done independently or through the use of our Emergency Phones located throughout campus. Non-emergency situations should be reported to Campus Safety & Security (573-592-5555 OR 573-544-7191).

### **Campus Security Authorities**

Conduct or crimes which may need to be tracked for inclusion in the annual security report can be reported to any officer from Campus Safety & Security (573-592-5555 OR 573-544-7191), or the Fulton Police Department (573-592-3100). Additionally, crimes can be reported to a Campus Security Authority (CSA). CSA's are members of the Westminster community whose functions involve relationships with students or who have significant responsibilities for student and campus activities. CSAs have a duty to report incidents to Campus Safety & Security for federal statistical reporting purposes ("Clery Act"). CSAs, in addition to the Fulton Police Department and Campus Safety & Security, attempt to keep all personally identifiable information as confidential as possible, while insuring that statistical information regarding an incident and general location (on or off campus, sans address) for publication in the annual security report. This report helps to provide the community with a clear picture of the extent and nature of campus crime, to ultimately ensure greater community safety.

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

<http://www.westminster-mo.edu/studentlife/security/CleryActCompliance.html>

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

### **Facilities Access**

Westminster College operates under standard business hours of 8:00 a.m. – 5:00 p.m., Monday-Friday on a weekly basis. Rare exceptions may occur for national and/or local holidays, as approved by the President and Cabinet of Westminster College. As such, campus facilities (including administration buildings, academic buildings and student service facilities) are deemed open to the public during standard business hours or when approved campus events are scheduled in facilities outside of business hours. Academic, administration, and service buildings are typically secured when they are not in use during weekends and evening hours and will only be unlocked and accessible as needed. However, select academic facilities may be available for student use after hours. Campus security officers regularly patrol all facilities on campus, 24 hours a day, seven days a week.

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

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

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

## **Law Enforcement & Jurisdiction**

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

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

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

## **Accurate & Prompt Reporting**

Community members, students, faculty, staff and guests are encouraged to report all crimes and public safety related incidents to Campus Security in a timely manner.

To report a crime or an emergency on the Westminster College campus property, call Campus Security at 573-592-5555.

Security Officers are on duty 24/7 to answer your call. In response to a call, Campus Security will take the required action, respond to the scene, contact the Fulton Police Department for assistance, or ask the victim to file an incident report with Campus Security. All incident reports are forwarded to the Dean of Student Life’s Office for review and potential action. If a sexual assault or rape should occur, the Wellness Center has 24/7 on-call counselors who will be summoned by Security to offer the victim a wide variety of services.

All crimes should be reported to Campus Security to ensure inclusion in the Annual Crime Statistics Report and to aid in providing Timely Warning Notices to the community when appropriate.

## **Emergency Notification Policy**

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

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

Procedure for issuing emergency notifications:

1. Anyone with information believed to warrant an emergency notification should promptly report the circumstances to Campus Safety & Security by phone (573.592.5555 or 573.544.7191).
2. The Director of Campus Safety & Security (or designee) shall confer with the appropriate public or institutional officials responsible for managing the emergency and decide whether an emergency notification shall be issued.
3. Every attempt will be made to issue the notification as soon as possible after the incident is reported to Campus Safety & Security; however, the release is subject to the availability of accurate facts surrounding the incident. The Director of Campus Safety & Security (or designee) shall make contact with relevant first responders (both public and campus) to obtain information necessary to confirm the existence of a legitimate emergency and/or threat.
4. If the determination is made that an emergency notification shall be issued, the Director of Campus Safety & Security (or designee) shall confer with the appropriate public and/or college officials to determine who needs to be notified and the content of the emergency notification. Things to consider while making this determination include which members of the community may be endangered by the emergency, whom else may be affected by it, and what information is appropriate to communicate to relevant constituents.
  - a. The decision to issue an emergency notification shall be made on a case-by-case basis after consideration of the available facts, including factors such as the nature of the emergency and/or the continuing risk to the campus community.
5. Once an emergency notification message is prepared, the Director of Campus Safety & Security (or designee) shall without delay, initiate the notification. The notification may be distributed in one or more of the following methods:
  - a. Westminster's TextCaster alert system, which will send a text message notification to all students, faculty, staff, and other constituents enrolled to receive this service.  
Community members may sign up for TextCaster here:  
<http://my.textcaster.com/asa/Default.aspx?ID=4a6bd823-955f-42c2-bc74-3e292460c2f2>
  - b. Via mass e-mail message, sent to members of all relevant listservs (including DL-Students; DL-Staff and DL-Faculty)
  - c. Audio/Visual message boards
  - d. Westminster's website

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

### **Timely Warnings Policy**

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

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

Procedure for issuing timely warnings:

1. Anyone with information believed to warrant a timely warning should promptly report the circumstances to Campus Safety & Security by phone (573.592.5555 or 573.544.7191).
2. The Director of Campus Safety & Security (or designee) shall confer with the VP/Dean of Student Life (or designee) to decide whether a timely warning shall be issued.
3. Every attempt will be made to issue the timely warning as soon as possible after the incident is reported to Campus Safety & Security; however, the release is subject to the availability of accurate facts surrounding the incident.
  - a. The decision to issue a timely warning shall be made on a case-by-case basis after consideration of the available facts, including factors such as the nature of the emergency and/or the continuing risk to the campus community or the possible risk of compromising law enforcement efforts and investigation.
4. If the determination is made that a timely warning shall be issued, the Director of Campus Safety & Security or the VP/Dean of Student Life shall inform the College community by one or more of the following means, depending on the circumstances of the situation:
  - a. Westminster's TextCaster alert system, which will send a text message notification to all students, faculty, staff, and other constituents enrolled to receive this service.  
Community members may sign up for TextCaster here:  
<http://my.textcaster.com/asa/Default.aspx?ID=4a6bd823-955f-42c2-bc74-3e292460c2f2>
  - b. Via mass e-mail message, sent to members of all relevant listservs (including DL-Students; DL-Staff and DL-Faculty)
  - c. Mass telephone notification
  - d. Audio/Visual message boards
  - e. Westminster's website
  - f. Via official press releases, shared with local media outlets
  - g. Campus flyers and/or postings
  - h. Door-to-door messaging via campus housing
  - i. Any other means appropriate under the emergency circumstances and relevant to our campus community.
5. The timely warning notice shall not only contain the circumstances regarding the crime or incident, but it shall also contain additional information to help promote safety and, where appropriate, means to avoid similar crimes. Timely warnings shall typically include the following information, if available:
  - a. A succinct statement of the incident, including the nature and severity of the threat and the locations of the persons who might be affected;
  - b. Any connection to previous incidents;
  - c. Physical description of the suspect(s) and/or vehicle(s);
  - d. Date and time the warning was released;
  - e. Other relevant and important information, such as any bias, motive, gender of the victim/survivor, and/or student/non-student status;
  - f. Additional safety tips;
  - g. If applicable, a list or link to relevant campus or community resources available to the Westminster community.



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

### **Registered Sex Offenders**

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

As required by the Missouri Revised Statutes Chapter 589.400, the Callaway County Sheriff's Department maintains a list of convicted offenders residing in Callaway County who are registered under section 589.400 RsMo.

### **Missing Student Policy**

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

If the student of concern has been missing for 24 hours and is 18 or older, the College will notify the proper local authorities and cooperate with any initiated investigation. At this time, the College may also begin contacting close acquaintances of the missing student to assist with the investigative process.

If the student of concern has been missing for 24 hours and is under the age of 18, their permanent legal guardian will be contacted immediately by the Office of Student Life. After the permanent legal guardian has been contacted, the College will cooperate with both the guardian and the local authorities to pursue the appropriate course of action.

If community members are concerned about the student's whereabouts and feel that they may be in danger, they should immediately contact Campus Security, the Fulton Police Department, and/or call 911 if there is immediate, present danger.

Depending on the circumstances regarding the student's absence or status, the College reserves the right to notify parents and/or permanent legal guardian regarding the report of the missing student at any time, regardless of their age.

## **Alcohol and Drug Abuse Policies**

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

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

The educational mission and the values of Westminster College – **Integrity, Fairness, Respect, and Responsibility** – require that students act responsibly with regard to alcohol. Further, the College prohibits unlawful possession, use of, or distribution of drugs, including alcohol, by students and employees on Westminster property or at any College-sponsored activity. Students of the College and their on- and off-campus guests who choose to possess and/or consume alcoholic beverages are expected to abide by College policy and by all federal, state and local laws regarding alcohol. Westminster students will be held accountable for their own actions and for those of their guests. While the College expects responsibility and moderation with regard to alcohol use, students should not be reluctant to report instances of sexual misconduct or seek medical attention for immediate medical needs because they fear being charged with policy violations. In an attempt to minimize reluctant reporting, Westminster's Sexual Misconduct Policy or Medical Amnesty Policy states that individuals who report instances of sexual misconduct or seek medical attention for immediate health/safety needs will not be punished.

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

## **Counseling and Treatment**

Short term alcohol and other drug counseling is available on campus to students through The Wellness Center, Westminster Hall lower level, (573) 592-5361. The Wellness Center offers BASICS (Brief Alcohol Screening and Intervention for College Students), a consultation process that assesses one's

attitudes, beliefs, values, and behaviors around the use of alcohol and/or other substances. Students can participate in BASICS programming one of two ways: by either contacting the Wellness Center to schedule an appointment or by being referred for such services by the College (e.g. by the Dean of Student Life or Residential & Greek Life) due to an alcohol and/or drug policy violation. If students are in need of more intensive or inpatient treatment, they will be referred to appropriate rehabilitation services in the Columbia/Kansas City/St. Louis area.

### **Resources for Faculty/Staff**

Westminster College employees who are dealing with substance use issues, including both alcohol and drugs, are encouraged to utilize the Employee Assistance Program (EAP), available free of charge through Boone Hospital Center (Columbia, MO). Additional information about the EAP benefit, for College employees can be found online at:

<http://www.westminster-mo.edu/explore/offices/business/hr/Documents/eap.pdf>

### **Potential Legal Sanctions for Violation of Relevant Laws**

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

### **Sanctions for Alcohol Policy Violations**

Infractions of the Westminster College Alcohol Policy by individual students and student organizations will result in disciplinary action and may in some cases subject the student or students to criminal or other legal action. The number of infractions is cumulative over the student's tenure at Westminster College. The sanctions for infractions of the alcohol policy by individual students or groups are listed below. Although the sanctions listed are typical, the Vice President/Dean of Student Life has wide latitude in assessing punishments and developmental actions to fit the seriousness of the offense.

**First offense** – Students will normally be placed on Conduct Warning, assigned a minimum of 10 hours of on-campus service, mandatory educational sanction, and assessed a \$100 fine, placed on the student's college account. If a student is involved in a more significant violation, such as providing minors or intoxication leading to harm to others, self or property, the sanctions may include restitution, disciplinary probation, and other sanctions as appropriate.

**Second offense** – Student will normally be placed on disciplinary probation, assigned a minimum of 20 hours of on-campus service, assessed a \$200 fine placed on the student's college account, and a mandatory meeting with the College President. The student may be sent to Student Conduct Board. The student must complete an alcohol assessment, or possibly a substance abuse education program, at the student's expense, and completed within a reasonable time frame. If the student does not complete the program, he/she can be immediately suspended or dismissed from the College. If

appropriate, the student will be considered for immediate dismissal from the residence hall or other campus housing.

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

The College reserves the right to notify parent(s)/guardian(s) of dependent students found responsible for violating the alcohol policy.

### **Group Alcohol Offenses**

As a general guideline, Disciplinary Probation and a minimum fine of one thousand (\$1000) dollars may be imposed on an individual, living group, fraternity, or organization who provides, possesses, sponsors, has in its presence or on its property, or hosts kegs, cash bars without a third-party vendor, drink-a-room parties, games involving drinking, pure grain alcohol parties, a common source of alcohol, or other similar events that would be defined as an unregistered party. Possession of a keg or party ball (whether empty or not) may result in the minimum \$1,000 fine. A second offense within one year may result in an additional \$1,000 fine and possible suspension or dismissal from the College for an individual and immediate involvement of Inter/National Organizations in the sanctioning process for a living group. Any student present at these or similar events is subject to the individual alcohol sanctions. A third offense within two years may result in suspension or dismissal of a student or student organization from the College. Disciplinary Probation for a living group can include, but is not limited to, sanctions such as no social events or parties on or off campus and/or other restrictions as may be decided by the Vice President/Dean of Student Life.

### **Controlled Substances**

Students are reminded that the present laws of the State of Missouri, as well as federal law, make liable to arrest and prosecution any person who uses, possesses, sells, or distributes illegal drugs. Westminster College forbids the use, possession, or distribution of illegal drugs including, but not limited to, amphetamines, barbiturates, cocaine, hallucinogenic drugs, marijuana, inhalants, PCP, designer drugs, fantasy drugs, and lysergic acid diethylamide (LSD). The medical use of drugs is permitted only when prescribed by a licensed practicing health care provider.

Westminster College regards possession, use, or distribution of illegal drugs a violation of College regulations and of the law. Representatives of the College will cooperate with outside authorities in their efforts to enforce existing laws regarding illegal drugs. The presence or possession of drug paraphernalia, the aroma of marijuana together with other evidence of marijuana use, and misuse of legal (prescription) drugs will also be regarded as violations of the Westminster College Drug Policy.

The unauthorized use, possession, or sale of drugs sometimes prescribed for medicinal purposes (i.e., amphetamines, barbiturates, and tranquilizers) will not be tolerated at any time. In matters relating to the Controlled Substances Policy, students of the College will be responsible for their own actions and for the actions of their on-campus and off-campus guests.



### **Sanctions for Controlled Substances**

The first infraction of the Westminster College Controlled Substances Policy will result in a fine up to \$500 placed on your student account, up to 50 hours of on-campus community service, conduct warning, mandatory educational sanction and/or counseling, and a mandatory meeting with the College President in conjunction with one or more of the following additional sanctions: legal action, restitution, individual drug assessment attendance (at the student's financial expense), eviction from college-owned or approved housing, disciplinary probation, suspension, dismissal, and/or additional fines.

A second infraction of the Westminster College Controlled Substances Policy may result in a fine up to \$1,000 placed on your student account, up to 100 hours of on-campus community service, disciplinary probation, individual drug assessment attendance (at the student's financial expense), and a mandatory meeting with the College President in conjunction with one or more of the following additional sanctions: legal action, restitution, eviction from college-owned or approved housing, suspension, dismissal, and/or additional fines.

A third infraction may result in suspension or dismissal from the college as well as other penalties. The number of infractions is cumulative over the student's tenure at Westminster College.

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

The College reserves the right to notify parent(s)/guardian(s) of dependent students found responsible for violating the controlled substances policy.

### **Controlled Substances and the Law**

It is unlawful for any person to manufacture, deliver, or possess with intent to manufacture and deliver a controlled substance. For a full listing of Missouri laws and penalties, please see the following: [www.missouri.gov](http://www.missouri.gov)

### **Campus Programming and Education**

- 1) **Social Norms Promotion**: Through our campus FULPIP\* (Fulton Partners in Prevention) group and our peer health educator program, we have developed a "Most of Us" social norms messaging campaign. This campaign utilizes data from our Missouri College Health Behaviors Survey (MCHBS) to create positive messages about healthy behaviors among the majority of our student body. These messages are tailored around educational programming and are provided through a variety of measures on campus, including flyers, table tents, t-shirts, electronic board, and educational events.
- 2) **First-Year Student Initiatives**: All first-year students are required to enroll in a 1-credit hour leadership course "The Leader Within" during their first semester at Westminster College. Various health-behavior education topics are used throughout this course, including alcohol responsibility, sexual assault, drug use/abuse, and wellness. These specific topics give information about norms on Westminster's campus, introduce local and state laws, explain how

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

3) General Student Initiatives:

- a. The peer health educator program is an active volunteer group made up of 20 students. These students are trained through The BACCHUS Network programming including The Certified Peer Health Educator Training and the Area 5 Meeting of the Minds conference. This organization meets weekly and provides evidenced-based programming on a variety of health topics throughout the year
  - b. Red Watch Band Training is a bystander intervention program provided to student leaders including residential advisors, peer health educators, and Greek leaders which provides knowledge, awareness, and skills to prevent toxic drinking deaths on campus and promote a culture of responsibility.
  - c. Alcohol-free, late night programming occurs through Campus Activities Board. Although more programming needs to occur, additional late night programming has happened over the past year to give students alcohol-free entertainment during high risk drinking times (weekends, holidays).
  - d. Brief Alcohol Screening and Intervention for College Student (BASICS) programming is available to all Westminster College students who would like to examine their drinking behavior and lower the risks and unintended consequences from alcohol use. This program has been built into the disciplinary action program to require students with relevant alcohol-related offences to attend BASICS sessions.
- 4) True Blue CHOICES is a collaborative project between the Office of Intercollegiate Athletics and the Office of Student Life. The True Blue CHOICES grant (a \$30,000 National Intercollegiate Athletic Conference award) will target all Westminster College student-athletes through the peer educator/peer mentor group whose core membership will consist of student-athlete leaders on each team, as well as student-leaders from the Student Athlete Advisory Committee (SAAC).

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

**Campus Resources for Drug and Alcohol Offenses**

Office of Residential & Greek Life Jackie Weber, Associate Dean of Student Life	573-592-5242 <a href="http://www.westminster-mo.edu/studentlife/housing/Pages/default.aspx">http://www.westminster-mo.edu/studentlife/housing/Pages/default.aspx</a>
Employee Assistance Program Boone Hospital Center	877-327-0327 573-815-6034 <a href="http://www.boone.org/eap">http://www.boone.org/eap</a>
Office of Student Life Mr. Dan Haslag, VP/Dean of Student Life	573- 592-5240 <a href="http://www.westminster-mo.edu/studentlife/Pages/default.aspx">http://www.westminster-mo.edu/studentlife/Pages/default.aspx</a>
Police Department	573-592-3100 <a href="http://www.fultonpd.org/">http://www.fultonpd.org/</a>
The Wellness Center Kasi Lacey, Ph.D., Executive Director	573-592-5361 <a href="http://www.westminster-mo.edu/studentlife/chs/Pages/default.aspx">http://www.westminster-mo.edu/studentlife/chs/Pages/default.aspx</a>

**Community Resources for Drug and Alcohol Offenses**

<p><b>Preferred Family Healthcare:</b> <i>101 Adams St.</i> <i>Jefferson City, Missouri 65101:</i> Adolescent residential, intensive outpatient, outpatient, substance abuse, and day treatments</p> <p><i>210 Hoover Road</i> <i>Jefferson City, Missouri 65109:</i> Adult residential, partial hospitalization, medical detox, and day treatments.</p>	<p>573-556-6589 <a href="http://pfh.org/#">http://pfh.org/#</a></p> <p>573-632-4321 <a href="http://pfh.org/#">http://pfh.org/#</a></p>
<p><b>Women: McCambridge Center</b> <i>201 N. Garth Avenue</i> <i>Columbia, MO 65203</i> Various levels of counseling, children services, residential, day, and outpatient treatments</p> <p><b>Men: Mexico Area Recovery Center</b> <i>1130 S. Elmwood Dr.</i> <i>Mexico, MO 65265</i> Detoxification services, partial hospitalization and outpatient services, residential short-term treatment, additional substance abuse treatment</p>	<p>573-449-3953 <a href="http://www.fccmo.org/locations_detail.php?location_id=c3">http://www.fccmo.org/locations_detail.php?location_id=c3</a></p> <p>573-581-8828</p>
<b>Local Police Department – Emergency</b>	911
<b>Local Police Department – Non – Emergency</b>	573-592-3100 <a href="http://www.fultonpd.org/">http://www.fultonpd.org/</a>

<b>County Sheriff's Office – Emergency</b>	911
<b>County Sheriff's Office – Non- Emergency</b>	573-642-7291 <a href="http://www.callawaysheriff.org/">http://www.callawaysheriff.org/</a>
Callaway County State's Attorney's Office <i>Tammy Dickinson, representing attorney</i>	573-634-8214 <a href="http://www.justice.gov/usao/mow/meetattorney.html">http://www.justice.gov/usao/mow/meetattorney.html</a>

### **Federal Drug Free Schools and Campuses Regulations: Notification/Distribution**

As a requirement of Drug Free Schools and Communities Act (1989) Westminster College is to disseminate and ensure receipt of the below policy/information to all students, staff, and faculty on an annual basis. This process is a shared initiative between the Offices of Student Life and Human Resources. All policy information is sent in a mass email to all faculty, staff, and students at the beginning of each semester. In addition, the information can be found online in the student handbook (<http://www.westminster-mo.edu/studentlife/Documents/handbook.pdf>), as well as the Westminster College Employee and Faculty Handbooks (<http://www.westminster-mo.edu/explore/offices/business/hr/EmployeeFacultyHandbooks.html>).

Questions concerning this policy and/or alcohol and other drug programs, interventions and policies may be directed to Dan Haslag, Vice President and Dean of Student Life at (573) 592-5241 or [dan.haslag@westminster-mo.edu](mailto:dan.haslag@westminster-mo.edu)

### **Biennial Review Process**

In compliance with the Drug Free Schools and Campus Act, Westminster conducts a biennial review of its alcohol and drug abuse awareness programming to determine its effectiveness, make changes as necessary, and ensure all policies are consistently enforced.

### **Alcohol and Drug Use by Employees**

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

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



Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment, and/or required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

Employees with questions or concerns about substance dependency or abuse are encouraged to discuss these matters with their supervisor, a staff member of the Counseling Center, or a member of the college administration with whom the employee feels comfortable. See section 317, EAP, for information on this program for employees and their family members.

Employees with questions on this policy or issues related to drug or alcohol use in the workplace should raise their concerns with their supervisor or the other appropriate people without fear of reprisal.

### **Sexual Misconduct**

Including Domestic Violence/Dating Violence/Stalking/Sexual Assault

Westminster College is committed to providing a learning environment free of all forms of violence, abuse, intimidation, fear, discrimination, and coercive conduct, including Sexual Misconduct. Sexual Misconduct, which includes Sexual Assault, is a serious offense and is a violation of the College's core values of fairness, integrity, respect, and responsibility. Violations of the College's Sexual Conduct Policy compromise the safety, security, and comfort of all community members.

Westminster College does not tolerate Sexual Misconduct in any form. Sexually abusive behavior within the College community is harmful to both the learning environment and the sense of community the College is trying to foster among students, faculty, and staff. All members of the College community have an obligation to act responsibly in the realm of sexuality. This includes accepting personal responsibility for choices made about alcohol and drug consumption which might lead to behavior that violates another person. Additionally, all members of the College community have the responsibility to recognize and challenge any Sexual Misconduct.

Westminster College is committed to educating its community members on all forms of Sexual Misconduct and to empowering students, faculty and staff to speak out against these acts. All members of the College community have an obligation to take all violations of our Sexual Conduct Policy seriously and to report any violations to the appropriate College officials. The College encourages all victims and survivors of Sexual Misconduct to report such conduct promptly to the College and to local law enforcement agencies.

### **Statement of Policy**

In addition to the College's policy on Sexual Misconduct (<http://www.westminster-mo.edu/studentlife/Documents/handbook.pdf>), The Jeanne Clery Act offers specific definitions of sexually based crimes which all colleges and universities are required to monitor, track, and report in their annual Clery statistics. These definitions include the following:

**Sex Offenses:** Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Sex offenses are categorized into the following four areas:

- **Rape** includes the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling** includes the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental capacity.
- **Incest** occurs between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory rape** occurs when an individual engages in sexual intercourse with a person who is under the statutory age of consent.

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; the existence of such a relationship should be determined based upon the reporting party's statement with consideration of:

- Length of the relationship
- Type of relationship
- The frequency of interaction between the persons involved in the relationship

**Domestic Violence:** A felony or misdemeanor crime of violence committed by:

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

**Stalking:** Engaging in a course of conduct directed at a specific person what would cause a reasonable person to fear for the person's safety, the safety of others, or suffer substantial emotional distress. To further identify stalking, please consider the following additional definitions:

- **Course of conduct:** Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicated to or about a person, or interferes with a person's property.
- **Reasonable person:** A reasonable persons under similar circumstances and with similar identities to the victim.

- Substantial emotional distress: Significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

### **Reporting Sexual Misconduct to the College**

Every report of Sexual Misconduct will be taken seriously and action will be taken as appropriate.

Students who wish to make a formal (**non-confidential**) report of Sexual Misconduct against other members of the campus community should report the conduct to Westminster's Title IX coordinator, the Associate Vice President/Chief Human Resources Office (573-592-5226); the Associate Dean of Student Life (573-592-5307); or to any other campus mandatory reporter.

### **Confidential Support Persons vs. Mandatory Reporters**

When an individual is affected by an incident involving sexual harassment, including Sexual Misconduct, there are some people within the Westminster College community s/he can talk to with who can provide completely confidential advice and assistance. In most cases, College employees are required to disclose reports of Sexual Misconduct to appropriate individuals within the College, however, there are some specific individuals who are not subject to this requirement. The distinction between those who are required to report and those who can maintain confidentiality can be confusing. Therefore, below are descriptions that clarify confidential support persons vs. mandatory reporters, and the protocol to follow when reporting Sexual Misconduct. Talking to any of the individuals listed as "confidential support persons" **does not** constitute making a formal report of the incident except for the statistical reporting required by the federal government. This means that if the report is made only to a confidential support person, the College will not be in a position to respond to the report by initiating disciplinary or other proceedings discussed in this Policy. While the decision as to whom to report Sexual Misconduct to rests with the survivor/victim, Westminster College strongly encourages all survivors/victims of Sexual Misconduct to make a formal report to the College.

#### ***Confidential Support Persons (Wellness Center Staff & Chaplain)***

Individuals to whom confidential reports may be made include Wellness Center staff (i.e. Director, Nurse Practitioner, Health Clinic Coordinator, Counselors, and Assistant Director) and the Chaplain. These individuals will maintain confidentiality about the details of the Sexual Misconduct incident reported to them, except for the statistical reporting required by the Jeanne Clery Disclosure Security Policy and Crime Statistics Act.

#### ***Mandatory Reporters (Faculty & Staff)***

When an individual is affected by an incident involving Sexual Misconduct, Sexual Assault, or Sexual Harassment within or outside of the Westminster College community, victims/survivors are encouraged to make formal reports to college officials including faculty and staff who are considered mandatory reporters. Formal reporting does not mean that the report will be public information, but it does mean that the College will take the necessary steps to gather information and respond accordingly.

## **Additional Reporting Information**

To report a crime or an emergency on Westminster College campus property, call 9-1-1 (emergencies only) and/or Campus Security at 573-592-5555 or use the Emergency Phone Towers located on the Westminster College Campus. Any suspicious activity or person seen in the parking lots or loitering around vehicles, inside buildings, or around the residential halls or houses should be promptly reported to Campus Security. While faculty and staff are mandatory reporters, community members, students, and guests are encouraged to report all crimes and public safety related incidents in a timely manner. Security Officers are on duty 24/7 to answer your call. In the event of an emergency, the individual reporting the crime should also call 9-1-1.

In response to a call, Campus Security will take the required action, respond to the scene, contact the Fulton Police Department for assistance, or ask the victim to file an incident report. All incident reports are forwarded to the Dean of Student Life office for review and potential action. If a Sexual Assault or rape should occur, the Wellness Center is on-call and counselors will be summoned by Campus Security to offer appropriate services.

Crimes may also be reported to the following campus resources:

- *Vice President/Dean of Student Life*  
573-592-5241 or 573-592-5240
- *Director of the Wellness Center*  
573-592-5361 or 573-592-5269
- *Associate Dean of Student Life/Director of Residential & Greek Life*  
573-592-5242 or 573-592-5307

### **Reporting Off-Campus Crime**

To report crimes or emergencies that take place off-campus, individuals should call 9-1-1 and/or contact the Fulton Police Department (573-592-3100). Individuals may also contact Campus Security (573-592-5555), which may assist with the investigation in cooperation with the Fulton Police Department.

If you are a victim/survivor of Sexual Assault, your first priority should be to get to a place of safety and obtain medical treatment. The College strongly encourages victim/survivors to make a timely reporting of the crime to the Police Department and to file a police report.

### **Filing a police report will:**

1. Ensure that a victim/survivor of Sexual Assault receives the necessary medical treatment and tests at no expense to the victim/survivor.
2. Provide the opportunity for collection of evidence helpful in prosecution which cannot be obtained later (if possible, a victim/survivor of Sexual Assault should not wash, douche, use the toilet or change clothing prior to a medical/legal exam).



3. Assure that the victim/survivor has access to free confidential counseling from counselors specifically trained in the area of Sexual Assault crisis intervention.

Federal Timely Warning Reporting Obligations

Victims/survivors of Sexual Misconduct should be aware that the Director of Security (in consultation with the VP/Dean of Students) must issue timely warnings (“Campus Alerts”) regarding incidents where the perpetrator may continue to pose a substantial threat of bodily harm or danger to members of the campus community. The College will make every effort in such cases to ensure that a victim/survivor’s name and other identifying information is not disclosed, while still providing sufficient information to permit students to make appropriate decisions about their safety.

**RESOURCES**

The College will do everything possible to provide a climate that is sensitive to and respectful and supportive of individual needs. The victim/survivor will have access to existing campus counseling and support services and, when appropriate, adjustments will be made to academic, living, transportation, and working situations.

Below is a list of on-campus and off-campus resources for victims/survivors of Sexual Misconduct. Additional resources and information can be obtained from the Wellness Center, Campus Security, VP/Dean of Student Life, and/or Associate Dean of Student Life/Director of Campus Life.

Safety

Campus Security 573-592-5555  
Fulton Police Department 573-592-3100

Support

The Wellness Center 573-592-5361  
VP/Dean of Student Life 573-592-5240  
Assoc. Dean of Student Life 573-592-5307  
Card V (after hours/24hr hotline) 573-642-4422  
Toll Free: 866-642-4422  
National Sexual Violence Hotline 800-656-4673  
Domestic Violence Hotline 800-799-SAFE (7233)  
RAINN (Rape & Incest National Network):  
[www.RAINN.ORG](http://www.RAINN.ORG)

Medical

Fulton  
Callaway Community Hospital: 573-642-3376  
Columbia  
University Hospital: 573-882-8091  
Planned Parenthood 573-443-0427  
True North Shelter (Domestic Violence) 573-875-1369  
Boone County Prosecuting Attorney Victims Specialist (Mark Koch): 573-886-4135  
Center for Family and Individual Counseling 573-446-5034  
Sexual Assault Support Group 573-875-1369  
Jefferson City  
St. Mary’s Hospital 573-761-7000  
Planned Parenthood 573-635-2882

## **The Conduct Process**

Sexual Misconduct can be both a criminal violation and a violation of College policy. An individual accused of Sexual Misconduct may be prosecuted under the Missouri Criminal Code and *separately* charged and sanctioned by the College. Even if the criminal justice authorities choose not to prosecute, the College will promptly, appropriately, and impartially investigate all complaints and/or reports of Sexual Misconduct. Students accused of Sexual Misconduct will be subject to the Conduct Process described below. The purpose of this Conduct Process is to determine whether violations of the College's Sexual Conduct Policy have occurred. The College will not delay this Conduct Process pending the final results of a criminal investigation or proceeding. Charges of misconduct remain allegations until a decision is reached by the Sexual Misconduct Review Board.

### **Complaint Intake and Investigation**

- As described above, an individual can make a confidential report of Sexual Misconduct to a Confidential Support Person. However, if the individual (referred to as the "complainant") wants to formally report the Sexual Misconduct to the College as a violation of this Policy, he/she can report the incident to the Associate Dean of Student Life, the College's Title IX Coordinator, or to any other mandatory (non-confidential) reporter.
- If the complainant files a report with a campus contact point that is not confidential (Campus Security, Student Life staff member, faculty or staff), those contacts will inform the VP/Dean of Students. The VP/Dean of Students will then direct the complainant to meet with the Associate Dean of Student Life or his/her designee.
- After the complaint is made, the Associate Dean of Student Life will meet with the complainant.
  - At this meeting, the Associate Dean of Student Life/Director of Campus Life or his/her designee will outline the options available to the complainant, including the complainant's right to file a criminal complaint, the procedures for the College's investigation and grievance hearing, and the possible outcome of such hearing and investigation.
  - The Associate Dean of Student Life/Director of Campus Life or his/her designee will provide the complainant with a copy of this Policy as well as information about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available on and/or off campus.
  - The Associate Dean of Student Life/Director of Campus Life or his/her designee will also discuss with the complainant the options for temporary accommodations and/or protective measures, which may be provided during the pendency of the Conduct Process. For example, the Associate Dean of Student Life/Director of Campus Life or his/her designee may temporarily change the academic and/or living situations of the complainant or the accused student (referred to as the "respondent") after a report of Sexual Misconduct is filed, if requested and if such changes are reasonably available. Both parties may also be instructed to avoid all contact with each other. Accommodations and/or protective measures will be provided if they are reasonably available and requested, regardless of whether the complainant chooses to report the alleged Sexual Misconduct to Campus Security or local law enforcement. Any accommodations and/or protective measures provided will be kept confidential to that extent that doing so will not impair the ability of the College to provide the accommodation or protective measure. If any accommodations or protective measures are not followed, disciplinary action will be taken, including the possibility of immediate interim suspension from the College and denial of access to College property.
- If the complainant requests confidentiality or asks that his/her complaint not be pursued, the College will take all reasonable steps to investigate and respond to the complaint while respecting the

complainant's request; however, the College's ability to respond may be limited and complete confidentiality may not be possible. The College will inform the complainant if it cannot ensure confidentiality.

- In most cases, the complainant has the ability to determine whether the investigation and proceedings will continue, unless the College determines that the respondent may pose an ongoing risk to the College community. In that case, the College is obligated to continue the investigation and hearing process with or without the complainant's implicit permission in the interests of the safety and security of all Westminster students. The College encourages the complainant to participate in the Conduct Process.
- If the complainant decides to give a statement, the Associate Dean of Student Life/Director of Campus Life or his/her designee will take a written and/or tape-recorded statement of the complainant's account of the incident.
- Prior to proceeding with an investigation, the Associate Dean of Student Life/Director of Campus Life will determine whether the alleged conduct could constitute Sexual Misconduct for purposes of this Policy, or whether the alleged behavior is addressed by the College's Harassment and Discrimination Policy. The Associate Dean of Student Life/Director of Campus Life may consult with the College's Title IX Coordinator in making this determination. If the Associate Dean of Student Life/Director of Campus Life determines that the alleged conduct would not constitute a violation of the Sexual Conduct Policy, but might violate the College's Harassment and Discrimination Policy, the Associate Dean will notify the complainant of that determination, and the complaint will be processed accordingly. If the Associate Dean/Director of Campus Life determines that the alleged conduct could constitute a violation of the Sexual Conduct Policy, the Associate Dean of Student Life/Director of Campus Life or his/her designee will notify the respondent of the complaint and conduct a prompt, thorough, and impartial investigation.
- As part of the investigation, the complainant and the respondent will generally be given the opportunity to provide the Associate Dean of Student Life/Director of Campus Life with written and/or tape-recorded statements. However, if Campus Security has already taken written statements from the complainant and the respondent, the Associate Dean of Student Life/Director of Campus Life may use these statements in lieu of the statements mentioned above. The investigation will also generally include interviews and/or written statements from witnesses, as well as consideration of any other evidence relevant to the incident.
- The investigation will generally be completed within 30 days. This time period may be shorter or longer depending on the circumstances, including, but not limited to, the complexity of the case, the academic calendar, and the availability of witnesses and other relevant individuals. If extenuating circumstances are present, the Associate Dean of Student Life/Director of Campus Life may extend this timeframe for good cause, with written notice to the parties of the delay and the reason for the delay.

**Note:** The purpose of this conduct process is to determine whether violations of the College's Sexual Conduct policy have occurred. Charges of misconduct remain allegations until a decision is reached by the Sexual Misconduct Review Board.

## **Sanctions for Sexual Misconduct**

Any student found to have violated the College's Sexual Conduct Policy will receive a sanction ranging from a conduct warning to dismissal, depending on the severity of the incident, and taking into account any previous disciplinary infractions. Definitions of Westminster's sanctioning options are listed below:

**Conduct Warning** – A formal written notice to the student that they have violated the rules of the college and that continuation or repetition of specified conduct found unacceptable within a period of time stated in the warning may be cause for more severe disciplinary action. If a student commits another offense while on Conduct Warning he/she risks, as a minimum, a proportionally larger punishment than the one normally associated with the offense, or suspension/dismissal from the college.

**Required Compliance** – The carrying out of a college regulation or administrative directive as a condition for avoiding further disciplinary action and/or remaining in good standing.

**Restitution** – Reimbursement for damage to or misappropriation of property. This may take the form of appropriate service or other compensation and may be combined with other penalties. In unique situations, restitution may take the form of a student's institutional scholarship(s) being reduced or rescinded.

**Fines** – Fines are not to exceed \$100 for any single violation (\$1,000 for a group). An option of supervised community service work at the stated minimum college wage in amount equivalent to the fine may be offered.

**Community Service** – supervised constructive projects with a local or campus agency or group.

**Educational Sanction** – These may be added to any level of sanctioning. Educational sanctions may include, but are not limited to: service projects, letters of apology, housing transfers, counseling, loss of privileges (such as the opportunity to visit or reside in college housing or park on campus), educational programs, behavioral contracts, chemical dependency assessments and treatment, etc.

**Disciplinary Probation** – This is the most severe and serious warning a student may receive and still remain enrolled in the college. Disciplinary probation subjects the student to immediate dismissal/suspension from athletic teams, student organizations, leadership positions, and any position of honor or trust within the college. If a student commits an offense while on Disciplinary Probation, he/she will be considered for extreme sanctions including immediate suspension or dismissal. Situations may arise where it is prudent to extend a disciplinary period beyond a year.

**Suspension** – Considered as complete separation from the college for a specified period of time, usually the remainder of the semester. Parameters of the suspension, such as exclusion of a Westminster College student from classes, exclusion from other privileges or activities, or exclusion from the Westminster College campus, may be defined in the written notice of suspension as well as required criteria or conditions for reinstatement. This is also considered a finite suspension.



**Dismissal** – Considered the permanent termination of student status of a Westminster College student without possibility of readmission to Westminster College, also known as expulsion.

### **Appeals**

Both the complainant and the respondent may appeal the determination of the Sexual Misconduct Review Board. The complainant and respondent are each allowed only one appeal. Appeals must be written and submitted within 72 hours of issuance of sanction notification (except in the case of new evidence). The appeal will be evaluated to determine if valid grounds exist for a review of the case. The student will be notified within one week if and when the case will be reviewed and/or the appeal will be heard. All appeals of primary decisions are submitted to the Vice President/Dean of Students. Appeals may be heard by the Vice President/Dean of Student Life or the VP/Dean's designee. In all cases, the VP/Dean shall determine the appropriate appellate authority given the nature of the case. Students are allowed only one appeal. The decision of the appeal officer is final. The sole exception is in matters of college suspension or expulsion; a final appeal may be made to the President of Westminster College, who shall make the final determination of the matter.

The following are the only permissible grounds for an appeal under this policy:

- Failure of the Sexual Misconduct Review Board to adhere to proper procedures as outlined in this policy;
- The existence of relevant information that was not available or known at the time of the hearing, and which, if known, might have changed the outcome of the hearing.
- Excessive or inconsistent sanctions.

*A student may not appeal based only upon his/her dissatisfaction with a sanction.*

Appeals will result in one of three possible actions:

- Supported
- Modified
- Removed

### **Educational Programs**

Sexual misconduct is not tolerated at Westminster College. The College will:

- Inform faculty, staff, and students of the procedures for reporting Sexual Misconduct to College authorities and to the Fulton Police Department.
- Educate faculty, staff, and students as to common sense practices which may enable them to avoid becoming victims of Sexual Misconduct.
- Assure that Campus Security and College personnel are aware of their responsibilities, the College's policy, the laws and potential liabilities when Sexual Misconduct occurs.
- Inform faculty, staff, and students of the counseling services available to victims/survivors of Sexual Misconduct.
- Encourage victims/survivors of Sexual Misconduct to help punish perpetrators through use of the criminal courts.
- Educate faculty, staff, and students to be respectful of the limits expressed or implied by their sexual partners.

- Provide and regularly distribute to students, faculty, and staff written information regarding Sexual Misconduct.
- Provide training for Residence Life and Campus Security staff members in survivor sensitivity and the College's philosophy and procedures for addressing Sexual Misconduct.
- Provide ongoing campus Sexual Misconduct awareness programs and programs to raise security consciousness and overall safety for members of the College community.
- Provide annual training to members of the campus community charged with resolving complaints brought pursuant to this Policy.

Educational program plans will be monitored through the Vice President/Dean of Student Life. Contact the Office of Student Life for more information on these programs.

**Title IX Coordinator**

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

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

Associate Vice President/Chief Human Resources Officer  
573-592-5226

Vice President/Dean of Student Life  
573-592-5241 or 573-592-5240

Senior Vice President/Dean of Academic Affairs  
573-592-5212

Director of the Learning Opportunities Center  
573-592-5304

## **Fire Safety**

Westminster prepares an annual Fire Safety report which documents fires in campus housing facilities, as well as campus administration buildings. The Director of Campus Safety & Security is responsible for maintaining a complete fire call log. In addition, the Safety Committee reviews and updates the campus fire safety procedures and plan:

<http://www.westminster-mo.edu/studentlife/security/environment/FireSafety.html>.

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

## **Fire Safety Policies**

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

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

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

## **Fire Safety and Alarm Procedures – Student Housing Facilities**

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

1. activate an alarm;
2. call the Fulton Fire Department (911);

3. notify the Resident Advisor or other staff and other students; and
4. call Campus Security (592-5555, or 544-7191).

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

Hallways in the residence halls must be kept clear of debris or other items that restrict the ability of residents to exit the building. Bikes, furniture, and other items may not be stored in the hallways or stairways. In the Quadrangle, the residents of the suite are responsible for keeping their hallway clear and unobstructed. All members of the suite are subject to disciplinary action unless it can be determined who is responsible for the obstruction.

Students who tamper with the fire alarm system or any safety equipment (including smoke detectors and/or fire extinguishers) will be subject to campus disciplinary proceedings.

### **Campus Crime Statistics**

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

Statistics included in the Clery report are:

#### **Criminal Offenses**

- **Criminal homicide:**
  - Murder and non-negligent manslaughter: The willful (non-negligent) killing of one human being by another.
  - Negligent manslaughter: The killing of another person through gross negligence.
- **Sex offenses:** Any sexual act directed against another person, without the consent of the victim/survivor, including instances where the victim is incapable of giving consent.
  - Rape: Includes the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim/survivor.
  - Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental capacity.

- Incest: Occurs between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.
- **Robbery**: The taking or attempting to take anything of value from the care, custody, or control of a person(s) by force or threat or violence, and/or by putting the victim in fear. Robbery may occur with use of a firearm, knife/cutting instrument, another dangerous weapon, or “strong arm” tactics as a means of intimidation, force, or instilling fear in the victim.
- **Aggravated Assault**: An unlawful attack by one person upon another for the purposes of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of weapon or means likely to produce death or great bodily harm. Aggravated assault may occur with the use of a firearm, knife/cutting instrument, another dangerous weapon, or personal weapons (i.e. hands, fists, feet, etc.) that result in serious or aggravated injury.
- **Burglary**: The unlawful entry of a structure to commit a felony or theft. This may include burglary which occurs under forcible entry, unlawful entry (without force), and attempted forcible entry.
- **Motor Vehicle Theft**: The theft or attempted theft of a motor vehicle.
- **Arson**: Willful or malicious burning or attempt to burn with or without intent to defraud a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
- **Dating Violence**: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; the existence of such a relationship should be determined based upon the reporting party’s statement with consideration of: length of the relationship, type of relationship, and the frequency of interaction between the persons involved in the relationship.
- **Domestic Violence**: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; a person with whom the victim shares a child in common; a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- **Stalking**: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person’s safety or the safety of others or suffer substantial emotional distress.

### **Clery Reported Hate Crimes**

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

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

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

### **Arrests and Referrals for Disciplinary Action**

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

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

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



## 2015 Clery Statistics

### Criminal Offenses – On Campus

Criminal offense	Total occurrences On campus		
	2013	2014	2015
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Negligent manslaughter</u>	0	0	0
c. <u>Sex offenses - Forcible</u>	2		
d. <u>Rape</u>		2	5
e. <u>Fondling</u>		0	0
f. <u>Sex offenses - Non-forcible</u>	0		
g. <u>Incest</u>	0	0	0
h. <u>Statutory rape</u>	0	0	0
i. <u>Robbery</u>	0	0	0
j. <u>Aggravated assault</u>	1	1	0
k. <u>Burglary</u>	1	1	1
l. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	1	0
m. <u>Arson</u>	0	0	0

### Criminal Offenses in Student Housing Facilities

Criminal offense	Total occurrences in On-Campus Student Housing Facilities		
	2013	2014	2015
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Negligent manslaughter</u>	0	0	0
c. <u>Sex offenses - Forcible</u>	2		
d. <u>Rape</u>		1	5
e. <u>Fondling</u>		0	0
f. <u>Sex offenses - Non-forcible</u>	0		
g. <u>Incest</u>	0	0	0
h. <u>Statutory rape</u>	0	0	0
i. <u>Robbery</u>	0	0	0
j. <u>Aggravated assault</u>	1	1	0
k. <u>Burglary</u>	1	0	1
l. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0
m. <u>Arson</u>	0	0	0

## Criminal Offenses – Public Property

Criminal offense	Total occurrences on Public Property		
	2013	2014	2015
a. <u>Murder/Non-negligent manslaughter</u>	0	0	0
b. <u>Negligent manslaughter</u>	0	0	0
c. <u>Sex offenses - Forcible</u>	0		
d. <u>Rape</u>		0	0
e. <u>Fondling</u>		0	0
f. <u>Sex offenses - Non-forcible</u>	0		
g. <u>Incest</u>	0	0	0
h. <u>Statutory rape</u>	0	0	0
i. <u>Robbery</u>	0	0	2
j. <u>Aggravated assault</u>	0	1	0
k. <u>Burglary</u>	0	0	0
l. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	2
m. <u>Arson</u>	0	0	0

## Hate Crimes – On Campus

Criminal offense	2015 Total	Occurrences of Hate crimes Category of Bias for crimes reported in 2015							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
d. <u>Rape</u>	0	0	0	0	0	0	0	0	0
e. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
g. <u>Incest</u>	0	0	0	0	0	0	0	0	0
h. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
i. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
j. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
k. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
l. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0	0	0	0	0	0	0
m. <u>Arson</u>	0	0	0	0	0	0	0	0	0
n. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
o. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
p. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
q. <u>Destruction/damage/ vandalism of property</u>	0	0	0	0	0	0	0	0	0

## Hate Crimes – On Campus (con't)

Criminal offense	2014 Total	Category of Bias for crimes reported in 2014							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National Origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
d. <u>Rape</u>	0	0	0	0	0	0	0	0	0
e. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
g. <u>Incest</u>	0	0	0	0	0	0	0	0	0
h. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
i. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
j. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
k. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
l. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0	0	0	0	0	0	0
m. <u>Arson</u>	0	0	0	0	0	0	0	0	0
n. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
o. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
p. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
q. <u>Destruction/damage/ vandalism of property</u>	0	0	0	0	0	0	0	0	0

Criminal offense	2013 Total	Category of Bias for crimes reported in 2013					
		Race	Religion	Sexual orientation	Gender	Disability	Ethnicity/ National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0
c. <u>Sex offenses - Forcible</u>	0	0	0	0	0	0	0
f. <u>Sex offenses - Non-forcible</u>	0	0	0	0	0	0	0
g. <u>Incest</u>	0	0	0	0	0	0	0
h. <u>Statutory rape</u>	0	0	0	0	0	0	0
i. <u>Robbery</u>	0	0	0	0	0	0	0
j. <u>Aggravated assault</u>	0	0	0	0	0	0	0
k. <u>Burglary</u>	0	0	0	0	0	0	0
l. <u>Motor vehicle theft</u>	0	0	0	0	0	0	0
m. <u>Arson</u>	0	0	0	0	0	0	0
n. <u>Simple assault</u>	0	0	0	0	0	0	0
o. <u>Larceny-theft</u>	0	0	0	0	0	0	0
p. <u>Intimidation</u>	0	0	0	0	0	0	0
q. <u>Destruction/damage/ vandalism of property</u>	0	0	0	0	0	0	0

## Hate Crimes – On Campus Student Housing Facilities

Criminal offense	Occurrences of Hate crimes									
	2015 Total	Category of Bias for crimes reported in 2015								
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin	
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0		0	0	0	0	0	0
d. <u>Rape</u>	0	0	0		0	0	0	0	0	0
e. <u>Fondling</u>	0	0	0		0	0	0	0	0	0
g. <u>Incest</u>	0	0	0		0	0	0	0	0	0
h. <u>Statutory rape</u>	0	0	0		0	0	0	0	0	0
i. <u>Robbery</u>	0	0	0		0	0	0	0	0	0
j. <u>Aggravated assault</u>	0	0	0		0	0	0	0	0	0
k. <u>Burglary</u>	0	0	0		0	0	0	0	0	0
l. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0		0	0	0	0	0	0
m. <u>Arson</u>	0	0	0		0	0	0	0	0	0
n. <u>Simple assault</u>	0	0	0		0	0	0	0	0	0
o. <u>Larceny-theft</u>	0	0	0		0	0	0	0	0	0
p. <u>Intimidation</u>	0	0	0		0	0	0	0	0	0
q. <u>Destruction/damage/ vandalism of property</u>	0	0	0		0	0	0	0	0	0

Criminal offense	Occurrences of Hate crimes									
	2014 Total	Category of Bias for crimes reported in 2014								
		Race	Religion	Sexual orientation	Gender	Gender identity	Disability	Ethnicity	National origin	
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0		0	0	0	0	0	0
d. <u>Rape</u>	0	0	0		0	0	0	0	0	0
e. <u>Fondling</u>	0	0	0		0	0	0	0	0	0
g. <u>Incest</u>	0	0	0		0	0	0	0	0	0
h. <u>Statutory rape</u>	0	0	0		0	0	0	0	0	0
i. <u>Robbery</u>	0	0	0		0	0	0	0	0	0
j. <u>Aggravated assault</u>	0	0	0		0	0	0	0	0	0
k. <u>Burglary</u>	0	0	0		0	0	0	0	0	0
l. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0		0	0	0	0	0	0
m. <u>Arson</u>	0	0	0		0	0	0	0	0	0
n. <u>Simple assault</u>	0	0	0		0	0	0	0	0	0
o. <u>Larceny-theft</u>	0	0	0		0	0	0	0	0	0
p. <u>Intimidation</u>	0	0	0		0	0	0	0	0	0
q. <u>Destruction/damage/ vandalism of property</u>	0	0	0		0	0	0	0	0	0

## Hate Crimes – On Campus Student Housing Facilities (con't)

Criminal offense	2013 Total	Category of Bias for crimes reported in 2013					
		Race	Religion	Sexual orientation	Gender	Disability	Ethnicity/ National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0
c. <u>Sex offenses - Forcible</u>	0	0	0	0	0	0	0
f. <u>Sex offenses - Non-forcible</u>	0	0	0	0	0	0	0
g. <u>Incest</u>	0	0	0	0	0	0	0
h. <u>Statutory rape</u>	0	0	0	0	0	0	0
i. <u>Robbery</u>	0	0	0	0	0	0	0
j. <u>Aggravated assault</u>	0	0	0	0	0	0	0
k. <u>Burglary</u>	0	0	0	0	0	0	0
l. <u>Motor vehicle theft</u>	0	0	0	0	0	0	0
m. <u>Arson</u>	0	0	0	0	0	0	0
n. <u>Simple assault</u>	0	0	0	0	0	0	0
o. <u>Larceny-theft</u>	0	0	0	0	0	0	0
p. <u>Intimidation</u>	0	0	0	0	0	0	0
q. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0

## Hate Crimes – Public Property

Criminal offense	2015 Total	Occurrences of Hate crimes							
		Category of Bias for crimes reported in 2015							
		Race	Religion	Sexual orientation	Gender	Gender Identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0	0	0	0	0	0	0
d. <u>Rape</u>	0	0	0	0	0	0	0	0	0
e. <u>Fondling</u>	0	0	0	0	0	0	0	0	0
g. <u>Incest</u>	0	0	0	0	0	0	0	0	0
h. <u>Statutory rape</u>	0	0	0	0	0	0	0	0	0
i. <u>Robbery</u>	0	0	0	0	0	0	0	0	0
j. <u>Aggravated assault</u>	0	0	0	0	0	0	0	0	0
k. <u>Burglary</u>	0	0	0	0	0	0	0	0	0
l. <u>Motor vehicle theft</u> <i>(Do not include theft from a motor vehicle)</i>	0	0	0	0	0	0	0	0	0
m. <u>Arson</u>	0	0	0	0	0	0	0	0	0
n. <u>Simple assault</u>	0	0	0	0	0	0	0	0	0
o. <u>Larceny-theft</u>	0	0	0	0	0	0	0	0	0
p. <u>Intimidation</u>	0	0	0	0	0	0	0	0	0
q. <u>Destruction/damage/vandalism of property</u>	0	0	0	0	0	0	0	0	0

## Hate Crimes – Public Property (con't)

Criminal offense	2014 Total	Category of Bias for crimes reported in 2014							
		Race	Religion	Sexual orientation	Gender	Gender identity	Disability	Ethnicity	National origin
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0		0	0	0	0	0
d. <u>Rape</u>	0	0	0		0	0	0	0	0
e. <u>Fondling</u>	0	0	0		0	0	0	0	0
g. <u>Incest</u>	0	0	0		0	0	0	0	0
h. <u>Statutory rape</u>	0	0	0		0	0	0	0	0
i. <u>Robbery</u>	0	0	0		0	0	0	0	0
j. <u>Aggravated assault</u>	0	0	0		0	0	0	0	0
k. <u>Burglary</u>	0	0	0		0	0	0	0	0
l. <u>Motor vehicle theft</u> (Do not include theft from a motor vehicle)	0	0	0		0	0	0	0	0
m. <u>Arson</u>	0	0	0		0	0	0	0	0
n. <u>Simple assault</u>	0	0	0		0	0	0	0	0
o. <u>Larceny-theft</u>	0	0	0		0	0	0	0	0
p. <u>Intimidation</u>	0	0	0		0	0	0	0	0
q. <u>Destruction/damage/vandalism of property</u>	0	0	0		0	0	0	0	0

Criminal offense	2013 Total	Occurrences of Hate crimes						
		Category of Bias for crimes reported in 2013						
		Race	Religion	Sexual orientation	Gender	Disability	Ethnicity/ National origin	
a. <u>Murder/ Non-negligent manslaughter</u>	0	0	0		0	0	0	
c. <u>Sex offenses - Forcible</u>	0	0	0		0	0	0	
f. <u>Sex offenses - Non-forcible</u>	0	0	0		0	0	0	
g. <u>Incest</u>	0	0	0		0	0	0	
h. <u>Statutory rape</u>	0	0	0		0	0	0	
i. <u>Robbery</u>	0	0	0		0	0	0	
j. <u>Aggravated assault</u>	0	0	0		0	0	0	
k. <u>Burglary</u>	0	0	0		0	0	0	
l. <u>Motor vehicle theft</u>	0	0	0		0	0	0	
m. <u>Arson</u>	0	0	0		0	0	0	
n. <u>Simple assault</u>	0	0	0		0	0	0	
o. <u>Larceny-theft</u>	0	0	0		0	0	0	
p. <u>Intimidation</u>	0	0	0		0	0	0	
q. <u>Destruction/damage/vandalism of property</u>	0	0	0		0	0	0	

## Violence Against Women Act (VAWA) Offenses

Crime	Total occurrences On Campus		
	2013	2014	2015
a. <u>Domestic violence</u>		0	0
b. <u>Dating violence</u>		1	0
c. <u>Stalking</u>		0	0

## VAWA Offenses – On Campus Housing Facilities

Crime	Total occurrences in On-campus Student Housing Facilities		
	2013	2014	2015
a. <u>Domestic violence</u>		0	0
b. <u>Dating violence</u>		0	0
c. <u>Stalking</u>		0	0

## VAWA Offenses – Public Property

Crime	Total occurrences on Public Property		
	2013	2014	2015
a. <u>Domestic violence</u>		0	0
b. <u>Dating violence</u>		0	0
c. <u>Stalking</u>		0	0

## Arrests - On Campus

Crime	Number of Arrests		
	2013	2014	2015
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	3	3	1
c. <u>Liquor law violations</u>	11	6	1

## Arrests – On Campus Student Housing Facilities

Crime	Number of Arrests		
	2013	2014	2015
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0
b. <u>Drug abuse violations</u>	3	3	0
c. <u>Liquor law violations</u>	8	6	0



## Arrests – Public Property

Crime	2013	Number of Arrests		
		2014	2015	
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0	0
b. <u>Drug abuse violations</u>	9	5		5
c. <u>Liquor law violations</u>	19	18		3

## Disciplinary Actions – On Campus

Crime	2013	Number of persons referred for Disciplinary Action		
		2014	2015	
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0	0
b. <u>Drug abuse violations</u>	8	12		16
c. <u>Liquor law violations</u>	19	33		23

## Disciplinary Action – Student Housing Facilities

Crime	2013	Number of persons referred for Disciplinary Action		
		2014	2015	
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0	0
b. <u>Drug abuse violations</u>	8	12		16
c. <u>Liquor law violations</u>	19	33		22

## Disciplinary Action – Public Property

Crime	2013	Number of persons referred for Disciplinary Action		
		2014	2015	
a. <u>Weapons: carrying, possessing, etc.</u>	0	0	0	0
b. <u>Drug abuse violations</u>	0	2		0
c. <u>Liquor law violations</u>	0	3		0

## Unfounded Crimes

	2013	Number		
		2014	2015	
a. <u>Total unfounded crimes</u>		0		0

**2015 Fires – Summary**

Summary of Fires									
Name of Facility	2013			2014			2015		
	Fires	Injuries	Deaths	Fires	Injuries	Deaths	Fires	Injuries	Deaths
208 W. 5th St.	0	0	0	0	0	0			
300 W.5th St									
302 W. 5th St.	0	0	0	0	0	0	0	0	0
Westminster Apt. 304	0	0	0	0	0	0	0	0	0
307 W. 5th St.	0	0	0	0	0	0	0	0	0
Westminster Apt. 308	0	0	0	0	0	0	0	0	0
314 W. 6th St.	0	0	0	0	0	0	0	0	0
316 W., 6th St	0	0	0	0	0	0	0	0	0
319 W. 6th St.	0	0	0	0	0	0	0	0	0
321 W. 6 <sup>th</sup>	0	0	0	0	0	0	0	0	0
322 W. 6 <sup>th</sup>	0	0	0	0	0	0	0	0	0
324 W. 6 <sup>th</sup>	0	0	0	0	0	0			
329 W. 7 <sup>th</sup>	0	0	0	0	0	0	0	0	0
517 W. 7 <sup>th</sup>	0	0	0	0	0	0			
519 W. 7 <sup>th</sup>	0	0	0	0	0	0	0	0	0
521 W. 7 <sup>th</sup>	0	0	0	0	0	0	0	0	0
523 W. 7 <sup>th</sup>	0	0	0	0	0	0	0	0	0
704 Hickman									
707 Hickman	0	0	0	0	0	0	0	0	0
709 Hickman	0	0	0	0	0	0	0	0	0
710 Westminster	0	0	0	0	0	0			
Beta Theta Pi	0	0	0	0	0	0	0	0	0
Delta Tau Delta	0	0	0	0	0	0	0	0	0
Emerson Hall	0	0	0	0	0	0	0	0	0
Gage Hall	0	0	0	0	0	0	0	0	0
Kappa Alpha Order	0	0	0	0	0	0	0	0	0
Marquess Hall	0	0	0	0	0	0	0	0	0
Phi Delta Theta	0	0	0	0	0	0	0	0	0
Rice Hall	0	0	0	0	0	0	0	0	0
Scott Hall	0	0	0	0	0	0	0	0	0
Sigma Alpha Epsilon	0	0	0	0	0	0	0	0	0
Sigma Chi	0	0	0	0	0	0	0	0	0
Sloss Hall	0	0	0	0	0	0	0	0	0
Sweazey Hall	0	0	0	0	0	0	0	0	0
Weigle Hall	0	0	0	0	0	0	0	0	0
Wetterau Hall	0	0	0	0	0	0	0	0	0
Cedar Townhouse	0	0	0	0	0	0	0	0	0
Oak Townhouse	0	0	0	0	0	0	0	0	0
Maple Townhouse	0	0	0	0	0	0	0	0	0
309 W. 5th St.	0	0	0	0	0	0	0	0	0
Hickory Townhouse	0	0	0	0	0	0	0	0	0
Dogwood Townhouse	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0