



University of Mount Union
2019 Annual Security and Fire Safety
Report

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1972 Clark Avenue
Alliance, Ohio 44601

2019 Annual Security Report

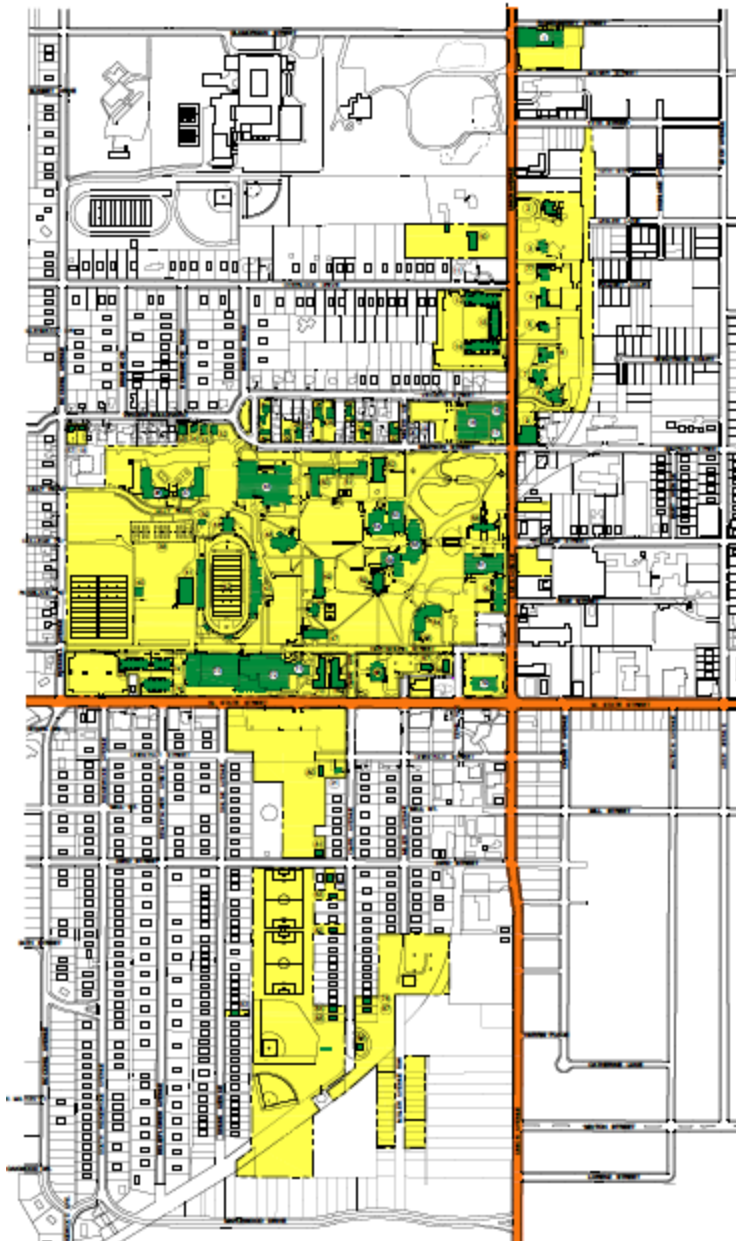
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1. Physical Plant
2. Heult House - 1301 Union Avenue
3. Delta Sigma Tau Sorority House
4. Sigma Nu Fraternity House
5. Perry F. King Grand House - 1474 S. Union Avenue
6. Apartment Housing - 1445 S. Union Avenue - Cluber Manor
7. Apartment Housing - 1474 S. Union Avenue - Keller Manor
8. Apartment Housing - 1304 S. Union Avenue - Joe Manor
9. William H. Gales Art Center
10. Phi Kappa Tau Fraternity House
11. Sigma Alpha Ipsilon Fraternity House
12. Apartment Housing - 1421 S. Union Avenue - Building #1
13. Apartment Housing - 1413 S. Union Avenue - Building #2
14. Apartment Housing - 1445 S. Union Avenue - Building #3
15. Cope Music Hall
16. Gales Center for the Performing Arts
17. Otto Gallery
18. 742 Vincent Street - Rental
19. Alpha Delta Pi Sorority House
20. Alpha Xi Delta Sorority House
21. 2101 Clark Avenue - Rental
22. 205 Simpson Street
23. 243 Simpson Street - Multi-Cultural Center
24. 254 Vincent Street - Rental
25. 218 Vincent Street - Rental
26. 325 Vincent Street
27. Alpha Chi Omega Sorority House
28. 355 Simpson Street
29. 405 Simpson Street - Campus Security
30. 431 Simpson Street
31. 440 Vincent Street - Rental
32. 522 Vincent Street
33. 544 Vincent Street
34. 552 Vincent Street
35. 550/554 Vincent Street
36. Stonek Residence Hall
37. Rice-Ross Residence Hall
38. Winfield Tennis Courts
39. Satellite/Communications Building
40. Restroom Building
41. Gullery Training Center
42. Mount Union Stadium
43. Stadium Press Box
44. White-Harter Locker Room
45. Hoover Plaza Campus Center
46. Rasmussen Health Center
47. Miller Residence Hall
48. DeWard Chapel
49. King Residence Hall
50. McMaster Residence Hall
51. Ketchum Residence Hall
52. Stone Residence Hall
53. Tolerton and Houdt Hall
54. Engineering and Business Building
55. Kardonian-Hunter Information Center
56. Welcome Center
57. 756 Vincent Street - Rental
58. Library
59. Chapman Hall
60. 270 West 23rd Street
61. Riley Hall
62. Galsider Hall
63. 2327 Clark Avenue - Rental
64. Holmes-Peterson Residence Hall
65. Kessler House
66. S.A.G.S. Lab
67. Van Den Lynden Hall
68. Beeghs Hall
69. Cunningham Residence Hall
70. McCready Residence Hall
71. McPherson Wellness Center
72. Timken Recreation and Athletic Center
73. Peterson Field House
74. Apartment Housing - 625 Hedstrom Street - Adena Court
75. Apartment Housing - 638 Hedstrom Street - Grove Court
76. Apartment Housing - 635 W. State Street - Onick Court
77. Alpha Tau Omega Fraternity House
78. 2450 Clark Avenue - Rental
79. Family Dollar Store - 1945 South Union Street
80. 330 W. Chestnut Street
81. 265 W. 22nd Street - Rental
82. 2359 Clark Avenue - Rental
83. 2474 Shunk Avenue - Rental
84. 2471 Clark Avenue - Rental
85. 2474 Clark Avenue - Rental
86. Clark Avenue - Sports Equipment Building
87. 2470 Clark Avenue - Rental

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 3113.31 Domestic violence definitions - hearings..... 96

 2903.211 Menacing by stalking..... 96

 2907.02 Rape. 97

Campus Crime Statistics..... 98

Important Phone Numbers

Emergency Contact Information

Ambulance Services

Emergency Medical Transport..... (330) 829-9900
Stark-Summit Ambulance (330) 821-9680
Illness: Weekdays 8 a.m. – 4 p.m.
Health Center (330) 823-2692
From Campus Phones 2692

Alliance Police Department - Emergency (330) 821-3131
From Campus Phone..... 2255
Alliance Police Department – Non-Emergency(330) 821-940

Alliance Fire Department - Emergency..... (330) 821-1212
From Campus Phone..... 2255

Residence Hall Emergencies:

Weekdays – 8 a.m. – 5 p.m..... (330) 823-7288
Weekends and evenings: Contact Resident Director on Duty (330) 428-3500

Campus Security (330) 428-1344
..... (330) 428-0460
..... from campus phones: S-A-F-E

Physical Plant Office..... (330) 823-7365

Utility Numbers

Alliance Water Department (330) 823-3126
Department of Health..... (330) 821-7373
Ohio Edison/First Energy - Electric Company..... (800) 633-4766
Dale Anderson Corp – Gas Lines (330) 823-1442
..... (330) 495-7769
Columbia Gas – Gas Lines.....800-344-4077

Other Important Numbers

Main switchboard..... (330) 821-5320
From Campus Phones.....0

Crime or Incident Reporting

Campus Security (330) 428-1344
..... (330) 428-0460
..... from campus phones: S-A-F-E

Alliance Police Department - Emergency (330) 821-3131
From Campus Phone.....2255
Alliance Police Department – Non-Emergency.....(330) 821-9140

Residence Hall Concerns:
Weekdays – 8 a.m. – 5 p.m..... (330) 823-7288
Weekends and evenings: Contact Resident Director on Duty..... (330) 428-3500

Office of Student
Conduct.....(330) 823-7288
Online reporting<https://www.mountunion.edu/campus-life/safety-and-parking/student-conduct>

Issues of Discrimination, Harassment, or Sexual Misconduct (Including Sexual Assault, Domestic Violence, Dating Violence, and Stalking)

Campus Security (330) 428-1344
..... (330) 428-0460
.....from campus phones: S-A-F-E

Alliance Police Department - Emergency (330) 821-3131
From Campus Phone.....2255

Office of Residence Life - Weekdays – 8 a.m. – 5 p.m..... (330) 823-7288
Weekends and evenings: Contact Resident Director on Duty..... (330) 428-3500

Office of Student Conduct.....(330) 823-7288
Online reporting<https://www.mountunion.edu/campus-life/safety-and-parking/student-conduct>

Title IX co-coordinators:
Michelle Gaffney, associate dean of students.....(330) 823-2496
Email.....gaffnemi@mountunion.edu
Marci Craig, director of human resources and staff development..... (330) 829-6560
Email.....craigml@mountunion.edu

Sexual Misconduct Resources

On Campus

UMU Office of Counseling Services..... (330) 823-2886
UMU Office of the Chaplain.....(330) 823-2838
Sexual Misconduct Responders
<https://www.mountunion.edu/campus-life/safety-and-parking/sexual-misconduct/title-ix/sexual-misconduct-responders>

Off Campus

Alliance Area Rape Crisis Hotline..... (330) 821-RAPE (7273)

Alliance Area Domestic Violence Shelter (24-Hour Hotline)..... (330) 823-7223
 COMPASS Rape Crisis Services of Stark County (24-Hour Hotline).....(330) 452-1111
 Comquest Services of Stark County – 1207 W. State Street, Suite M, Alliance.....(330) 821-8407
 Domestic Violence Project (24-Hour Hotline)..... (330) 453-SAFE (7233)
 National Sexual Assault Hotline.....800-656-4673

Sexual Misconduct Medical Assistance

S.A.N.E. (Sexual Assault Nurse Examiner) Services available at the following 2 locations:
 Aultman Hospital – 2600 6th Street SW, Canton, OH 44710 – (330) 363-6203
 HAVEN at Mercy Medical Center – 1320 Mercy Drive, NW, Canton, OH 44708 – (330)489-1111 ext. 2170

Alliance Community Hospital.....200 E. State St..... (330) 596-6000
 Alliance City Health Department.....537 E. Market..... (330) 821-7373
 Planned Parenthood of Northeast Ohio.....2663 Cleveland Ave. N.W., Canton..... (330) 456-7191
 University of Mount Union Health Center..... (330) 596-7995

Alcohol and Other Drug Treatment Options

On Campus

Office of Alcohol, Drug and Wellness Education..... (330) 829-6660

Stark County

Alcoholics Anonymous Intergroup Office.....(330) 491-1989 (24/7)
 Website.....<http://www.aaincantonohio.org/>

Coleman Behavioral Health

Alliance Office.....(330) 823-6932
 Canton Office.....(330) 438-2400
 Website.....<http://www.colemanservices.org/>

CommQuest

Alliance Office.....(330) 821-8407
 Canton Office.....(330) 455-0374
 Website.....<http://www.commquest.org>

Crisis Intervention and Recovery Center of Stark County.....1-(800) 956-6630
 Website.....<http://www.circstark.org/>

Narcotics Anonymous for Northeast Ohio.....(888) 438-4673
 Website.....<http://www.naohio.org/> or <http://nabuckeye.org/>

Crisis Numbers

Stark County Crisis Hotline.....	(330)-452-6000
Crisis Text Line.....	Text 4hope to 741 741
Trevor Lifeline (LGBTQ youth).....	866-488-7386
Military & Veterans Crisis Line.....	800-273-8255, press 1
National Suicide Prevention Lifeline.....	800-273-TALK (8255)

University of Mount Union Mission Statement

The mission of the University of Mount Union is to prepare students for fulfilling lives, meaningful work and responsible citizenship.

Policy Statements

Policies for Compiling the Annual Security Report (ASR)

This report is compiled to keep the members of the University of Mount Union community well informed about security and fire safety policies, procedures and practices on campus. Included in the report is information required by both the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Security Act and the Higher Education Act, as well as the Violence Against Women Reauthorization Act, as amended.

Introduction

The University of Mount Union, a private Midwestern institution founded in 1846, offers a rigorous and relevant academic program that is grounded in the liberal arts tradition. Mount Union's over 2,000 students can select from 56 broad-based and career-specific undergraduate majors as well as master's programs in physician assistant studies, educational leadership, and business administration and a doctoral program in physical therapy. Known for its academic excellence and personal approach, the institution boasts a 12:1 student-faculty ratio and a curriculum delivered by dedicated faculty members, 91% of whom hold terminal degrees in their fields.

Nearly \$110 million has been invested in the construction and renovation of modern facilities on Mount Union's campus in the last decade. Primarily residential in nature, Mount Union's picturesque 123-acre campus is located in Alliance, OH (population 25,000), within 80 miles of both Cleveland and Pittsburgh. The 162-acre Huston-Brumbaugh Nature Center is located six miles away. The University's endowment is \$145 million.

The University strives to make its exceptional educational experience accessible to students of all financial backgrounds. Its increasingly-diverse campus community benefits from a student-centered approach and array of activities for cultural, civic, and social development. Students

experience outstanding opportunities for success after graduation, both in the workforce and in graduate study.

For more information, visit www.mountunion.edu.

Mount Union is committed to providing a safe learning, working, and living environment for each of its members, visitors, and guests. This report contains the University's Campus Crime Statistics for the three most recent calendar years (2017, 2018, 2019) and the Fire Statistics for those three years. This report is available online for the campus community, applicants, and the general public on the University website's Campus Security page listed under Student Services at <https://www.mountunion.edu/consumer-information>. In addition, printed copies are available in the Office of Student Affairs located in the Hoover-Price Campus Center.

Each year, students, faculty and staff members are notified via e-mail of the availability of the latest report. This e-mail contains a direct link the report and to the website where they can access this report in its entirety. Prospective students may request a copy of this report from the Office of Admission. Prospective employees may request a copy of this report from the Office of Human Resources.

Preparing the ASR

The responsibility for preparing and compiling the ASR falls to the director of student conduct. The statistics included are compiled based on materials submitted by the Office of Residence Life, the Office of Campus Safety and Security, the Office of Student Affairs, Campus Security Authorities, and others. Additionally, information needed for this report has been requested from the Stark County Sherriff's Office and the Alliance Police Department. Documents reviewed include documentation reports, security logs, police reports (where available), and any direct reporting methods used by members of the University community.

Who is a Campus Security Authority (CSA)?

The Clery Act identifies certain categories of students and university employees as CSAs who have federally mandated responsibilities to report crimes that they witness or are reported to them. The intent of including non-law enforcement personnel in the role of CSA is to acknowledge that community members and students in particular, may be hesitant about reporting concerns to Campus Safety and Security, but may be more inclined to report to other campus affiliated individuals.

Mount Union has designated all faculty and staff, as well as students employed in a supervisory role such as a resident assistant or raider guide as CSAs. This excludes AVI Dining staff as they are not employed by Mount Union. Professional University counselors and the chaplain, when acting as such, are not considered to be a campus security authority and are not required to report crimes disclosed to them on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. All CSAs are required to report required to report all alleged criminal incidents, arrests, or disciplinary actions for Clery Act Crimes. These are defined as follows:

- Criminal Offenses – Criminal Homicide, including Murder and Non-negligent Manslaughter, and Manslaughter by negligence; Sexual Assault, including Rape, Fondling,

- Incest and Statutory Rape; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; and Arson.
- Hate Crimes – Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of Property that were motivated by bias;
 - VAWA Offenses – Any incidents of Sexual Assault, Domestic Violence, Dating Violence, and Stalking; and
 - Arrests and Referrals for Disciplinary Action for Weapons – Carrying, Possessing, Etc., Law Violations, Drug Abuse Violations and Liquor Law Violation (violations of UMU's Alcohol and Drug policies).

CSAs are encouraged to report these concerns at <https://www.mountunion.edu/campus-life/safety-and-parking/student-conduct>, but can also report them by contacting the Office of Safety and Security or the Office of Student Conduct. They are sent an email annually reminding them of their status as a CSA, the requirement to report, and asking them to report anything that they have not reported prior to the email.

Security of and Access to Campus Facilities

Academic and other campus facilities are generally open to students, employees, and guests during normal business hours. As an independent institution, Mount Union's campus is private property, and persons who do not have legitimate business on campus may be removed or arrested as trespassers. There is no formal policy requiring identification and admission of visitors on campus generally, although specific policies may govern access to particular buildings such as university residence halls, certain academic buildings, and the McPherson Academic and Athletic Center (MAAC). Academic and administrative buildings are on a lock and unlock schedule designed to accommodate usage by the campus community and implemented by Campus Safety and Security. The MAAC, the library, and other select university service areas have varying schedules reported annually in the Student Handbook. Campus security officers and other personnel also check all buildings on a regular basis. In the case of periods of extended closing, non-residential buildings (excluding buildings that house administrative offices such as Hoover-Price Campus Center and Beeghly Hall) will be secured and the university will admit only those with prior approval or key access to those facilities.

In addition, the university has a weapons policy which prohibits individuals who are not law enforcement officers assisting university security officers from possessing, displaying, or using firearms, weapons, ammunition, or fireworks on campus at any time.

Students, faculty, and staff are encouraged to call Campus Safety and Security immediately if suspicious persons or activities are noticed in campus buildings or anywhere on campus.

While these precautions greatly improve the security of campus buildings, they cannot be entirely successful without the assistance of students, faculty, and staff. Campus community members are encouraged to practice good personal safety at all times, assist in keeping locked doors closed, not allow people to follow them into a locked building (piggybacking into the building), lock their room, office, and car doors, and report any suspicious activity to Campus Safety and Security.

Security of and Access to Residence Halls

As the “home away from home” for students, residence halls provide all residents with a sense of privacy, security, and community and these policies are based on the premise that residents share responsibility for their community’s security concerns.

Traditional residence halls, suite style residence halls, and university owned apartments are locked 24-hours a day. A card reader controls access to these residence halls and is limited to building residents and necessary Student Affairs, Physical Plant, and Campus Safety and Security personnel. University owned townhouses and houses are key entry and the residents of the space control the access to this space. Keys are assigned to specific residents and the Code of Student Conduct prohibits the sharing or duplication of these keys. Necessary Student Affairs, Physical Plant, and Campus Safety and Security personnel have access to the townhouses and houses. Guests and visitors, per the code of student conduct, may only be given access to the building where their host lives and must be escorted at all times. While not covered by the statistics in this report, 2020 has changed these rules due to the pandemic. During the pandemic, guests are prohibited from entering residence halls without prior permission. When guests are allowed, guests and visitors are required to follow university policies. Hosts are responsible for their guests’ actions and any damages caused by their guests. All first-floor traditional residence, suite style residence, apartment, and townhouse rooms are equipped with stainless steel safety screens to decrease the ability to gain entrance from the outside. The safety screens are designed with an interior quick release function that will allow the occupant to remove it in the event of an emergency.

Residence life staff members are on duty and complete rounds through the traditional residence halls, and suite style residence halls. There are external rounds completed around the houses, townhouses, and university owned apartments at various times. Community members can reach a staff member at all times by calling the resident director duty phone. The duty phone number is posted in each residence room, outside of all resident assistants’ rooms, and on the back of all students I.D. cards.

Security Considerations in the Maintenance of Campus Facilities

Maintenance of the University grounds and facilities is also an important part of campus safety. Shrubs are kept trimmed and low hanging tree branches that could obscure views are removed on a routine basis. Parking lots and pathways are illuminated with lighting. In coordination with Campus Safety and Security, a visual check of exterior lighting is completed nightly and reported to the Physical Plant for priority maintenance. Campus Safety and Security also completes a monthly check in cooperation with the City of Alliance Police Department of all Blue Light Emergency Phones (of which there are ten) to ensure that they are in good functioning condition. Individual room and office locking systems and exterior building locks are tested and serviced annually. Those locks using a card reader are tested in conjunction with the Office of Campus Card and Facility Scheduling. Should card access on an exterior door fail, on-call staff are called in immediately to resolve the situation. Staffs from Physical Plant, Campus Safety and Security, and Residence Life continually check campus buildings and facilities to ensure doors, windows, locks, access systems, lighting and other safety and security equipment and infrastructure are in good repair and working properly. If

community members notice an unsafe space, an exterior light out, or have other safety concerns they should contact Campus Safety and Security.

Law Enforcement and Jurisdiction

Security and Law Enforcement

The Office of Campus Safety and Security reports to the vice president for student affairs/dean of students. The office consists of the director, two (2) part-time Security Officer, and nine (9) full-time Security Officers. The department provides service twenty-four (24) hours a day, three hundred sixty-five (365) days a year. Campus security officers conduct vehicular, golf cart, and foot patrols on all campus grounds, campus facilities, and campus housing with safety and crime prevention in mind. Campus security officers have enforcement authority for all rules and regulations stated in University of Mount Union publications including, but not limited to, the Student Handbook, the University Catalogue, etc. Campus security officers are not deputized law enforcement officers and do not have arrest authority.

Campus Security coordinates their activities with local law enforcement officers when crime and emergency situations occur. The University of Mount Union has a strong working relationship with the Alliance Police Department. The Alliance Police Department provides law enforcement services to all Mount Union facilities located within its jurisdiction but does not have a written memorandum of understanding. The campus community is strongly encouraged to report crimes to the resources noted here.

Off Campus Student Organizations

The University of Mount Union recognizes several Greek letter student organizations that own property off campus, either as meeting houses or as residential facilities. The Alliance Police Department monitors activities at these locations in the same manner as the rest of the city. They respond to calls for assistance and attend to violations of law that come to their attention. At the discretion of the police department, any interaction law enforcement officers have with students at these locations may be reported to the Office of Campus Safety and Security or the Office of Student Affairs. In addition, Campus security officers monitor these locations for safety concerns and violations of law or University policy that may occur.

Reporting

Accurate and Prompt Reporting Policy

While there are certain offices that focus specifically on keeping the University of Mount Union a safe place to live and work (Campus Safety and Security, Residence Life, Student Conduct, the Office of Student Affairs, etc.), the responsibility for maintaining a safe community falls to all of its members. The University strongly encourages members of the university community to accurately and promptly report all crimes to the appropriate authority when the victim of a crime elects to or is unable to make such a report.

Reporting of Crimes

Reports to campus officials will be investigated and, if appropriate, referred to the Office of Student Conduct and/or the Alliance Police Department. In addition, reports of crimes will be included in the Campus Crime Statistics and Daily Crime Log, even if they do not lead to a formal investigation by the police or an arrest or responsible conduct findings.

If the crime is in progress, the community member should immediately contact one of the following:

- The Alliance Police Department at (330) 821-3131 (or 911);
 - By pressing the button on any of the “blue light” emergency telephones located around campus;
- Campus Safety and Security by dialing S-A-F-E from any campus phone or calling (330) 428-1344;
- Any residence Life staff member either in person or calling the RD duty phone at (330) 428-3500.

The decision regarding whom to contact should be based on the intensity or danger involved in the situation and/or the ease with which one of these authorities can be contacted. If Campus Safety and Security or a Residence Life staff member is notified prior to the Alliance Police being called, they will assist the community member with contacting the Alliance Police Department and making a report.

If the crime is discovered after it has occurred, the community member should contact one of the following:

- Campus Safety and Security by dialing S-A-F-E from any campus phone or calling (330) 428-1344;
- The Resident Director on Duty at (330) 428-3500;
- The Office of Student Conduct at (330) 823-7288 or <https://www.mountunion.edu/campus-life/safety-and-parking/student-conduct>

The person responding will assist the community member with making a report and connecting with the Alliance Police Department.

In the case of a sexual assault or other type of sexual misconduct, discrimination, or harassment the student may also contact:

- A Sexual Misconduct Responder. These faculty and staff members have been trained to assist students with all of the difficult decisions a student must make, including those about reporting. Additional information about the Sexual Misconduct Responder program, including the list of Responders and their contact information, can be found at <https://www.mountunion.edu/campus-life/safety-and-parking/sexual-misconduct/title-ix/sexual-misconduct-responders>.
- Any member of the Title IX team, the list of whom can be found at <https://www.mountunion.edu/campus-life/safety-and-parking/sexual-misconduct/title-ix>.
- The Title IX co-coordinator can also be contacted at:

Michelle Gaffney, associate dean of students & Title IX co-coordinator
Hoover Price Campus Center, Office of Student Affairs

Phone: (330) 823-2496

E-mail: gaffnemi@mountunion.edu

For the purposes of the crime statistics, the University will accept anonymous reports through the means described above. However, campus community members should recognize that the University's ability to act upon anonymous reports will likely be limited.

Confidential Reporting Procedures

Professional University counselors and the chaplain, when acting as such, are not considered to be a campus security authority and are not required to report crimes disclosed to them on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. As a matter of policy, however, they are encouraged, when they deem appropriate, to inform persons they are counseling about crime reporting procedures. If the person does not want to report the crime themselves, counselors and the chaplain are encouraged, when they deem appropriate, to inform the person they are counseling that the information the person shares may be used confidentially in the annual campus crime reports, if the person desires. If they want this to happen, the person should advise the counselor or chaplain, who will then report the necessary information (without identifying the person) to the associate dean of students/Title IX co-coordinator.

Alerting Ongoing Disclosures

Timely Warning Notification

In the event of a major crime incident or other emergency situation occurring on the Mount Union campus or the surrounding area that poses a serious or continuing threat to the campus community, the vice president for student affairs/dean of students, the vice president for business affairs, or their designees, will evaluate the circumstances and determine the need and manner for alerting the campus community. The mode of notification will vary depending on the particular circumstances of the situation and notification will occur without delay. One or more of the following communication tools will be used to notify students, faculty and staff:

- Emails to Mount Union email addresses
- Phone calls to all campus phone numbers (landline and cell, if registered)
- Text messages through the emergency alert system
- Signage placed in and around buildings
- Alerts on the Mount Union website

If a problem appears to be confined to a building or group of buildings, notification will generally occur through posting flyers in the affected areas. If the buildings identified are residential, residence life staff may notify their students through hall meetings, word of mouth, or email in addition to the postings.

It is imperative that all community members read these warnings and respond appropriately. Anyone with information warranting a timely warning should report the circumstances to Campus Safety and Security by phone at (330) 428-1344 or to the Office of Student Affairs at (330) 823-2243.

Emergency Notification and Evacuation

Mount Union University has an Emergency Management Plan (<https://www.mountunion.edu/Documents/Campus%20Life/Safety%20and%20Parking/Emergency%20Management%20Plan%202012-2013.pdf>) in order to enhance the safety of all members of the campus community, protect University property and facilities, and foster an environment conducive to quick recovery and business continuity when crises occur. On-going review and administration of the plan is a joint effort of the President's Council and the Campus Safety Committee. The Campus Safety Committee is co-chaired by the vice president of student affairs/dean of students and the vice president for business affairs/treasurer and its members are select faculty and staff. The Campus Safety Committee's purpose is to mitigate risk and prepare for crisis situations. The Emergency Management Plan includes information regarding incident teams, crisis plans and protocols, and safety guidance for students, faculty, and staff.

If students, faculty, staff, or guests are aware of an emergency or dangerous situation, they should contact Campus Safety and Security by dialing S-A-F-E from any campus phone or calling (330) 428-1344 or the Alliance Police Department at (330) 821-3131 (or 911). Notification can also be made to the vice president of student affairs/dean of students at (330) 823-2243.

Authority to declare a campus state of emergency and initiate campus notification resides with the President's Council. The President's Council is made up of the following: university president, vice president for marketing, vice president for academic affairs/dean of the university, vice president for student affairs/dean of students, vice president for business affairs/treasurer, vice president for university advancement, vice president for enrollment services, director of information technology, and the assistant to the president and board of trustees. Typically, these decisions will be made by either the vice president for student affairs/dean of students or the vice president for business affairs/treasurer; however, they can be made by the President and/or any member of their council. The President's Council member involved in the process will work with Campus Safety and Security, local law enforcement, and emergency agencies to confirm that there is a significant emergency and determine who to notify. Upon confirmation of an emergency or dangerous situation, the institution will immediately notify the campus community. In most cases, the vice president of marketing, or a member of their staff, will be involved in drafting the content of the notification and initiating the notification system. If appropriate for the situation, first responders (such as campus security officers or resident assistants) may be notified prior to or at the same time as the campus community.

In most cases, the entire campus community will be notified of all events deemed an emergency. Should specific areas of the campus need to be notified (i.e., a specific residence hall) instead of the entire community, the President's Council member involved in this process will work with Campus Safety and Security, local law enforcement, and emergency agencies to determine the specific notification area. In this case, notification could be done via email, verbal announcement, signage, fire alarms, door to door knocking or campus alert as described below.

In cases of fire, or immediate need to evacuate a specific building, the fire alarm will be the initial notification of an emergency.

The University utilizes the Blackboard Connect system to provide information to all students, faculty and staff members via phone calls to all campus phone numbers, cell phone numbers on record with the University, and home numbers for commuter students; e-mails to all Mount Union e-mail addresses; and/or text messages, if the community member has not opted out of this feature. If a significant emergency is confirmed, the University will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Communication of emergency information to the community outside of the University will occur through the Office of Marketing, in consultation with local law enforcement and emergency agencies. Such communication may occur via local and network media outlets, the Mount Union website, campus signage, and other incident specific methods. Communication will be tailored by the Office of Marketing to include information specific to the incident and the target audience receiving the notification, i.e., outside community may be notified to stay off campus while the on-campus community may be asked to shelter in place. The directives in these notifications will be determined by a member of the President's Council.

Evacuation

Resident assistants and other residential life staff receive emergency response and evacuation training every year. The training includes information regarding emergency assembly areas and shelter in place sites for different locations on campus.

Each faculty and staff member receive and are asked to post the University of Mount Union's Emergency Response Guide. Additionally, this is sent electronically to all faculty, staff, and students annually. This guide includes directions on when to evacuate and when to shelter in place with directions on how to do so in different situations.

Emergency Protocol

There is no one set protocol for response to all crisis/emergency scenarios. However, there are three key contingent steps for consideration when confronted with crisis: Hide Out, Get Out, Call Out.

- **HIDE OUT (Cover/Conceal)**

If members of the campus community are confronted by an emergency/crisis situation in which evacuation from their current location would expose them to potential peril or increased danger, then efforts should be made to take cover. When appropriate (i.e., armed intruder) doors should be locked if possible, lights turned off, and efforts made to keep silent and out of sight.

- **GET OUT (Evacuate)**

Whenever possible, members of the campus community should remove themselves from emergency/crisis locations provided that such evacuation will not expose them

to increased danger. If unsure whether or not evacuation is a safe option, then taking cover and communicating the crisis to proper authorities may be the best alternative.

- **CALL OUT (Communicate)**

When members of the campus community discover or are confronted by crisis/emergency situations, they should communicate those dangers to proper authorities as soon as possible. Prior to communication, community members should assess risk and be sure to isolate (Cover) or remove (Evacuate) themselves from imminent danger. Once imminent danger has been avoided, community members can utilize the following numbers to contact assistance. Community members are encouraged to program the following numbers into their phones for ease of communication:

- Campus Security (330) 428-1344 or S-A-F-E from campus phones
- Alliance Police Department (330) 821-3131

Testing Emergency Response and Evacuation Procedures

The emergency response procedures are tested annually through a community disaster drill. There is an Alliance Community-Wide Disaster Drill Planning Committee, upon which members of the campus emergency management team play an active role. This drill takes place on or near the Mount Union campus in coordination with the Alliance Community Hospital, the Alliance Police Department, and the Alliance Fire Department. Other local agencies, such as the Stark County HazMat team, local ambulance services, the Stark County Chapter of the American Red Cross, and fire departments from nearby jurisdictions, etc. may be involved depending on the specific scenario upon which the drill is based. Additionally, the University's entire campus safety and security staff and various other members of the campus community participate in the drill each year as part of their training.

The 2019 Community Disaster Drill took place on September 12, 2019 through collaboration between the University of Mount Union, Alliance Community Hospital (ACH), the Alliance Fire Department (AFD), and the Alliance Police Department (APD). A committee of representatives from these groups, along with representatives from the Stark County Chapter of the American Red Cross, the Stark County Emergency Management Agency and Stark County Local Emergency Planning Committee met for several months to coordinate the drill.

The drill scenario took place in the parking lot behind Hoiles-Peterson Residence Hall. A van delivering chemicals to Gallaher Hall crashed in the parking lot behind the residence hall due to a tornado that had impacted Alliance. The driver and delivery person were incapacitated and students were exposed to the chemicals. Additionally, the tornado damaged King Residence Hall, trapping students inside. Approximately 20 University of Mount Union students served as injured or trapped students. Additional members of the University community filled roles as the van driver, deliver person, concerned parents, and friends of students as well as members of the media seeking information.

The Alliance first responders, both police and fire, responded quickly to the scene of the van accident, assessed the situation and began appropriate measures to address the chemical

spill, safely extract the crash victims, and address the contaminated students. The Stark County Hazmat team responded as well to address the unknown nature of the chemical that spilled. Once the team was actively engaged with the crash site, they were notified of the second emergency at King Hall and emergency personnel were sent to the second site. Several local ambulance crews also participated in the drill and took students to the Aultman Alliance Community Hospital or locations which represented other Stark County hospitals participating in the drill via radio communication with the emergency responders.

Since this accident involved a significant number of University of Mount Union students, our director of campus safety and security was notified immediately and included at the Incident Command Center established near the scene of the accident, as would be the case in a real situation. He served as our liaison at the incident gathering and relaying information back to the Hoover-Price Campus Center where we had convened our Emergency Management Team and had enacted our crisis communication plan. A message utilizing our Blackboard Connect System was sent to all faculty, staff, and students in order to conduct a test of our system. The University's emergency management team worked together through this scenario to develop plans for other steps that would need to occur if this were a real situation.

After the completion of the drill, all participants meet to review the drill, the effectiveness of the agencies, and what concerns need to be addressed. Surveys are sent to the campus community to gauge the preparedness of the community and identify any concerns.

During campus safety week, fire drills are conducted in every residence hall. Additionally, during campus safety week all faculty and staff who are new and have not previously received it or who request them are given paper copies of the Emergency Response guide to post in their office or classroom. Additionally, the emergency response guide is sent out to the entire campus community electronically during campus safety week.

In addition to the annual drill, the University tests the Blackboard Connect system each fall and spring semester. An e-mail is sent informing members of the campus community that the system will be tested, asking them to update their contact information, and explaining how to opt out of the text message notification. Approximately a week later, a test of the system is conducted with messages going out via phone, e-mail, and text.

General Prevention and Awareness

Programs and Activities Available on Campus to Raise Awareness of Safety and Risk Reduction

Throughout the year, on a continuous basis, programs and activities are held at Mount Union to educate and raise awareness of safety issues, including alcohol, drugs, domestic violence, sexual harassment and sexual abuse. The list below is not all inclusive but gives some of the programs and activities at Mount Union.

Safety Issue Awareness

Various offices throughout campus provide programming and training to educate and raise awareness of safety issues. These programs provided include, but are not limited to:

- Risk Management Programs for fraternities and sororities that include
 - risk management for individual chapters
 - Interfraternity Council Risk Management Workshop
- Campus Safety Week – During this annual week to raise awareness regarding campus safety and security many events took place, including but not limited to ALICE training, ally training, how to interact with the police, and the community wide disaster drill.
- Annual “I Could have been a Burglar” door knocking campaign in the residence halls promoting basic safety skills for living in a residence hall.
- Office of Student Conduct Bulletin boards on topics such as Cyber Safety, Safety in Inclement Weather, and knowing the Code of Conduct.
- In hall Residence Life programs – Programs on various topics including safety, security, wellness, social responsibility, and community building presented by residence life staff in various hall settings throughout the year.
- Escort Service – This service is provided by request through Campus Safety and Security to help individual services.
- Crime Prevention Programming – The director of campus safety and security provides this program to all incoming students and at request to discuss safety and crime prevention on campus.

Alcohol and Drug Awareness

Lead by the Office of Alcohol, Drug, and Wellness Education, much programming is provided to the community on Alcohol and Drugs. Additionally, the Office of Alcohol, Drug and Wellness Education provides confidential consultation and other services to the University Community as needed. The Alcohol and Drug Awareness programs provided throughout the year, including but not limited to:

- 21st Birthday Cards - Evidenced based programming tool effective in educating students, parents and others about the dangers of alcohol poisoning.
- Healthy Graffiti - Educational flyers posted on the restroom stall doors across the campus (8 editions per semester).
- Reverse Trick or Treat – Booze Can be Scary, information is provided on safe drinking.
- Young People Matter Wheel of Misfortune - Students answer questions related to drugs and win prizes.
- Mocktails – Annual organizational mocktail event as a part of National Collegiate Alcohol Awareness Week.
- Office of Alcohol Drug and Wellness Education Bulletin boards on topics such as Rethink your Drink and Arrive Alive.
- DeStress Fest – A pre-final event to promote stress management.
- Safe Spring Break Planning - A week of events focused on presenting alcohol education and awareness, identifying the consequences of abusive alcohol and drug

use during spring break. Includes an information table, Safe Car Clinic, and Spring Fling.

- Raiders Don't Drink & Drive – Partnering with the Stark County Sheriff's department to give simulated experience to drinking and driving.
- Arrive Alive - Participation in a campaign to focus on drunk driving and vehicular fatalities and how alcohol and other drugs impact decision making skills.
- Risk Management Programs for fraternities and sororities that include support of GAMMA (Greeks Advocating Mature Management of Alcohol).
- Late Night and Weekend Programming – Providing the opportunity to build friendships and socialize without alcohol or other drugs. Programs include, but are not limited to, comedians, hypnotists, game shows, and trips to local attractions/sporting events, and monthly movies.
- Fraternity President's Meeting on Social Events Policy Revisions – President meetings to review the expectations about alcohol and safety in social settings.
- AlcoholEDU - online training on alcohol choices and sexual misconduct required for every incoming student.
- The Judicial Educator online programming – Utilized primarily as a conduct sanction, this program includes classes on alcohol, marijuana, healthy relationships, and bystander education.

Domestic Violence, Sexual Harassment and Sexual Abuse

Raising awareness regarding Domestic Violence, Sexual Harassment, and Sexual Abuse is important to the University of Mount Union. Many events are held throughout the year to provide education, awareness and additional information to student and the community. These programs include, but are not limited to:

- Get Lei'd – Sexual Responsibility program provided by Gamma
- World Sexual Health Day table sponsored by the Office of Alcohol Drug and Wellness Education and Gender Equity Matters – information provided on consent, STIs, and condoms (male and female) and dental dams distributed
- Take Back the Night – Annual speaker and march to raise awareness for sexual harassment and assault.
- Sexual Health Fair – Annually brings together multiple offices and organizations, on and off campus, to discuss healthy sexual choices.
- AlcoholEDU - online training on alcohol choices and sexual misconduct required for every incoming student.
- Risk Management Programs for fraternities and sororities that include Bystander Training
- Fraternity and Sorority Presidents' on Title IX and Sexual Misconduct
- Ongoing Title IX training for students, faculty, and staff.
- Title IX and Bystander Training for resident assistants and raider guides.
- Bystander Training for all Athletic Teams.
- Ongoing training to various student groups, students, faculty, and staff.

- The Judicial Educator online programming – Utilized primarily as a conduct sanction, this program includes classes on alcohol, marijuana, healthy relationships, and bystander education.
- GAMMA Sexual Responsibility Training.
- Office of Alcohol Drug and Wellness Education’s Sexual Responsibility program completed for various constituencies on campus.
- Condom Olympics – Event provided by the Office of Alcohol Drug and Wellness Education for various constituencies on campus.

Drug, Alcohol and Substance Abuse

Alcohol and Other Drug Policy

To comply with the Drug Free Schools and Communities Act of 1989 (DFSCA) and subsequent amendments, students and employees of the University of Mount Union are informed that strictly enforced policies are in place which prohibit the possession, use, or distribution of any illicit drugs, including alcohol, on University property or as part of any University-sponsored activity, with the exception for of-age students to consume alcohol moderately as specified below. Students and employees are also subject to all applicable legal sanctions under local, state, and federal law for any offenses involving illicit drugs on University property or at University-sponsored activities.

The University of Mount Union affirms that illegal drug use is unlawful and harmful. The use of illegal drugs and alcohol abuse by students and employees could result in cognitive deficits, loss of productivity, and other health risks. These risks include an increased risk of accidents, which may result in death or permanent injury. Free, confidential counseling for alcohol and other drug misuse and abuse issues is available to students through the Office of Alcohol, Drug, and Wellness Education and Health Services. Other resources and referrals may include assessment, individual counseling, educational programs, materials, and referral and case management through community agencies, all of which might include a fee.

Students exhibiting signs of excessive alcohol consumption will be transported via local ambulance services at the student’s expense for medical attention. Refusal to cooperate with EMS personnel may result in arrest by the Alliance Police Department in order to ensure the student’s health and safety and/or a conduct complaint for disruptive behavior and/or failure to comply.

Parental/Guardian Notification

The University of Mount Union is concerned about students who improperly use alcohol and other drugs and the effects such use may have on their health, academic success, interpersonal relationships, and, ultimately, their future.

Mount Union’s alcohol policy expressly forbids possession and/or consumption of alcohol by students, employees, or guests who are under the minimum legal drinking age of 21 years. Possession of drug paraphernalia and the use, manufacture, sale, or distribution of illegal drugs, whether on or off campus, by any student is also prohibited. In accordance with the Family Educational Rights and Privacy Act

(FERPA), the director of student conduct (or designee) reserves the right to notify the parents/guardians of students under 21 years of age of any incident in which the student is found responsible for violating the University Alcohol and Other Drug Policy. While the University may notify the parents/guardians of students under 21 years of age in any alcohol or drug violation, it is generally only done in cases where a student has been found to have violated the University's Alcohol or Other Drug Policy and are placed on university probation.

Alcohol Policy

The following sections describe Mount Union's policy regarding the sale, service, distribution, and consumption of alcoholic beverages on university property or at university-sponsored events in accordance with federal, state, and local laws.

Basic Guidelines

Students who are 21 years of age or older are permitted to possess and consume alcohol only in University housing per the parameters below. Alcohol may not be possessed,* served or consumed in any public place on Mount Union's campus or at any athletic event. Students who are of legal drinking age may not share or provide alcohol to any students, employees, or guests who are under 21 years of age. Those under the minimum legal drinking age of 21 years are not permitted to possess or consume alcohol anywhere on University property or at University-sponsored events. Drinking games, and simulated drinking games (e.g., water pong) are prohibited on campus.

Advertisements and promotional materials posted or distributed on campus may not make any direct or implied reference to or depict in any manner alcoholic beverages, alcoholic beverage company logos, or symbols, the consumption of alcoholic beverages, drugs, or drug paraphernalia or the use of illicit drugs. Exceptions to this policy may be made for advertisements for educational programs and events; however, these materials must be approved in advance by the associate dean of students or the director of alcohol, drug, and wellness education. No campus activity may be co-sponsored by a bar, liquor establishment, or other alcoholic beverage manufacturer or distributor. Alcohol may not be sold on the Mount Union Campus.

Residence Hall/University Owned Housing Alcohol Guidelines

Persons who are 21 years of age or older may possess* and consume alcoholic beverages in the residence halls, university apartments and campus houses according to the following standards:

- a. Students who are 21 or older may possess* or consume alcoholic beverages in the privacy of their individual student rooms or university apartments. Room/apartment doors must be shut when consumption is occurring.
- b. An individual who is of legal drinking age may not consume alcohol in the presence of anyone under the age of 21, with the exception of their roommate(s)/apartment mate(s).
- c. Alcohol may only be consumed in residence halls or campus house individual rooms. No one shall consume or possess* open containers of any alcoholic beverage in any other area of the residence halls or campus houses (e.g., lounges, hallways, restrooms, laundry rooms, etc.). In townhouses and apartments, students are permitted to drink in their living rooms/kitchens provided no one present is under the age of 21.

- d. Kegs of beer, taps, beer balls, and beer funnels are not permitted in or on University of Mount Union property or on the property of organizations affiliated with the University. These items will be confiscated by University officials if discovered on campus.
- e. Drinking games or contests involving alcoholic beverages may not be played on the University of Mount Union property.

* PLEASE NOTE: The presence of alcohol may be interpreted as possession of alcohol. Students encountered in locations where alcohol is present may be considered to be in violation of the Alcohol Policy, even if they do not have alcohol on their person at the time they are encountered.

Examples of Violations of the University Alcohol Policy

- Purchasing alcohol by a person under the age of 21;
- Selling or providing alcohol to a person under the age of 21;
- Possessing either full or empty alcohol containers by a person under the age of 21;
- Consuming alcohol by a person under the age of 21;
- Showing physical or mental impairment following or resulting from alcohol use;
- Using or possessing common sources of alcohol including, but not limited to kegs, party balls, punch bowls, wine boxes, etc.;
- Participating in or being present during the occurrence of any drinking game;
- Possessing an open container of alcohol in a common area including, but not limited to bathrooms, hallways, lounges, elevators, lobbies or outdoor spaces;
- Driving under the influence of alcohol.

As stated in Section 4 of the Code of Student Conduct in the Student Handbook, “failure to comply with the reasonable directives of university officials, campus safety and security officers, or law enforcement officers during the performance of their duties and/or failure to identify oneself to these persons when requested to do so”, is considered unacceptable behavior for a university student. An example of such behavior includes refusing to submit to a breath test when requested by a police officer, whether on or off-campus, which is considered a violation of the University Code of Student Conduct and may result in conduct sanctions.

Sanctions for alcohol violations are dependent upon a number of factors including, but not limited to: hearing officer discretion, the nature and severity of the incident, a student’s conduct history, and a student’s cooperation throughout the conduct process.

Illegal Drug Policy

The following sections describe the University’s policy regarding the sale, manufacture, distribution, possession,* and use of illegal drugs on or off University property or at University-sponsored events or programs in accordance with federal, state, and local laws. Examples of violations include:

- Misuse of over-the-counter drugs;
- Misuse or sharing of prescription drugs;
- Possessing, using, being under the influence of, distributing, or manufacturing any form of illegal drug;
- Possessing paraphernalia for intended or implied use of any form of illegal drug;
- Possessing paraphernalia that contains or appears to contain illegal drug residue;
- Purchasing or passing illegal drugs from one person to another;

- Using mail services to purchase, pass, or distribute illegal drugs;

Paraphernalia includes, but is not limited to, bongos, hookahs, water pipes, rolling papers, vapes/vaporizers, and rigs.

This policy provides flexibility for the University in addressing drug-related offenses which occur on- or off-campus. Moreover, it permits the University to address its fundamental mission of holistic education and the development of human potential. While recognizing that there is a need to address violations related to the use or possession of controlled substances, the University must address the education and well-being of all its students and employees. In addition to University imposed sanctions, students and employees are subject to all legal sanctions under federal, state, and local law for any offenses involving illegal drugs on University property or at University activities.

* PLEASE NOTE: The presence of drugs may be interpreted as possession of drugs. Students encountered in locations where drugs are present may be considered to be in violation of the Drug Policy, even if they do not have alcohol on their person at the time they are encountered.

Safe Harbor

The University has a Safe Harbor rule for students. The University believes that students who have a self-identified drug and/or addiction concern or problem deserve help. If any University student brings their own use, addiction or dependency to the attention of University officials outside the threat of drug tests or imposition of the conduct process and seeks assistance, a conduct complaint will not be pursued. A written action plan may be used to track cooperation with the Safe Harbor program by the student. Failure to follow the action plan will nullify the Safe Harbor protection and the campus conduct process will be initiated. Please see the Code of Student Conduct Section C in the Student Handbook for more information.

Alcohol and Other Drug Procedures for Student Organizations

All student organizations must abide by the following guidelines:

1. All state, local, and University laws and policies concerning the use of alcohol and other drugs must be observed. In addition, all student organizations must abide by their governing bodies' rules and regulations, as well as, policies set forth by their national organizations.
2. In order for alcoholic beverages to be allowed at a student organization event, organizations must comply with the Social Event Risk Management Policies. Compliance with these policies must be coordinated with the Office of Student Involvement & Leadership and approval must be given by this office before the event can occur.
3. If an off-campus activity includes the sale of alcoholic beverages, organizations will be required to use a licensed third-party vendor to manage this sale.
4. Promotional materials (including, but not limited to, advertisements in any form, t-shirts, cups, or any other item to be displayed, given away or sold before, during, or after an event) shall not make any direct or implied reference to or depict in any manner alcoholic beverages, alcoholic beverage company logos, or symbols, the consumption of alcoholic beverages, drugs or drug paraphernalia, or the use of illicit drugs.

5. No activity may be co-sponsored by a bar, liquor establishment, or other alcoholic beverage manufacturer or distributor. Advertisement for such establishments, manufacturers, or distributors may not occur at any activity.
6. No student organization shall allow alcoholic beverages or drugs to be present at its membership recruitment activities or initiation activities.
7. The officers of the student organization sponsoring the activity are responsible for enforcing the above guidelines and for the behavior of the guests at their events.
8. Drinking games or contests involving alcoholic beverages may not be played at any event sponsored by a University of Mount Union student organization.

Alcohol and Drug Policy Sanctions

1. An individual involved in a violation of alcohol or other drug related policies will be referred for disciplinary action and may receive any of the sanctions outlined in the student conduct process. Please see Section 8: N - Sanctions in the Conduct Process of the Student Handbook for a full list of sanctions.
2. If a recognized student organization violates the alcohol or other drug policies, the group will be referred for conduct action. The following minimum sanctions will apply:
 - a. A two hundred dollar fine and a period of probation for a first offense. Possible conditions of this probation include, but are not limited to, restrictions of activities such as recruitment, sponsoring of social activities, or participation in campus events.
 - b. Subsequent offenses may result in suspension of the group from campus.
 - c. Other penalties may be assessed depending upon the nature of the violation.

State and Federal Laws Pertaining to Alcohol and Other Drugs

Ohio law prohibits the purchase, consumption, or possession of alcoholic beverages by persons under 21 years of age, with a fine up to \$1,000 and/or six months imprisonment for the first offense. Possession or display of a fictitious operator's license is a first-degree misdemeanor. The offense includes mere possession of a fictitious license or display of someone else's valid operator's license. The maximum penalty for this offense is six months imprisonment and/or a \$1,000 fine. If the fictitious operator's license is used to purchase alcohol or enter an establishment that serves alcohol the minimum fine is \$250.

A person who furnishes alcohol to an underage person is guilty of a first-degree misdemeanor. The maximum penalty associated with this offense is six months imprisonment and/or a \$1,000 fine. Therefore, a social host risks being fined and imprisoned. It is a minor misdemeanor to possess an open alcoholic container in public. A first conviction for driving under the influence of alcohol or drugs has a penalty of up to \$1,075 fine, forfeiture of driving privileges for six months, and a mandatory three days in jail and/or Driving Intervention Program.

Criminal penalties in Ohio for the illicit use of controlled substances ("drugs") vary with the type of drug and quantity. For example, possession of less than 100 grams of marijuana is a minor misdemeanor; possessing more than 201 grams is a felony. Possessing cocaine even in small amounts such as 5 grams is a felony.

Possession of drugs is illegal without valid authorization (i.e., a valid doctor's prescription). While penalties for possession are generally not as great as for manufacture and distribution of drugs, possession of a relatively large quantity may be considered distribution. Penalties for conviction of the sale or attempted distribution of drugs vary according to the amount and type of controlled substance in possession. Penalties can range between second degree misdemeanors and first-degree felony. For more information see the Ohio Revised Code 2929.13.

Under both state and federal laws, penalties for possession, manufacture, and distribution are much greater for second and subsequent convictions. Many of these laws dictate mandatory prison terms and require that the full minimum term be served.

In compliance with the Drug Free Schools Act, the University Mount Union does not allow the possession, use, or sale of marijuana or marijuana products, including but not limited to oils, edibles, etc. and, while Ohio has recently approved the use of medical marijuana, it is not permitted on campus.

Sale and possession of drug paraphernalia is illegal in Ohio. Drug paraphernalia can be classified as any equipment, product or material of any kind that is designed, intended or used for producing, processing, preparing, testing, analyzing, packaging, repackaging, storing, containing, concealing, injecting, ingesting, inhaling or otherwise introducing into the human body, a controlled substance in violation of Ohio drug law.

The exact legal wording can be found in the Ohio Revised Code, Sections 4301.63.2, 4301.63.3, 4301.63.4, 4301.69: <http://codes.ohio.gov/orc/4301>.

A student who is convicted of any offense under any Federal or State law involving the possession or sale of a controlled substance for conduct that occurred during a period of enrollment for which the student was receiving any federal grant, loan, or work assistance shall not be eligible to receive any federal grant loan or work assistance from the date of that conviction for the period of time specified in the following table:

If convicted of an offense involving the possession of a controlled substance the ineligibility period is:

First offense	1 year
Second offense	2 years
Third offense	Indefinite

If convicted of an offense involving the sale of a controlled substance the ineligibility period is:

First offense	2 years
Second offense	Indefinite.

A student whose eligibility has been suspended may resume eligibility before the end of the ineligibility period if:

1. The student satisfactorily completes a drug rehabilitation program that complies with criteria set by federal regulations and includes two unannounced drug tests.

or

2. The student successfully passes two unannounced drug tests conducted by a drug rehabilitation program that complies with criteria set by federal regulations.
or
3. The conviction is reversed, set aside, or otherwise rendered nugatory.

Information Regarding the Impact of Alcohol and Other Drug Use

Alcohol

Alcohol consumption causes several changes in behavior and physiology. Low doses significantly impair judgment, coordination, and abstract mental functioning. Statistics show that alcohol use is involved in most of violent behaviors on college campuses, including acquaintance rape, vandalism, fights, and incidents of drinking and driving. Continued abuse may lead to dependency, which often causes permanent damage to vital organs and deterioration of a healthy lifestyle.

Possible long-term effects: Bleeding from the intestinal tract, damage to nerves and the brain, psychotic behavior, loss of memory and coordination, damage to the liver often resulting in cirrhosis impotence, severe inflammation of the pancreas, and damage to the bone marrow, heart, testes, ovaries, and muscles.

Cannabis (Marijuana, Hashish)

The use of marijuana may impair or reduce short-term memory and comprehension, alter sense of time, and reduce coordination and energy levels. Users often have a lowered immune system and an increased risk of lung cancer. The active ingredient in marijuana, THC, is stored in the fatty tissues of the brain and reproductive system for a minimum of 28 – 30 days.

Possible long-term effects: Regular use can lead to physical dependence and withdrawal following discontinuation, as well as mental addiction or dependence.

Hallucinogens (Lysergic acid / LSD, mescaline, and psilocybin/ mushrooms)

The use of Hallucinogens may cause illusions and hallucinations. The user may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur even when use has ceased. Phencyclidine (PCP) affects the section of the brain that controls the intellect and keeps instincts in check. Because the drug blocks pain receptors, violent PCP episodes may result in self-inflicted injuries.

Possible long-term effects: Respiratory depression, coma, convulsions, seizures, flashbacks, and death.

Cocaine/ Crack

Cocaine users often have a stuffy, runny nose and may have a perforated nasal septum. The immediate effects of cocaine use include dilated pupils and elevated blood pressure, heart rate, respiratory rate, and body temperature, followed by depression. Crack, or freebase rock cocaine, is extremely addictive and can cause delirium, hallucinations, blurred vision, severe chest pains, muscle spasms, convulsions and even death.

Possible long-term effects: Agitation, hostility, panic, aggression, and suicidal or homicidal tendencies. Paranoia, sometimes accompanied by both auditory and visual hallucinations.

Amphetamines (Speed, Methamphetamine, and some diet pills)

Amphetamine use can cause a rapid or irregular heartbeat, tremors, and loss of coordination, reduced appetite, irritability, panic and paranoia. Heavy users are prone to violence, and psychotic behavior.

Possible long-term effects: Agitation, hostility, panic, aggression, and suicidal or homicidal tendencies. Paranoia, sometimes accompanied by both auditory and visual hallucinations.

Opiates (Codeine, Heroin, Morphine, and other opioid pain relievers)

Opiate use can cause the body to have diminished pain reactions, drowsiness, respiratory depression and arrest, nausea, confusion, constipation, and possibly coma or death.

Possible long-term effects: Restlessness, irritability, loss of appetite, nausea, tremors, drug craving, severe depression, vomiting, blood pressure, and chills alternating with increased heart rate, and flushing and excessive

MDMA (Ecstasy)

Short term use of MDMA can cause increased tactile sensitivity, enhanced self-confidence, energy bursts feelings of peacefulness, acceptance and closeness with others, loss of inhibition, confusion, hallucinations, muscle tension, increased heart rate, increased blood pressure, increased body temperature, dehydration, involuntary teeth clenching, nausea, blurred vision, rapid eye movement, faintness, chills and sweating, impaired memory and learning. While long-term use of MDMA can lead to depression, sleep problems, liver & kidney damage drug cravings, severe anxiety, paranoia, permanently impaired memory and ability to learn.

Possible long-term effects: Agitation, hostility, panic, aggression, and suicidal or homicidal tendencies. Paranoia, sometimes accompanied by both auditory and visual hallucinations.

Anabolic Steroids

Steroid users often experience hypertension, cholesterol changes, liver cysts and cancer, kidney cancer, hostility and aggression, acne, premature stoppage of growth and reproductive side effects for both sexes.

Possible long-term effects: High cholesterol levels, which may increase the risk of coronary artery disease, strokes, and heart attacks

The information above should not be used as a substitute for talking with a professional in the field of alcohol and drugs or for consulting a medical professional. Individual differences often influence the body's reaction to a drug and should always be considered. Although every effort is made to keep the information on these pages current, new findings are made frequently, so checking the latest research is recommended. The legal information provided is of a general nature and should not be used in place of speaking with an attorney if the case is warranted.

*Resources in this section were compiled by Kelleen Weber, Director, Alcohol, Drug, and Wellness Education Source: Drugs of Abuse: A DEA resource guide 2020 edition

Sexual Assault, Dating Violence, Domestic Violence and Stalking

Sexual Assault, Dating Violence, Domestic Violence, & Stalking Prevention and Response Policy Statements

The University of Mount Union is committed to creating an environment free of discrimination, harassment and sexual misconduct as well as complying with all requirements as set forth by Title IX of the Education Amendments of 1972 (Title IX) and the rule promulgated on May 19, 2020 by the U.S. Department of Education and entitled Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance. Discrimination on the basis of sex or gender will not be tolerated by any of the University's education programs or activities. This includes, but is not limited to sexual harassment; sexual violence; sex or gender-based bullying; hazing; stalking; relationship violence (including domestic violence and dating violence) as well as failure to provide equal opportunity in admissions, activities, employment, or athletics. Sex and gender violations will be addressed by our Civil Rights Equity complaint protocols which are jointly coordinated by the Offices of Human Resources and Student Affairs.

University of Mount Union's Interim Equal Opportunity, Harassment, and Nondiscrimination for All Faculty, Student, Employees, and Third-Parties Policy is available at <https://www.mountunion.edu/campus-life/safety-and-parking/sexual-misconduct/title-ix>, and includes how to report or file a formal complaint of sex discrimination, harassment or misconduct (including sexual orientation, gender identity or expression), how the University will respond to reports and formal complaints and the University's grievance process and procedures. The University Title IX co-coordinators will be informed of, and oversee, all complaints of discrimination and any questions regarding the University's Title IX policies or procedures may be directed to them.

Any person may report or file a formal complaint of sex discrimination, harassment or misconduct at any time, including during non-business hours, by contacting one of the Title IX co-coordinators by telephone, email or U.S. mail utilizing the contact information listed below, or by utilizing the reporting function on the University's Title IX [webpage](#).

Michelle Gaffney, associate dean of students & Title IX co-coordinator
Hoover Price Campus Center, Office of Student Affairs
1972 Clark Avenue, Alliance, OH 44601
Phone: (330) 823-2496
E-mail: gaffnemi@mountunion.edu

Marci Craig, director of human resources & Title IX co-coordinator
Beeghly Hall, Office of Human Resources
1972 Clark Avenue, Alliance, OH 44601
Phone: (330) 829-6560

E-mail: craigml@mountunion.edu

Inquires may be made externally to:
Office of Civil Rights (OCR)
U.S. Department of Education
400 Maryland Avenue, SW
Washington DC 20202-1100
Customer Service Hotline: (800) 421-3481
Fax: (202) 453-6012
TDD: (877) 521-2172
Email: OCR@ed.gov
Web: <http://www.ed.gov/ocr>

To read more about Title IX of the Education Amendments of 1972, please visit:
https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html.

Assistance for Victims of Sexual Assault, Domestic Violence, Dating Violence and Stalking.

Sexual Misconduct Responder Program

Often when people hear about sexual misconduct or sexual violence, they automatically think about rape. However, sexual misconduct occurs on a continuum. If permission has not been given or the individual does not want to engage in the sexual activity or is tricked, coerced or pressured into the behavior, it is sexual misconduct. It is also sexual misconduct when sexual behavior occurs when a person is unable to give consent due to being under the influence of alcohol or other drugs.

There are many decisions a person must make during their recovery after experiencing any type of sexual misconduct/violence. University of Mount Union provides services that can assist the student with this process. The Sexual Misconduct Responder Program is designed for this purpose.

What is a sexual misconduct responder?

Sexual misconduct responders are Mount Union faculty and staff members who are trained to help a student who has experienced sexual misconduct understand their options. The sexual misconduct responder will not make decisions for the person, but will provide them with the knowledge they need to make decisions. The responder who is contacted either goes to the person who calls or makes arrangements to meet them. The responder assists the person as they address the need for counseling, medical and legal issues, and helps with any other concerns the person may have. The most up-to-date list of responders can be found on iRaider at

<https://www.mountunion.edu/Documents/Campus%20Life/Safety%20and%20Parking/Sexual%20Misconduct%20Responders%20for%202017.pdf>.

Why should someone who has experienced sexual misconduct/violence call a Sexual Misconduct Responder?

By contacting a responder, the person can gain valuable assistance and information to help them make the many decisions ahead. They will also have someone to support them during this challenging time. The responder will provide written materials to the student that explains their many options. It is important to note that if a member of the Mount Union community informs a responder about an act of sexual misconduct, the sexual misconduct responder may be required, depending on the specifics of the situation, by University policy and by law to report the act to the police and to the Title IX coordinator in the Office of Student Affairs. This report does not mean that the student has to make a statement or pursue prosecution; just that the police will be informed of what happened. If the student is unwilling to make a statement, they will need to tell the police this directly. The student should be aware that they will not be able to control the progress or outcome of a legal investigation, but that their wishes will be given serious consideration.

What if someone who has experienced sexual misconduct doesn't want to call a responder?

There are decisions that the person needs to make with or without a responder. The person should give serious consideration to getting assistance from a responder or other trained sexual assault advocate. In case the student who has experienced sexual misconduct decides to work through this process without the benefit of a responder's assistance, there is additional information below that focuses on the major issues the person will need to address during her/his recovery from this experience.

Who else can someone call for help?

Whether or not the person contacts a responder, in cases of sexual assault or sexual violence it is strongly recommended that they call a *Rape Crisis Hotline*. Workers at such a hotline can answer their questions and provide support, hospital advocacy and counseling, as well as, referral to longer-term treatment and help with health, legal, and financial issues.

Why should someone who has experienced sexual misconduct/violence seek counseling?

It is important for someone in this circumstance to speak to a counselor, not because there is something wrong with them, but because they have been hurt. Having someone who can listen and help the student sort through their feelings is an important step toward regaining control of their life.

One way to receive this kind of counseling is through a *Rape Crisis Hotline*. Their counseling services are free and can be long-term, if necessary. There are also usually support groups available through these organizations which can be very beneficial for someone who has been through such an experience.

The Office of Counseling Services is also an excellent way for a student to receive free, confidential assistance. The Office of Counseling Services has counselors who can talk with the student and help in the process of emotional healing. If long-term counseling is needed they will help the student get additional assistance.

The Office of the Chaplain is another option for emotional support. The chaplain can offer spiritual guidance during this challenging time.

Should someone who has experienced sexual violence seek medical care?

Receiving medical care as soon as possible following a sexual assault or attempted sexual assault is extremely important for two reasons. First, the victim/survivor may have suffered injuries of which they are unaware or unable to determine. Testing, treatment and information regarding sexually transmitted diseases or pregnancy may also be needed.

Second, if the victim/survivor thinks that there may be any possibility that they will wish to pursue prosecuting the offender, a medical/legal examination for the collection of evidence is vital. Having evidence collected does not mean prosecution. The forensic evidence will be stored until there has been an investigation. While certain medical assistance can be received from a number of locations, the only locations where evidence necessary for medical and forensic evaluation can be collected by a Sexual Assault Nurse Examiner (S.A.N.E. program) and secured for legal purposes are both in Canton; at either Aultman Hospital or Mercy Medical Center.

For physical evidence to be present and useful, it is best collected as soon after the assault as possible; preferably within 12-24 hours and no later than 48-72 hours. It is best if the sexual assault victim/survivor does not shower, bathe, douche, brush her/his teeth, eat or drink, or change clothing prior to going to the Emergency Room. Doing so will destroy important physical evidence. If the person does take any of the above actions, it does not mean s/he should not go to the hospital. However, evidence collection may not be as productive. If the person changed clothes, she/he should take all articles of clothing worn at the time of the assault to the hospital. These items will need to be retained as evidence.

Since the crime of rape/sexual assault is a felony offense, hospital personnel are required by law to report the assault to a law enforcement officer. If the victim/survivor has not already spoken to a law enforcement officer, hospital personnel will notify the police that an assault has occurred. A law enforcement officer will come to the hospital to speak with the victim/survivor. It is always the victim/survivor's right to decide whether or not to talk to law

enforcement, but the police officer will want to hear directly from the victim/survivor if they are unwilling to make a report.

There is no charge for the examination at the hospital if the victim/survivor cooperates with evidence collection. The victim/survivor does not have to request prosecution in order to have the exam for free. If too much time has passed for a hospital exam to be useful, the victim/survivor can also go to their own doctor or the Mount Union Student Health Center for an exam and testing for STDs and pregnancy. In addition, STD testing can be conducted at the Alliance City Health Department or Planned Parenthood of Stark County in Canton. The cost of tests at these facilities is based on a sliding scale. Most college students can expect free or extremely reduced costs. Planned Parenthood also conducts pregnancy tests, as does the Alliance Pregnancy Center.

Should someone who has been sexually violated report the assault?

Mount Union encourages those that have experienced sexual misconduct/violence to file a report about the incident. By providing the Alliance Police Department and the Office of Student Affairs with information, the student may be able to prevent future such acts against themselves and others. It is vital that a report is made as soon as possible, particularly if it was a stranger assault. The potential danger to the victim/survivor and the community is higher with stranger assaults. Reporting is not the same as prosecuting. While the investigation and charges placed are not under the control of the victim/survivor, they have the opportunity to make their wishes regarding prosecution known.

In order to report to the police, the student can call the police department and an officer will meet them to take a statement. If the student would rather not have the officer come to them, the student can also go to the police department to make a report. If the student goes to the hospital for an examination, hospital personnel will contact the police and they can make a report there.

Some students may be reluctant to make a report if they were drinking at the time of the assault, particularly if they are under the legal age for alcohol consumption. Please be aware that University of Mount Union and the Alliance Police Department are more concerned about sexual misconduct than underage drinking.

If someone experienced an act of sexual misconduct by a Mount Union student, on or off campus, the accused student may be charged under the Mount Union Code of Student Conduct. Details of this process can be discussed with the director of student conduct, the vice president for student affairs/dean of students, or associate dean of students/Title IX co-coordinator. The decision to place charges is made by the director of student conduct, but the reporting student's wishes are given serious consideration. The University conduct process is an administrative process, not a legal one; therefore, situations that the city prosecutor chooses not to pursue may be able to be addressed through the conduct process. Additionally, remedial and supportive actions can be provided regardless of whether the student chooses to pursue conduct action.

Mount Union Sexual Misconduct Responders

Faculty and staff are asked each year if they would like to volunteer to serve in this role. Those that volunteer for the upcoming year are required to attend an annual training to be on the list as an active responder. Therefore, that list changes from year to year based on who has volunteered and been able to complete the required training. For a current list of responders and their contact information, go on-line to iRaider at:

<https://www.mountunion.edu/Documents/Campus%20Life/Safety%20and%20Parking/Sexual%20Misconduct%20Responders%20for%202017.pdf>.

Interim Equal Opportunity, Harassment, and Nondiscrimination for All Faculty, Students, Employees, and Third-Parties Policy and Procedures

Members of the University community, guests, and visitors have the right to be free from sexual violence and discrimination. All members of the University community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The Interim Equal Opportunity, Harassment, and Nondiscrimination for All Faculty, Students, Employees, and Third-Parties Policy has been developed to reaffirm this expectation and to provide recourse for those individuals whose rights have been violated. The University maintains a policy of zero tolerance for sexual misconduct regardless of the sexual orientation or gender identity of individuals engaging in sexual activity. Zero tolerance means the University will remedy all unwelcome conduct of a sexual nature and will impose serious sanctions on anyone who violates this policy. Resolution by the University is intended to bring an end to harassing or discriminatory conduct, prevent its recurrence, and remedy the effects on the victim and the community. This policy has dual purposes; as a guide for students on the University's expectations, preventatively, for sexual communication and interaction, responsibility, and respect; and it serves as a measure to determine, after-the-fact, if behaviors trespassed on community values.

While the policy is quite detailed and specific, the expectations of this university community can be summarized in this simple paragraph: Consent is clear sexual permission and can only be given by one of legal age. Consent can be given by word or action, but non-verbal consent is more ambiguous than explicitly stating one's wants and limitations. Consent to one form of sexual activity should not, and cannot, be taken as consent to any other sexual activity. Individuals who consent to sex must be able to fully understand what they are doing. Under this policy, "No" always means "No" and "Yes" may not always mean "Yes." For example, when alcohol or other drugs are used, a person will be considered unable to give valid consent if the person cannot appreciate the who, what, where, when, why, or how of a sexual interaction. In addition, silence - without clear actions demonstrating permission - cannot be assumed to indicate consent. The full policy and procedures can be found at <https://www.mountunion.edu/campus-life/safety-and-parking/sexual-misconduct/title-ix>

Violations of the Interim Equal Opportunity, Harassment, and Nondiscrimination for All Faculty, Students, Employees, and Third-Parties Policy and Procedures

The Department of Education's Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the state of Ohio regard Sexual Harassment, a specific form of discriminatory harassment, as an unlawful discriminatory practice.

The University of Mount Union has adopted the following definition of Sexual Harassment in order to address the unique environment of an academic community.

Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

Sexual Harassment, as an umbrella category, includes the offenses of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, and is defined as:

Conduct on the basis of sex/gender or that is sexual that satisfies one or more of the following:

- 1) Quid Pro Quo:
 - a. an employee of the University of Mount Union,
 - b. conditions¹ the provision of an aid, benefit, or service of the University of Mount Union,
 - c. on an individual's participation in unwelcome sexual conduct.
- 2) Sexual Harassment:
 - a. unwelcome conduct,
 - b. determined by a reasonable person,
 - c. to be so severe, and
 - d. pervasive, and,
 - e. objectively offensive,
 - f. that it effectively denies a person equal access to the University of Mount Union's education program or activity.²

¹ Implicitly or explicitly.

² Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is younger than the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances ("in the shoes of the Complainant"), including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

- 3) Sexual assault, defined as:
 - a) Sex Offenses, Forcible:
 - Any sexual act³ directed against another person⁴,
 - without the consent of the Complainant,
 - including instances in which the Complainant is incapable of giving consent.
 - b) Sex Offenses, Non-forcible:
 - Incest:
 - 1) Non-forcible sexual intercourse,
 - 2) between persons who are related to each other,
 - 3) within the degrees wherein marriage is prohibited by Ohio law.
 - Statutory Rape:
 - 1) Non-forcible sexual intercourse,
 - 2) with a person who is under the statutory age of consent of 16
- 4) Dating Violence, defined as:
 - a. violence,
 - b. on the basis of sex,
 - c. committed by a person,

³ A 'sexual act' is specifically defined by federal regulations to include one or more of the following:

Forcible Rape:

- Penetration,
- no matter how slight,
- of the vagina or anus with any body part or object, or
- oral penetration by a sex organ of another person,
- without the consent of the Complainant.

Forcible Sodomy:

- Oral or anal sexual intercourse with another person,
- forcibly,
- and/or against that person's will (non-consensually), or
- not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

Sexual Assault with an Object:

- The use of an object or instrument to penetrate,
- however slightly,
- the genital or anal opening of the body of another person,
- forcibly,
- and/or against that person's will (non-consensually),
- or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

Forcible Fondling:

- The touching of the private body parts of another person (buttocks, groin, breasts),
- for the purpose of sexual gratification,
- forcibly,
- and/or against that person's will (non-consensually),
- or not forcibly or against the person's will in instances in which the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

⁴ This would include having another person touch you sexually, forcibly, or without their consent.

- d. who is in or has been in a social relationship of a romantic or intimate nature with the Complainant.
 - i. The existence of such a relationship shall be determined based on the Complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - ii. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - iii. Dating violence does not include acts covered under the definition of domestic violence.
- 5) Domestic Violence, defined as:
 - a. violence,
 - b. on the basis of sex,
 - c. committed by a current or former spouse or intimate partner of the Complainant,
 - d. by a person with whom the Complainant shares a child in common, or
 - e. by a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner, or
 - f. by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Ohio, or
 - g. by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Ohio.

*To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

- 6) Stalking, defined as:
 - a. engaging in a course of conduct,
 - b. on the basis of sex,
 - c. directed at a specific person, that
 - i. would cause a reasonable person to fear for the person's safety, or
 - ii. the safety of others; or
 - iii. Suffer substantial emotional distress.

For the purposes of this definition—

 - (i) Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
 - (ii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
 - (iii) Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

The University of Mount Union adheres to all federal and state civil rights laws and regulations prohibiting discrimination in private institutions of higher education.

The University of Mount Union does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of:

- Race

- Gender
- Gender identity or expression
- Sex
- Sexual orientation
- Religion
- Age
- Color
- Creed
- National or ethnic origin
- Veteran status
- Marital or parental status
- Pregnancy
- Disability
- Genetic information
- or any other protected category under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process on campus, with the Equal Employment Opportunity Commission, or other human rights agencies.

This policy covers nondiscrimination in both employment and access to educational opportunities. Therefore, any member of the University of Mount Union community whose acts deny, deprive, or limit the educational or employment or residential and/or social access, benefits, and/or opportunities of any member of the University of Mount Union community, guest, or visitor on the basis of that person's actual or perceived membership in the protected classes listed above is in violation of the University of Mount Union's policy on nondiscrimination.

When brought to the attention of the University of Mount Union, any such discrimination will be promptly and fairly addressed and remedied by the University of Mount Union according to the appropriate grievance process.

Policy on Discriminatory Harassment

Students, staff, administrators, and faculty are entitled to an employment and educational environment that is free of discriminatory harassment. The University of Mount Union's harassment policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane but controversial or sensitive subject matters protected by academic freedom.

The sections below describe the specific forms of legally prohibited harassment that are also prohibited under University of Mount Union policy. When speech or conduct is protected by academic freedom, it will not be considered a violation of University of Mount Union policy, though supportive measures will be offered to those impacted. All policies encompass actual and/or attempted offenses.

Discriminatory Harassment

Discriminatory harassment constitutes a form of discrimination that is prohibited by University of Mount Union policy. Discriminatory harassment is defined as unwelcome conduct by any member or group of the community on the basis of actual or perceived membership in a class protected by policy or law.

The University of Mount Union does not tolerate discriminatory harassment of any employee, student, visitor, or guest. The University of Mount Union will act to remedy all forms of harassment when reported, whether or not the harassment rises to the level of creating a “hostile environment.”

A hostile environment is one that unreasonably interferes with, limits, or effectively denies an individual’s educational or employment access, benefits, or opportunities. This discriminatory effect results from harassing verbal, written, graphic, or physical conduct that is severe or pervasive **and** objectively offensive.

When discriminatory harassment rises to the level of creating a hostile environment, the University of Mount Union may also impose sanctions on the Respondent through application of the appropriate grievance process below.

The University of Mount Union reserves the right to address offensive conduct and/or harassment that 1) does not rise to the level of creating a hostile environment, or 2) that is of a generic nature and not based on a protected status. Addressing such conduct will not result in the imposition of discipline under University of Mount Union policy, but may be addressed through respectful conversation, remedial actions, education, effective Alternate Resolution, and/or other informal resolution mechanisms.

For assistance with Alternate Resolution and other informal resolution techniques and approaches, employees should contact the Director of Human Resources, and students should contact the Director of Student Conduct.

Force, Coercion, Consent, and Incapacitation

As used in the offenses above, the following definitions and understandings apply:

Force: Force is the use of physical violence and/or physical imposition to gain sexual access. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent (e.g., “Have sex with me or I’ll hit you,” “Okay, don’t hit me, I’ll do what you want.”).

Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Silence or the absence of resistance alone is not consent. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent.

Coercion: Coercion is unreasonable pressure for sexual activity. Coercive conduct differs from seductive conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Consent is:

- knowing, and
- voluntary, and
- clear permission
- by word or action
- to engage in sexual activity.

Individuals may experience the same interaction in different ways. Therefore, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain *their* consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on the University of Mount Union to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Consent in relationships must also be considered in context. When parties consent to BDSM⁵ or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual, so the University of Mount Union’s evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

Incapacitation: A person cannot consent if they are unable to understand what is happening or is disoriented, helpless, asleep, or unconscious, for any reason, including by alcohol or other drugs. As stated above, a Respondent violates this policy if they engage in sexual activity with someone who is incapable of giving consent.

It is a defense to a sexual assault policy violation that the Respondent neither knew nor should have known the Complainant to be physically or mentally incapacitated. “Should have known” is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment.

Incapacitation occurs when someone cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction).

Incapacitation is determined through consideration of all relevant indicators of an individual’s state and is not synonymous with intoxication, impairment, blackout, and/or being drunk.

⁵ Bondage, discipline/dominance, submission/sadism, and masochism.

This policy also covers a person whose incapacity results from a temporary or permanent physical or mental health condition, involuntary physical restraint, and/or the consumption of incapacitating drugs.

Other Civil Rights Offenses

In addition to the forms of sexual harassment described above, which are covered by Title IX, the University of Mount Union additionally prohibits the following offenses as forms of discrimination that may be within or outside of Title IX when the act is based upon the Complainant's actual or perceived membership in a protected class.

- Sexual Exploitation, defined as: taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited, and that conduct does not otherwise constitute sexual harassment under this policy. Examples of Sexual Exploitation include, but are not limited to:
 - Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed)
 - Invasion of sexual privacy
 - Taking pictures, video, or audio recording of another in a sexual act, or in any other sexually-related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity, or exceeding the boundaries of consent (such as allowing another person to hide in a closet and observe sexual activity, or disseminating sexual pictures without the photographed person's consent), including the making or posting of revenge pornography
 - Prostituting another person
 - Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually-transmitted disease (STD) or infection (STI), without informing the other person of the infection
 - Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity
 - Misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections
 - Forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity
 - Knowingly soliciting a minor for sexual activity
 - Engaging in sex trafficking
 - Creation, possession, or dissemination of child pornography
- Threatening or causing physical harm, extreme verbal, emotional, or psychological abuse, or other conduct which threatens or endangers the health or safety of any person;
- Discrimination, defined as actions that deprive, limit, or deny other members of the community of educational or employment access, benefits, or opportunities;
- Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in

another;

- Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the University of Mount Union community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity (as defined further in the Hazing Policy and statement found on page 98);
- Bullying, defined as:
 - Repeated and/or severe
 - Aggressive behavior
 - Likely to intimidate or intentionally hurt, control, or diminish another person, physically and/or mentally
 - That is not speech or conduct otherwise protected by the First Amendment.

Violation of any other University of Mount Union policies may constitute a Civil Rights Offense when a violation is motivated by actual or perceived membership in a protected class, and the result is a discriminatory limitation or denial of employment or educational access, benefits, or opportunities.

Sanctions for the above-listed Civil Rights Offenses range from reprimand through expulsion/termination.

Supportive Measures

The University of Mount Union will offer and implement appropriate and reasonable supportive measures to the parties upon notice of alleged harassment, discrimination, and/or retaliation.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the parties to restore or preserve access to the University of Mount Union's education program or activity, including measures designed to protect the safety of all parties or the University of Mount Union's educational environment, and/or deter harassment, discrimination, and/or retaliation.

The Title IX co-coordinator promptly makes supportive measures available to the parties upon receiving notice or a complaint. At the time that supportive measures are offered, the University of Mount Union will inform the Complainant, in writing, that they may file a formal complaint with the University of Mount Union either at that time or in the future, if they have not done so already. The Title IX co-coordinator works with the Complainant to ensure that their wishes are taken into account with respect to the supportive measures that are planned and implemented.

The University of Mount Union will maintain the privacy of the supportive measures, provided that privacy does not impair the University of Mount Union's ability to provide the supportive measures. The University of Mount Union will act to ensure as minimal an academic/occupational impact on the parties as possible. The University of Mount Union will implement measures in a way that does not unreasonably burden the other party.

These actions may include, but are not limited to:

- Referral to [counseling](#), [medical](#), and/or other healthcare services
- Referral to the [Employee Assistance Program](#) (Impact Solutions)
- Referral to community-based service providers
- Visa and immigration assistance

- [Student financial aid counseling](#)
- Education to the institutional community or community subgroup(s)
- [Altering campus housing assignment\(s\)](#)
- Altering work arrangements for employees or student-employees
- Safety planning
- [Providing campus safety escorts](#)
- Providing transportation accommodations
- Implementing contact limitations (no contact orders) between the parties
- [Academic support, extensions of deadlines, or other course/program-related adjustments](#)
- Persona Non Grata (PNG) orders
- [Timely warnings](#)
- Class schedule modifications, withdrawals, or leaves of absence
- [Increased security and monitoring of certain areas of the campus](#)
- Any other actions deemed appropriate by the Title IX Co-coordinator(s)

Violations of no contact orders will be referred to appropriate student or employee conduct processes for enforcement.

Emergency Removal

The University of Mount Union can act to remove a student Respondent entirely or partially from its education program or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual justifies removal. This risk analysis is performed by the appropriate Title IX co-coordinator in conjunction with the CARE (Concern – Assess – Respond – Engage) Team using its standard objective violence risk assessment procedures.

In all cases in which an emergency removal is imposed, the student will be given notice of the action and the option to request to meet with the appropriate Title IX co-coordinator prior to such action/removal being imposed, or as soon thereafter as reasonably possible, to show cause why the action/removal should not be implemented or should be modified.

This meeting is not a hearing on the merits of the allegation(s), but rather is an administrative process intended to determine solely whether the emergency removal is appropriate. When this meeting is not requested in a timely manner, objections to the emergency removal will be deemed waived. A Complainant and their Advisor may be permitted to participate in this meeting if the Title IX co-coordinator determines it is equitable to do so. This section also applies to any restrictions that a coach or athletic administrator may place on a student-athlete arising from allegations related to Title IX. There is no appeal process for emergency removal decisions.

A Respondent may be accompanied by an Advisor of their choice when meeting with the Title IX co-coordinator for the show cause meeting. The Respondent will be given access to a written summary of the basis for the emergency removal prior to the meeting to allow for adequate preparation.

The Title IX co-coordinator has sole discretion under this policy to implement or stay an emergency removal and to determine the conditions and duration. Violation of an emergency removal under this policy will be grounds for discipline, which may include expulsion.

The University of Mount Union will implement the least restrictive emergency actions possible in light of the circumstances and safety concerns. As determined by the Title IX co-coordinator, these actions could include, but are not limited to: removing a student from a residence hall, temporarily re-assigning an employee, restricting a student's or employee's access to or use of facilities or equipment, allowing a student to withdraw or take grades of incomplete without financial penalty, authorizing an administrative leave, and suspending a student's participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural athletics.

At the discretion of the Title IX co-coordinator, alternative coursework options may be pursued to ensure as minimal an academic impact as possible on the parties.

Where the Respondent is an employee, existing provisions for interim action are applicable.

Promptness

All allegations are acted upon promptly by University of Mount Union once it has received notice or a formal complaint. Complaints can take 60-90 business days to resolve, typically. There are always exceptions and extenuating circumstances that can cause a resolution to take longer, but the University of Mount Union will avoid all undue delays within its control.

Any time the general timeframes for resolution outlined in the University of Mount Union's procedures will be delayed, the University of Mount Union will provide written notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed as a result of the delay.

Jurisdiction of the University of Mount Union

This policy applies to the education program and activities of the University of Mount Union, to conduct that takes place on the campus or on property owned or controlled by the University of Mount Union, at University of Mount Union-sponsored events, or in buildings owned or controlled by University of Mount Union's recognized student organizations. The Respondent must be a member of University of Mount Union's community in order for its policies to apply.

This policy can also be applicable to the effects of off-campus misconduct that effectively deprive someone of access to the University of Mount Union's educational program. The University of Mount Union may also extend jurisdiction to off-campus and/or to online conduct when the Title IX co-coordinator determines that the conduct affects a substantial University of Mount Union interest.

Regardless of where the conduct occurred, the University of Mount Union will address notice/complaints to determine whether the conduct occurred in the context of its employment or educational program or activity and/or has continuing effects on campus or in an off-campus sponsored program or activity. A substantial University of Mount Union interest includes:

- a. Any action that constitutes a criminal offense as defined by law. This includes, but is not limited to, single or repeat violations of any local, state, or federal law;
- b. Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any student or other individual;
- c. Any situation that significantly impinges upon the rights, property, or achievements of oneself or others or significantly breaches the peace and/or causes social disorder; and/or

- d. Any situation that is detrimental to the educational interests or mission of the University of Mount Union.

If the Respondent is unknown or is not a member of the University of Mount Union community, the Title IX co-coordinator will assist the Complainant in identifying appropriate campus and local resources and support options and/or, when criminal conduct is alleged, in contacting local or campus law enforcement if the individual would like to file a police report.

Further, even when the Respondent is not a member of the University of Mount Union's community, supportive measures, remedies, and resources may be accessible to the Complainant by contacting the appropriate Title IX co-coordinator.

In addition, the University of Mount Union may take other actions as appropriate to protect the Complainant against third parties, such as barring individuals from University of Mount Union property and/or events.

All vendors serving the University of Mount Union through third-party contracts are subject to the policies and procedures of their employers or to these policies and procedures to which their employer has agreed to be bound by their contracts.

When the Respondent is enrolled in or employed by another institution, the Title IX co-coordinator can assist the Complainant in liaising with the appropriate individual at that institution, as it may be possible to allege violations through that institution's policies.

Similarly, the Title IX co-coordinator may be able to assist and support a student or employee Complainant who experiences discrimination in an externship, study abroad program, or other environment external to the where sexual harassment or nondiscrimination policies and procedures of the facilitating or host organization may give recourse to the Complainant.

Time Limits on Reporting

There is no time limitation on providing notice/complaints to a Title IX co-coordinator. However, if the Respondent is no longer subject to the University of Mount Union's jurisdiction and/or significant time has passed, the ability to investigate, respond, and provide remedies may be more limited or impossible.

Acting on notice/complaints significantly impacted by the passage of time (including, but not limited to, the rescission or revision of policy) is at the discretion of the Title IX co-coordinator, who may document allegations for future reference, offer supportive measures and/or remedies, and/or engage in informal or formal action, as appropriate.

When notice/complaint is affected by significant time delay, the University of Mount Union will typically apply the policy in place at the time of the alleged misconduct and the procedures in place at the time of notice/complaint.

Mandated Reporting

All University of Mount Union employees (faculty, staff, administrators) are expected to report actual or suspected discrimination or harassment to appropriate officials immediately, though there are some limited exceptions.

In order to make informed choices, it is important to be aware of confidentiality and mandatory reporting requirements when consulting campus resources. On campus, some resources may maintain confidentiality and are not required to report actual or suspected discrimination or harassment. They may offer options and resources without any obligation to inform an outside agency or campus official unless a Complainant has requested the information be shared.

If a Complainant expects formal action in response to their allegations, reporting to any Mandated Reporter can connect them with resources to report crimes and/or policy violations, and these employees will immediately pass reports to the appropriate Title IX co-coordinator (and/or police, if desired by the Complainant), who will take action when an incident is reported to them.

The following sections describe the reporting options at University of Mount Union for a Complainant or third-party (including parents/guardians when appropriate):

a. Confidential Resources

If a Complainant would like the details of an incident to be kept confidential, the Complainant may speak with:

- On-campus licensed professional counselors and staff
- On-campus health service providers and staff
- On-campus members of the clergy/chaplains working within the scope of their licensure or ordination
- Off-campus (non-employees):
 - Licensed professional counselors and other medical providers
 - Local rape crisis counselors
 - Domestic violence resources
 - Local or state assistance agencies
 - Clergy/Chaplains
 - Attorneys

All of the above-listed individuals will maintain confidentiality when acting under the scope of their licensure, professional ethics, and/or professional credentials, except in extreme cases of immediacy of threat or danger or abuse of a minor/elder/individual with a disability, or when required to disclose by law or court order.

University counselors (for students) or the Employee Assistance Program (for faculty or staff) are available to help free of charge and may be consulted on an emergency basis during normal business hours or after hours via on-call procedures outlined on their websites.

Employees who are confidential and who receive reports within the scope of their confidential roles will timely submit anonymous statistical information for Clery Act purposes unless they believe it would be harmful to their client, patient, or parishioner.

b. Anonymous Notice to Mandated Reporters

At the request of a Complainant, notice may be given by a Mandated Reporter to the Title IX Co-coordinator anonymously, without identification of the Complainant. The Mandated Reporter cannot remain anonymous themselves.

If a Complainant has requested that a Mandated Reporter maintain the Complainant's anonymity, the Mandated Reporter may do so unless it is reasonable to believe that a compelling threat to health or safety could exist. The Mandated Reporter can consult with the Title IX co-coordinator on that assessment without revealing personally identifiable information.

Anonymous notice will be investigated by the University of Mount Union to the extent possible, both to assess the underlying allegation(s) and to determine if supportive measures or remedies can be provided.

However, anonymous notice typically limits the University of Mount Union's ability to investigate, respond, and provide remedies, depending on what information is shared.

When a Complainant has made a request for anonymity, the Complainant's personally identifiable information may be withheld by a Mandated Reporter, but all other details must be shared with the Title IX co-coordinator. Mandated reporters may not be able to maintain requests for anonymity for Complainants who are minors, elderly, and/or disabled, due to Ohio mandated reporter requirements.

c. Mandated Reporters and Formal Notice Complaints

All employees of the University of Mount Union (including student employees), with the exception of those who are designated as Confidential Resources, are Mandated Reporters and must promptly share with the Title IX co-coordinator all known details of a report made to them in the course of their employment.

Employees must also promptly share all details of behaviors under this policy that they observe or have knowledge of, even if not reported to them by a Complainant or third-party.

Complainants may want to carefully consider whether they share personally identifiable details with non-confidential Mandated Reporters, as those details must be shared with the appropriate Title IX co-coordinator.

Generally, disclosures in climate surveys, classroom writing assignments or discussions, human subjects research, or at events such as "Take Back the Night" marches or speak-outs do not provide notice that must be reported to the co-coordinator by employees, unless the Complainant clearly indicates that they desire a report to be made or a seek a specific response from the University of Mount Union.

Supportive measures may be offered as the result of such disclosures without formal University of Mount Union action.

Failure of a Mandated Reporter, as described above in this section, to report an incident of harassment or discrimination of which they become aware is a violation of University of Mount Union policy and can be subject to disciplinary action for failure to comply.

Though this may seem obvious, when a Mandated Reporter is engaged in harassment or other violations of this policy, they still have a duty to report their own misconduct, though the University of Mount Union is technically not on notice when a harasser is also a Mandated Reporter unless the harasser does in fact report themselves.

Finally, it is important to clarify that a Mandated Reporter who is themselves a target of harassment or other misconduct under this policy is not required to report their own experience, though they are, of course, encouraged to do so.

When a Complainant Does Not Wish to Proceed

If a Complainant does not wish for their name to be shared, does not wish for an investigation to take place, or does not want a formal complaint to be pursued, they may make such a request to the Title IX co-coordinator, who will evaluate that request in light of the duty to ensure the safety of the campus and to comply with state or federal law.

The Title IX co-coordinator has ultimate discretion over whether the University of Mount Union proceeds when the Complainant does not wish to do so, and the Title IX co-coordinator may sign a formal complaint to initiate a grievance process upon completion of an appropriate violence risk assessment.

The Title IX co-coordinator's decision should be based on results of the violence risk assessment that shows a compelling risk to health and/or safety that requires the University of Mount Union to pursue formal action to protect the community.

A compelling risk to health and/or safety may result from evidence of patterns of misconduct, predatory conduct, threats, abuse of minors, use of weapons, and/or violence. The University of Mount Union may be compelled to act on alleged employee misconduct irrespective of a Complainant's wishes.

The Title IX co-coordinator must also consider the effect that non-participation by the Complainant may have on the availability of evidence and the University of Mount Union's ability to pursue a Formal Grievance Process fairly and effectively.

When the Title IX co-coordinator executes the written complaint, they do not become the Complainant. The Complainant is the individual who is alleged to be the victim of conduct that could constitute a violation of this policy.

When the University of Mount Union proceeds, the Complainant (or their Advisor) may have as much or as little involvement in the process as they wish. The Complainant retains all rights of a Complainant under this Policy irrespective of their level of participation. Typically, when the Complainant chooses not to participate, the Advisor may be appointed as proxy for the Complainant throughout the process, acting to ensure and protect the rights of the Complainant, though this does not extend to the provision of evidence or testimony.

Note that the University of Mount Union's ability to remedy and respond to notice may be limited if the Complainant does not want the University of Mount Union to proceed with an investigation and/or grievance process. The goal is to provide the Complainant with as much control over the process as possible, while balancing the University of Mount Union's obligation to protect its community.

In cases in which the Complainant requests confidentiality/no formal action and the circumstances allow the University of Mount Union to honor that request, the University of Mount Union will offer

informal resolution options (see below), supportive measures, and remedies to the Complainant and the community, but will not otherwise pursue formal action.

If the Complainant elects to take no action, they can change that decision if they decide to pursue a formal complaint at a later date. Upon making a formal complaint, a Complainant has the right, and can expect, to have allegations taken seriously by the University of Mount Union, and to have the incidents investigated and properly resolved through these procedures. Please consider that delays may cause limitations on access to evidence, or present issues with respect to the status of the parties.

Federal Timely Warning Obligations

Parties reporting sexual assault, domestic violence, dating violence, and/or stalking should be aware that under the Clery Act, the University of Mount Union must issue timely warnings for incidents reported to them that pose a serious or continuing threat of bodily harm or danger to members of the campus community.

The University of Mount Union will ensure that a Complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.

False Allegations and Evidence

Deliberately false and/or malicious accusations under this policy are a serious offense and will be subject to appropriate disciplinary action. This does not include allegations that are made in good faith but are ultimately shown to be erroneous or do not result in a policy violation determination.

Additionally, witnesses and parties knowingly providing false evidence, tampering with or destroying evidence, or deliberately misleading an official conducting an investigation can be subject to discipline under University of Mount Union policy.

Amnesty for Complainants and Witnesses

The University of Mount Union community encourages the reporting of misconduct and crimes by Complainants and witnesses. Sometimes, Complainants or witnesses are hesitant to report to University of Mount Union officials or participate in grievance processes because they fear that they themselves may be in violation of certain policies, such as underage drinking or use of illicit drugs at the time of the incident. Respondents may hesitate to be forthcoming during the process for the same reasons.

It is in the best interests of the University of Mount Union community that Complainants choose to report misconduct to University of Mount Union officials, that witnesses come forward to share what they know, and that all parties be forthcoming during the process.

Students: Sometimes, students are hesitant to assist others for fear that they may get in trouble themselves (for example, an underage student who has been drinking or using marijuana might hesitate to help take an individual who has experienced sexual assault to their resident assistant or resident director).

The University of Mount Union maintains a policy of amnesty for students who offer help to others in need or are engaged in minor violations but who choose to bring related serious violations by others to the attention of the University. Although policy violations cannot be overlooked, the University of Mount Union may provide purely educational options with no official conduct finding, rather than punitive sanctions, to those who offer their assistance to others in need. The full amnesty policy for students can be found on page 56.

Employees: Sometimes, employees are hesitant to report harassment or discrimination they have experienced for fear that they may get in trouble themselves. For example, an employee who has violated the code of behavioral policy and is then assaulted in the course of that relationship might hesitate to report the incident to University of Mount Union officials.

The University of Mount Union may, at its discretion, offer employee Complainants amnesty from such policy violations (typically more minor policy violations) related to the incident. Amnesty may also be granted to Respondents and witnesses on a case-by-case basis.

Amnesty does not apply to more serious allegations such as physical abuse of another or illicit drug distribution. The decision not to offer amnesty is based on neither sex nor gender, but on the fact that collateral misconduct is typically addressed for all students within a progressive discipline system, and the rationale for amnesty – the incentive to report serious misconduct – is rarely applicable to the Respondent with respect to a Complainant.

Federal Statistical Reporting Obligations

Certain campus officials – those deemed Campus Security Authorities – have a duty to report the following for federal statistical reporting purposes (Clery Act):

- a) All “primary crimes,” which include homicide, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, and arson;
- b) Hate crimes, which include any bias-motivated primary crime as well as any bias motivated larceny or theft, simple assault, intimidation, or destruction/damage/vandalism of property;
- c) VAWA-based crimes,⁶ which include sexual assault, domestic violence, dating violence, and stalking; and
- d) Arrests and referrals for disciplinary action for weapons-related law violations, liquor-related law violations, and drug abuse-related law violations.

All personally identifiable information is kept private, but statistical information must be shared with Campus Security or the Office of Student Conduct regarding the type of incident and its general location (on or off-campus or in the surrounding area, but no addresses are given) for publication in the Annual Security Report and daily campus crime log.

Campus Security Authorities include: all university non-student employees except those exceptions to the Mandatory Reporter status as well as those student employees who serve as residence life staff members, raider or preview guides or learning assistants.

⁶ VAWA is the Violence Against Women Act, enacted in 1994 codified in part at 42 U.S.C. sections 13701 through 14040.

Preservation of Evidence

The preservation of evidence in incidents of sexual assault is critical to potential criminal prosecution and to obtaining restraining orders, and particularly time-sensitive. The University of Mount Union will inform the Complainant of the importance of preserving evidence by taking the following actions:

1. Seek forensic medical assistance at the Aultman Alliance Community Hospital , ideally within 120 hours of the incident (sooner is better).
2. Avoid showering, bathing, washing hands or face, or douching, if possible, although evidence may still be collected even if you do.
3. Try not to urinate.
4. If oral sexual contact took place, refrain from smoking, eating, drinking, or brushing teeth.
5. If clothes are changed, place soiled clothes in a paper bag (plastic destroys evidence). If you do not have a paper bag, Campus Safety and Security can provide one for you.
6. Seeking medical treatment can be essential even if it is not for the purposes of collecting forensic evidence.

During the initial meeting between the Complainant and the Title IX co-coordinator, the importance of taking these actions will be reiterated, if timely.

Interim Resolution Process for Alleged Violations of the Policy on Equal Opportunity, Harassment, and Nondiscrimination (Known as Process "A")

1. Overview

University of Mount Union will act on any formal or informal notice/complaint of violation of the interim policy on Equal Opportunity, Harassment, and Nondiscrimination ("the Policy") that is received by the Title IX co-coordinator or any other Official with Authority by applying these procedures, known as "Process A."

The procedures below apply to all allegations of harassment or discrimination on the basis of protected class status involving students, staff, administrators, or faculty members. A set of technical dismissal requirements within the Title IX regulations may apply as described below, but when a technical dismissal under the Title IX allegations is required, any remaining allegations will proceed using these same grievance procedures, clarifying which policies above are applicable. Although the effect of the Title IX regulations can be confusing, these grievance procedures apply to all policies above.

If other policies are invoked, such as policies on protected class harassment or discrimination above, please see the appropriate handbook (student, staff, or faculty) for a description of the procedures applicable to the resolution of such offenses, known as "Process B."

Process B can also apply to sexual harassment (including sexual assault, dating violence, domestic violence, and stalking, as defined above) when jurisdiction does not fall within Process A, as determined by the Title IX co-coordinator.

The procedures below may be used to address collateral misconduct arising from the investigation of

or occurring in conjunction with reported misconduct (e.g., vandalism, physical abuse of another). All other allegations of misconduct unrelated to incidents covered by the Policy will be addressed through procedures described in the [student, employment policies for faculty, and administrative staff, and hourly staff](#) handbooks.

2. Notice/ Complaint

Upon receipt of a complaint or notice to the Title IX co-coordinator of an alleged violation of the Policy, the Title IX co-coordinator initiates a prompt initial assessment to determine the next steps the University of Mount Union needs to take.

The Title IX co-coordinator will initiate at least one of three responses:

- 1) Offering supportive measures because the Complainant does not want to file a formal complaint; and/or
- 2) An informal resolution (upon submission of a formal complaint); and/or
- 3) A Formal Grievance Process including an investigation and a hearing (upon submission of a formal complaint).

The University of Mount Union uses the Formal Grievance Process to determine whether or not the Policy has been violated. If so, the University of Mount Union will promptly implement effective remedies designed to ensure that it is not deliberately indifferent to harassment or discrimination, their potential recurrence, or their effects.

3. Initial Assessment

Following receipt of notice or a complaint of an alleged violation of this Policy, the Title IX co-coordinator⁷ engages in an initial assessment, typically within one to five business days. The steps in an initial assessment can include:

- If notice is given, the Title IX co-coordinator seeks to determine if the person impacted wishes to make a formal complaint, and will assist them to do so, if desired.
 - If they do not wish to do so, the Title IX co-coordinator determines whether to initiate a complaint because a violence risk assessment indicates a compelling threat to health and/or safety.
- If a formal complaint is received, the Title IX co-coordinator assesses its sufficiency and works with the Complainant to make sure it is correctly completed.
- The Title IX co-coordinator reaches out to the Complainant to offer supportive measures.
- The Title IX co-coordinator works with the Complainant to ensure they are aware of the right to have an Advisor.
- The Title IX co-coordinator works with the Complainant to determine whether the Complainant prefers a supportive and remedial response, an informal resolution option, or a formal investigation and grievance process.
 - If a supportive and remedial response is preferred, the Title IX co-coordinator works with the Complainant to identify their wishes, assesses the request, and implements

⁷ If circumstances require, the President or Title IX co-coordinator will designate another person to oversee the process below should an allegation be made about the co-coordinator or the co-coordinator be otherwise unavailable or unable to fulfill their duties.

accordingly. No Formal Grievance Process is initiated, though the Complainant can elect to initiate one later, if desired.

- If an informal resolution option is preferred, the Title IX co-coordinator assesses whether the complaint is suitable for informal resolution, which informal mechanism may serve the situation best or is available and may seek to determine if the Respondent is also willing to engage in informal resolution.
- If a Formal Grievance Process is preferred, the Title IX co-coordinator determines if the misconduct alleged falls within the scope of Title IX:
 - If it does, the Title IX co-coordinator will initiate the formal investigation and grievance process, directing the investigation to address:
 - an incident, and/or
 - a pattern of alleged misconduct, and/or
 - a culture/climate issue, based on the nature of the complaint.
 - If it does not, the Title IX co-coordinator determines that Title IX does not apply (and will “dismiss” that aspect of the complaint, if any), assesses which policies may apply, which resolution process is applicable, and will refer the matter accordingly for resolution utilizing Process B. Please note that dismissing a complaint under Title IX is solely a procedural requirement under Title IX, and does not limit the University of Mount Union’s authority to address a complaint with an appropriate process and remedies.

a. Violence Risk Assessment

In many cases, the Title IX co-coordinator may determine that a Violence Risk Assessment (VRA) should be conducted by the CARE Team as part of the initial assessment. A VRA can aid in ten critical and/or required determinations, including:

- Emergency removal of a Respondent on the basis of immediate threat to physical health/safety;
- Whether the Title IX co-coordinator should pursue/sign a formal complaint absent a willing/able Complainant;
- Whether to put the investigation on the footing of incident and/or pattern and/or climate;
- To help identify potential predatory conduct;
- To help assess/identify grooming behaviors;
- Whether it is reasonable to try to resolve a complaint through informal resolution, and what modality may be most successful;
- Whether to permit a voluntary withdrawal by the Respondent;
- Whether to communicate with a transfer institution about a Respondent;
- Assessment of appropriate sanctions/remedies (to be applied post-hearing); and/or
- Whether a Clery Act Timely Warning/Persona-non-grata is needed.

Threat assessment is the process of evaluating the actionability of violence by an individual against another person or group following the issuance of a direct or conditional threat. A VRA is a broader term used to assess any potential violence or danger, regardless of the presence of a vague, conditional, or direct threat.

VRAs require specific training and are typically conducted by psychologists, clinical counselors, social workers, case managers, law enforcement officers, student conduct officers, or other CARE team members. A VRA authorized by the Title IX co-coordinator should occur in collaboration with the CARE

team. Where a VRA is required by the Title IX co-coordinator, a Respondent refusing to cooperate may result in a charge of failure to comply within the appropriate student or employee conduct process.

A VRA is not an evaluation for an involuntary behavioral health hospitalization (e.g. Ohio Revised Code Chapter 5122: Hospitalization of Mentally Ill), nor is it a psychological or mental health assessment. A VRA assesses the risk of actionable violence, often with a focus on targeted/predatory escalations, and is supported by research from the fields of law enforcement, criminology, human resources, and psychology.

b. Dismissal (Mandatory and Discretionary)

The University of Mount Union must dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing, it is determined that:

- 1) The conduct alleged in the formal complaint would not constitute sexual harassment as defined above, even if proved; and/or
- 2) The conduct did not occur in an educational program or activity controlled by the University of Mount Union (including buildings or property controlled by recognized student organizations), and/or the University of Mount Union does not have control of the Respondent; and/or
- 3) The conduct did not occur against a person in the United States; and/or
- 4) At the time of filing a formal complaint, a complainant is not participating in or attempting to participate in the education program or activity of the University of Mount Union⁸.

The University of Mount Union may dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing:

- 1) A Complainant notifies the Title IX co-coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein; or
- 2) The Respondent is no longer enrolled in or employed by the University of Mount Union; or
- 3) Specific circumstances prevent the University of Mount Union from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon any dismissal, the University of Mount Union will promptly send written notice of the dismissal and the rationale for doing so simultaneously to the parties.

This dismissal decision is appealable by any party under the procedures for appeal below. The decision not to dismiss is also appealable by any party claiming that a dismissal is required or appropriate. A Complainant who decides to withdraw a complaint may later request to reinstate it or refile it.

⁸ Such a Complainant is still entitled to supportive measures, but the formal grievance process is not applicable.

4. Counterclaims

The University of Mount Union is obligated to ensure that the grievance process is not abused for retaliatory purposes. The University of Mount Union permits the filing of counterclaims but uses an initial assessment, described above, to assess whether the allegations in the counterclaim are made in good faith. Counterclaims by a Respondent may be made in good faith, but are, on occasion, made for purposes of retaliation, instead. Counterclaims made with retaliatory intent will not be permitted.

Counterclaims determined to have been reported in good faith will be processed using the grievance procedures below. Investigation of such claims may take place after resolution of the underlying initial allegation, in which case a delay may occur.

Counterclaims may also be resolved through the same investigation as the underlying allegation, at the discretion of the Title IX co-coordinator. When counterclaims are not made in good faith, they will be considered retaliatory and may constitute a violation of this policy.

5. Right to an Advisor

The parties may each have an Advisor of their choice present with them for all meetings, interviews, and hearings within the resolution process, if they so choose. The parties may select whoever they wish to serve as their Advisor as long as the Advisor is eligible and available.⁹

Choosing an Advisor who is also a witness in the process creates potential for bias and conflict-of-interest. A party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the hearing Decision-Maker.

a. Who Can Serve as an Advisor

The Advisor may be a friend, mentor, family member, attorney, or any other individual a party chooses to advise, support, and/or consult with them throughout the resolution process. The parties may choose Advisors from inside or outside of the University of Mount Union community.

The Title IX co-coordinator will also offer to assign a trained Advisor for any party if the party so chooses. If the parties choose an Advisor from the pool available from the University of Mount Union, the Advisor will be trained by the University of Mount Union and be familiar with the University of Mount Union's resolution process.

If the parties choose an Advisor from outside the pool of those identified by the University of Mount Union, the Advisor may not have been trained by the University of Mount Union and may not be familiar with University of Mount Union policies and procedures.

Parties also have the right to choose not to have an Advisor in the initial stages of the resolution process, prior to a hearing.

⁹ "Available" means the party cannot insist on an Advisor who simply doesn't have inclination, time, or availability. Also, the Advisor cannot have institutionally conflicting roles, such as being a Title IX administrator who has an active role in the matter, or a supervisor who must monitor and implement sanctions.

b. Advisor's Role in Meetings and Interviews

The parties may be accompanied by their Advisor in all meetings and interviews at which the party is entitled to be present, including intake and interviews. Advisors should help the parties prepare for each meeting and are expected to advise ethically, with integrity, and in good faith.

The University of Mount Union cannot guarantee equal Advisory rights, meaning that if one party selects an Advisor who is an attorney, but the other party does not or cannot afford an attorney, the University of Mount Union is not obligated to provide an attorney.

c. Advisors in Hearings/ University of Mount Union-Appointed Advisor

Under U.S. Department of Education regulations under Title IX, a form of indirect questioning is required during the hearing, but must be conducted by the parties' Advisors. The parties are not permitted to directly question each other or any witnesses. If a party does not have an Advisor for a hearing, the University of Mount Union will appoint a trained Advisor for the limited purpose of conducting any questioning of the other party and witnesses.

A party may reject this appointment and choose their own Advisor, but they may not proceed without an Advisor. If the party's Advisor will not conduct questioning, the University of Mount Union will appoint an Advisor who will do so thoroughly, regardless of the participation or non-participation of the advised party in the hearing itself. Extensive questioning of the parties and witnesses will also be conducted by the Decision-Maker during the hearing.

d. Advisor's Role in Meetings and Interviews

The parties may be accompanied by their Advisor in all meetings and interviews at which the party is entitled to be present, including intake and interviews. Advisors should help the parties prepare for each meeting and are expected to advise ethically, with integrity, and in good faith.

The University of Mount Union cannot guarantee equal Advisory rights, meaning that if one party selects an Advisor who is an attorney, but the other party does not or cannot afford an attorney, the University of Mount Union is not obligated to provide an attorney.

e. Pre-Interview Meetings

Advisors may request to meet with the administrative officials conducting interviews/meetings in advance of these interviews or meetings. This pre-meeting allows Advisors to clarify and understand their role and University of Mount Union's policies and procedures.

f. Advisor Violations of University of Mount Union Policy

All Advisors are subject to the same University of Mount Union policies and procedures, whether they are attorneys or not. Advisors are expected to advise their advisees without disrupting proceedings. Advisors should not address University of Mount Union officials in a meeting or interview unless invited to (e.g., asking procedural questions). The Advisor may not make a presentation or represent their advisee during any meeting or proceeding and may not speak on behalf of the advisee to the Investigators or Decision-Maker except during a hearing proceeding, during cross-examination.

The parties are expected to ask and respond to questions on their own behalf throughout the investigation phase of the resolution process. Although the Advisor generally may not speak on behalf of their advisee, the Advisor may consult with their advisee, either privately as needed, or by conferring or passing notes during any resolution process meeting or interview. For longer or more involved discussions, the parties and their Advisors should ask for breaks to allow for private consultation.

Any Advisor who oversteps their role as defined by this policy will be warned only once. If the Advisor continues to disrupt or otherwise fails to respect the limits of the Advisor role, the meeting will be ended, or other appropriate measures implemented. Subsequently, the Title IX co-coordinator will determine how to address the Advisor's non-compliance and future role.

g. Sharing Information with the Advisor

The University of Mount Union expects that the parties may wish to have the University of Mount Union share documentation and evidence related to the allegations with their Advisors. Parties may share this information directly with their Advisor or other individuals if they wish. Doing so may help the parties participate more meaningfully in the resolution process.

The University of Mount Union also provides a consent form that authorizes the University of Mount Union to share such information directly with their Advisor. The parties must either complete and submit this form to the Title IX co-coordinator or provide similar documentation demonstrating consent to a release of information to the Advisor before University of Mount Union is able to share records with an Advisor.

If a party requests that all communication be made through their attorney Advisor, the University of Mount Union may comply with that request at the discretion of the Title IX co-coordinator in unique cases, however, generally all communication will be made to the party.

h. Privacy of Records Shared with Advisor

Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by University of Mount Union. The University of Mount Union may seek to restrict the role of any Advisor who does not respect the sensitive nature of the process or who fails to abide by the University of Mount Union's privacy expectations.

i. Expectations of an Advisor

The University of Mount Union generally expects an Advisor to adjust their schedule to allow them to attend University of Mount Union meetings when planned, but may change scheduled meetings to accommodate an Advisor's inability to attend, if doing so does not cause an unreasonable delay.

The University of Mount Union may also make reasonable provisions to allow an Advisor who cannot attend in person to attend a meeting by telephone, video conferencing, or other similar technologies as may be convenient and available.

j. Expectations of the Parties with Respect to Advisors

A party may elect to change Advisors during the process and is not obligated to use the same Advisor throughout. The parties are expected to inform the Investigator(s) of the identity of their Advisor at least two (2) business days before the date of their first meeting with Investigators (or as soon as possible if a more expeditious meeting is necessary or desired).

The parties are expected to provide timely notice to the Title IX co-coordinator if they change Advisors at any time. It is assumed that if a party changes Advisors, consent to share information with the previous Advisor is terminated, and a release for the new Advisor must be secured. Parties are expected to inform the Title IX co-coordinator of the identity of their hearing Advisor at least two (2) business days before the hearing.

k. Assistance in Securing an Advisor

University of Mount Union does not provide attorneys, law faculty, or law students as Advisors in the resolution process. However, the Grievance Pool members are also trained as advisors and that list can be found at <https://www.mountunion.edu/campus-life/safety-and-parking/sexual-misconduct/title-ix>.

For representation, Respondents may wish to contact organizations such as:

- FACE (<http://www.facecampusequality.org>)
- SAVE (<http://www.saveservices.org>).

Complainants may wish to contact organizations such as:

- The Victim Rights Law Center (<http://www.victimrights.org>),
- The National Center for Victims of Crime (<http://www.victimsofcrime.org>), which maintains the Crime Victim's Bar Association.
- The Time's Up Legal Defense Fund: <https://nwlc.org/times-up-legal-defense-fund/>

6. Resolution Processes

Resolution proceedings are private. All persons present at any time during the resolution process are expected to maintain the privacy of the proceedings in accordance with University of Mount Union policy. Although there is an expectation of privacy around what Investigators share with parties during interviews, the parties have discretion to share their own knowledge and evidence with others if they so choose, with the exception of information the parties agree not to disclose related to Informal Resolution, discussed below. University of Mount Union encourages parties to discuss any sharing of information with their Advisors before doing so.

a. Informal Resolution

Informal Resolution can include three different approaches:

- When the Title IX co-coordinator can resolve the matter informally by providing supportive measures (only) to remedy the situation.
- When the parties agree to resolve the matter through an alternate resolution mechanism as described below, including mediation, restorative practices, etc., usually before a formal investigation takes place; see discussion in b., below.
- When the Respondent accepts responsibility for violating policy, and desires to accept a sanction and end the resolution process (similar to above, but usually occurs post-

investigation); see discussion in c., below.

To initiate Informal Resolution, a Complainant needs to submit a formal complaint, as defined above. A Respondent who wishes to initiate Informal Resolution should contact the Title IX co-coordinator.

It is not necessary to pursue Informal Resolution first in order to pursue a Formal Grievance Process, and any party participating in Informal Resolution can stop the process at any time and begin or resume the Formal Grievance Process.

Prior to implementing Informal Resolution, the University of Mount Union will provide the parties with written notice of the reported misconduct and any sanctions or measures that may result from participating in such a process, including information regarding any records that will be maintained or shared by the University of Mount Union.

The University of Mount Union will obtain voluntary, written confirmation that all parties wish to resolve the matter through Informal Resolution before proceeding and will not pressure the parties to participate in Informal Resolution.

b. Alternate Resolution Mechanism

Alternate Resolution is an informal mechanism, including mediation or restorative practices, etc. by which the parties reach a mutually agreed upon resolution of an allegation. All parties must consent to the use of an Alternate Resolution mechanism.

The Title IX co-coordinator may look to the following factors to assess whether Alternate Resolution is appropriate, or which form of Alternate Resolution may be most successful for the parties:

- The parties' amenability to Alternate Resolution;
- Likelihood of potential resolution, taking into account any power dynamics between the parties;
- The parties' motivation to participate;
- Civility of the parties;
- Results of a violence risk assessment/ongoing risk analysis;
- Disciplinary history;
- Whether an emergency removal is needed;
- Skill of the Alternate Resolution facilitator with this type of allegation;
- Complaint complexity;
- Emotional investment/capability of the parties;
- Rationality of the parties;
- Goals of the parties;
- Adequate resources to invest in Alternate Resolution (time, staff, etc.)

The ultimate determination of whether Alternate Resolution is available or successful is to be made by the Title IX co-coordinator. The Title IX co-coordinator maintains records of any resolution that is reached, and failure to abide by the resolution agreement may result in appropriate responsive/disciplinary actions. Results of complaints resolved by Informal Resolution or Alternate Resolution are not appealable.

c. Respondent Accepts Responsibility for Alleged Violations

The Respondent may accept responsibility for all or part of the alleged policy violations at any point during the resolution process. If the Respondent indicates an intent to accept responsibility for all of the alleged misconduct, the formal process will be paused, and the Title IX co-coordinator will determine whether Informal Resolution can be used according to the criteria above.

If Informal Resolution is applicable, the Title IX co-coordinator will determine whether all parties and the University of Mount Union are able to agree on responsibility, sanctions, and/or remedies. If so, the Title IX co-coordinator implements the accepted finding that the Respondent is in violation of University of Mount Union policy and implements agreed-upon sanctions and/or remedies, in coordination with other appropriate administrator(s), as necessary.

This result is not subject to appeal once all parties indicate their written assent to all agreed upon terms of resolution. When the parties cannot agree on all terms of resolution, the Formal Grievance Process will resume at the same point where it was paused.

When a resolution is accomplished, the appropriate sanction or responsive actions are promptly implemented in order to effectively stop the harassment or discrimination, prevent its recurrence, and remedy the effects of the discriminatory conduct, both on the Complainant and the community.

d. Negotiated Resolution

The Title IX co-coordinator, with the consent of the parties, may negotiate and implement an agreement to resolve the allegations that satisfies all parties and the University of Mount Union. Negotiated Resolutions are not appealable.

7. Grievance Process Pool

The Formal Grievance Process relies on a pool of administrators ("the Pool") to carry out the process. Members of the Pool are announced in an annual distribution of this policy to all students, parents/guardians of students, employees, prospective students, and prospective employees.

The list of Pool members and a description of the Pool can be found [here](#).

a. Pool Member Roles

Members of the Pool are trained annually, and can serve in in the following roles, at the direction of the Title IX co-coordinator:

- To provide appropriate intake of and initial guidance pertaining to complaints
- To act as an Advisor to the parties
- To serve in a facilitation role in Informal Resolution or Alternate Resolution if appropriately trained in appropriate resolution modalities (e.g., mediation, restorative practices)
- To perform or assist with initial assessment
- To investigate complaints
- To serve as a hearing facilitator (process administrator, no decision-making role)

Members of the Decision-Maker Pool and the Appeal Decision-Maker Pool are trained annually and

serve in the roles specific to the Pool to which they are appointed.

b. Pool Member Appointment

The Title IX co-coordinators, in consultation with the President, appoints the Pool, which acts with independence and impartiality. Although members of the Pool are typically trained in a variety of skill sets and can rotate amongst the different roles listed above in different cases, the University of Mount Union can also designate permanent roles for individuals in the Pool, using others as substitutes or to provide greater depth of experience when necessary. This process of role assignment may be the result of particular skills, aptitudes, or talents identified in members of the Pool that make them best suited to particular roles.

c. Pool Member Training

The Pool members receive annual training. This training includes, but is not limited to:

- The scope of the University of Mount Union's interim policy on Equal Opportunity, Harassment and Nondiscrimination and Procedures
- How to conduct investigations and hearings that protect the safety of Complainants and Respondents, and promote accountability
- Implicit bias
- Disparate treatment and impact
- Reporting, confidentiality, and privacy requirements
- Applicable laws, regulations, and federal regulatory guidance
- How to implement appropriate and situation-specific remedies
- How to investigate in a thorough, reliable, and impartial manner
- How to uphold fairness, equity, and due process
- How to weigh evidence
- How to conduct questioning
- How to assess credibility
- Impartiality and objectivity
- How to render findings and generate clear, concise, evidence-based rationales
- The definitions of all offenses
- How to apply definitions used by the University of Mount Union with respect to consent (or the absence or negation of consent) consistently, impartially, and in accordance with policy
- How to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes
- How to serve impartially by avoiding prejudgment of the facts at issue, conflicts of interest, and bias
- Any technology to be used at a live hearing
- Issues of relevance of questions and evidence
- Issues of relevance to create an investigation report that fairly summarizes relevant evidence
- How to determine appropriate sanctions in reference to all forms of harassment, discrimination, and/or retaliation allegations
- Recordkeeping

Specific training is also provided for Appeal Decision-Makers, intake personnel, Advisors (who are University of Mount Union employees), and Decision-Makers. All Pool members are required to attend these trainings annually. The materials used to train all members of the Pool are publicly posted [here](#).

d. Pool Membership

The Pool includes:

- 2 or more Decision-Makers: one representative from HR and one from Student Affairs, etc., who are members and who make decisions regarding student and employee Respondents
- 3 or more members of the Academic Affairs administration and/or faculty
- 4 or more members of the administration/staff
- 2 representatives from Human Resources
- 1 or more representative from Athletics

Pool members are usually appointed to an indefinite term and serve at the discretion of the Title IX co-coordinators and as the individual's supervisor/department chair is amenable. Individuals who are interested in serving in the Pool are encouraged to contact the Title IX co-coordinator.

8. Formal Grievance Process: Notice of Investigation and Allegations

The Title IX co-coordinator will provide written notice of the investigation and allegations (the "NOIA") to the Respondent upon commencement of the Formal Grievance Process. This facilitates the Respondent's ability to prepare for the interview and to identify and choose an Advisor to accompany them. The NOIA is also copied to the Complainant, who is to be given advance notice of when the NOIA will be delivered to the Respondent.

The NOIA will include:

- A meaningful summary of all of allegations,
- The identity of the involved parties (if known),
- The precise misconduct being alleged,
- The date and location of the alleged incident(s) (if known),
- The specific policies implicated,
- A description of the applicable procedures,
- A statement of the potential sanctions/responsive actions that could result,
- A statement that the University of Mount Union presumes the Respondent is not responsible for the reported misconduct unless and until the evidence supports a different determination,
- A statement that determinations of responsibility are made at the conclusion of the process and that the parties will be given an opportunity to inspect and review all directly related and/or relevant evidence obtained during the review and comment period,
- A statement about the University of Mount Union's policy on retaliation,
- Information about the privacy of the process,
- Information on the need for each party to have an Advisor of their choosing and suggestions for ways to identify an Advisor,
- A statement informing the parties that the University of Mount Union's Policy prohibits knowingly making false statements, including knowingly submitting false information during the resolution process,
- Detail on how the party may request disability accommodations during the interview process,
- A link to the University of Mount Union's VAWA Brochure,
- The name(s) of the Investigator(s), along with a process to identify, in advance of the interview process, to the Title IX co-coordinator any conflict of interest that the Investigator(s) may have, and

- An instruction to preserve any evidence that is directly related to the allegations.

Amendments and updates to the NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various charges.

Notice will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address(es) of the parties as indicated in the official Mount Union records, or emailed to the parties' University of Mount Union-issued email or designated accounts. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

9. Resolution Timeline

The University of Mount Union will make a good faith effort to complete the resolution process within a sixty-to-ninety (60-90) business day time period, including appeal, which can be extended as necessary for appropriate cause by the Title IX co-coordinator, who will provide notice and rationale for any extensions or delays to the parties as appropriate, as well as an estimate of how much additional time will be needed to complete the process.

10. Appointment of Investigators

Once the decision to commence a formal investigation is made, the Title IX co-coordinator appoints Pool members to conduct the investigation, typically using a team of two Investigators, usually within five (5) business days of determining that an investigation should proceed.

11. Ensuring Impartiality

Any individual materially involved in the administration of the resolution process including the Title IX co-coordinators, Investigators, and Decision-maker may neither have nor demonstrate a conflict of interest or bias for a party generally, or for a specific Complainant or Respondent.

The Title IX co-coordinator will vet the assigned Investigators to ensure impartiality by ensuring there are no actual or apparent conflicts of interest or disqualifying biases. The parties may, at any time during the resolution process, raise a concern regarding bias or conflict of interest, and the Title IX co-coordinator will determine whether the concern is reasonable and supportable. If so, another Pool member will be assigned and the impact of the bias or conflict, if any, will be remedied. If the source of the conflict of interest or bias is the Title IX co-coordinator, concerns should be raised with non-involved Title IX co-coordinator.

The Formal Grievance Process involves an objective evaluation of all relevant evidence obtained, including evidence that supports that the Respondent engaged in a policy violation and evidence that supports that the Respondent did not engage in a policy violation. Credibility determinations may not be based solely on an individual's status or participation as a Complainant, Respondent, or witness.

The University of Mount Union operates with the presumption that the Respondent is not responsible for the reported misconduct unless and until the Respondent is determined to be responsible for a policy violation by the applicable standard of proof.

12. Investigation Timeline

Investigations are completed expeditiously, normally within thirty (30) business days, though some investigations may take weeks or even months, depending on the nature, extent, and complexity of the allegations, availability of witnesses, police involvement, etc.

The University of Mount Union will make a good faith effort to complete investigations as promptly as circumstances permit and will communicate regularly with the parties to update them on the progress and timing of the investigation.

13. Delays in the Investigation Process and Interactions with Law Enforcement

The University of Mount Union may undertake a short delay in its investigation (several days to a few weeks) if circumstances require. Such circumstances include, but are not limited to: a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of parties and/or witnesses, and/or accommodations for disabilities or health conditions.

The University of Mount Union will communicate in writing the anticipated duration of the delay and reason to the parties, and provide the parties with status updates if necessary. The University of Mount Union will promptly resume its investigation and resolution process as soon as feasible. During such a delay, University of Mount Union will implement supportive measures as deemed appropriate.

The University of Mount Union action(s) or processes are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

14. Steps in the Investigation Process

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant parties and witnesses; obtaining available, relevant evidence; and identifying sources of expert information, as necessary.

All parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record.

The Investigators typically take(s) the following steps, if not already completed (not necessarily in this order):

- Determine the identity and contact information of the Complainant
- In coordination with campus partners (e.g., the Title IX co-coordinator), initiate or assist with any necessary supportive measures
- Identify all policies implicated by the alleged misconduct and notify the Complainant and Respondent of all of the specific policies implicated
- Assist the Title IX co-coordinator with conducting a prompt initial assessment to determine if the allegations indicate a potential policy violation
- Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for all witnesses and the parties

- Meet with the Complainant to finalize their interview/statement, if necessary
- Prepare the initial Notice of Investigation and Allegation (NOIA). The NOIA may be amended with any additional or dismissed allegations
 - Notice should inform the parties of their right to have the assistance of an Advisor, who could be a member of the Pool or an Advisor of their choosing present for all meetings attended by the party
- Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes (or transcript) of the relevant evidence/testimony from their respective interviews and meetings
- Make good faith efforts to notify the parties of any meeting or interview involving the other party, in advance when possible
- When participation of a party is expected, provide that party with written notice of the date, time, and location of the meeting, as well as the expected participants and purpose
- Interview all available, relevant witnesses and conduct follow-up interviews as necessary
- Allow each party the opportunity to suggest witnesses and questions they wish the Investigators to ask of the other party and witnesses, and document in the report which questions were asked, with a rationale for any changes or omissions
- Complete the investigation promptly and without unreasonable deviation from the intended timeline
- Provide regular status updates to the parties throughout the investigation
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) with a list of witnesses whose information will be used to render a finding
- Write a comprehensive investigation report fully summarizing the investigation, all witness interviews, and addressing all relevant evidence. Appendices including relevant physical or documentary evidence will be included
- The Investigators gather, assess, and synthesize evidence, but make no conclusions, engage in no policy analysis, and render no recommendations as part of their report
- Prior to the conclusion of the investigation, provide the parties and their respective Advisors (if so desired by the parties) a secured electronic or hard copy of the draft investigation report as well as an opportunity to inspect and review all of the evidence obtained as part of the investigation that is directly related to the reported misconduct, including evidence upon which the University of Mount Union does not intend to rely in reaching a determination, for a ten (10) business day review and comment period so that each party may meaningfully respond to the evidence. The parties may elect to waive the full ten days. Each copy of the materials shared will be watermarked on each page with the role of the person receiving it (e.g., Complainant, Respondent, Complainant's Advisor, Respondent's Advisor).
- The Investigators may elect to respond in writing in the investigation report to the parties' submitted responses and/or to share the responses between the parties for additional responses
- The Investigators will incorporate relevant elements of the parties' written responses into the final investigation report, include any additional relevant evidence, make any necessary revisions, and finalize the report. The Investigators should document all rationales for any changes made after the review and comment period
- The Investigators shares the report with the Title IX co-coordinator and/or legal counsel for their review and feedback
- The Investigators will incorporate any relevant feedback, and the final report is then shared with all parties and their Advisors through secure electronic transmission or hard

copy at least ten (10) business days prior to a hearing. The parties are also provided with a file of any directly related evidence that was not included in the report.

15. Role and Participation of Witnesses in the Investigation

Witnesses (as distinguished from the parties) who are employees of the University of Mount Union are expected to cooperate with and participate in the University of Mount Union's investigation and resolution process. Failure of such witnesses to cooperate with and/or participate in the investigation or resolution process constitutes a violation of policy and may warrant discipline.

Although in-person interviews for parties and all potential witnesses are ideal, circumstances (e.g., study abroad, summer break) may require individuals to be interviewed remotely. Skype, Zoom, FaceTime, WebEx, or similar technologies may be used for interviews if the Investigators determine that timeliness or efficiency dictate a need for remote interviewing. The University of Mount Union will take appropriate steps to reasonably ensure the security/privacy of remote interviews.

Witnesses may also provide written statements in lieu of interviews or choose to respond to written questions, if deemed appropriate by the Investigators, though not preferred. If a witness submits a written statement but does not intend to be and is not present for cross examination at a hearing, their written statement may not be used as evidence.

16. Recording of Interviews

No unauthorized audio or video recording of any kind is permitted during investigation meetings. If Investigators elect to audio and/or video record interviews, all involved parties must be made aware of audio and/or video recording.

17. Evidentiary Considerations in the Investigation

The investigation does not consider: 1) incidents not directly related to the possible violation, unless they evidence a pattern; 2) the character of the parties; or 3) questions and evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

18. Referral for Hearing

Provided that the complaint is not resolved through Informal Resolution, once the final investigation report is shared with the parties, the Title IX co-coordinator will refer the matter for a hearing.

The hearing cannot be less than ten (10) business days from the conclusion of the investigation – when the final investigation report is transmitted to the parties and the Decision-Maker—unless all parties and the Decision-Maker agree to an expedited timeline.

The Title IX co-coordinator will select an appropriate Decision-Maker from the Pool depending on whether the Respondent is an employee or a student. Allegations involving student-employees in the context of their employment will be directed to the appropriate Decision-Maker depending on the context and nature of the alleged misconduct.

19. Hearing Decision-maker Composition

The University of Mount Union will designate a single Decision-Maker. The single Decision-Maker will also Chair the hearing.

The Decision-Maker will not have had any previous involvement with the investigation. The Title IX co-coordinator may elect to have an alternate from the Pool sit in throughout the hearing process in the event that a substitute is needed for any reason.

Those who have served as Investigators will be witnesses in the hearing and therefore may not serve as the Decision-Maker. Those who are serving as Advisors for any party may not serve as the Decision-Maker in that matter.

The Title IX co-coordinator may not serve as a Decision-Maker in the matter but may serve as an administrative facilitator of the hearing if their previous role(s) in the matter do not create a conflict of interest. Otherwise, a designee may fulfill this role. The hearing will convene at a time determined by the Decision-Maker.

20. Evidentiary Considerations in the Hearing

Any evidence that the Decision-Maker determines is relevant and credible may be considered. The hearing does not consider: 1) incidents not directly related to the possible violation, unless they evidence a pattern; 2) the character of the parties; or 3) questions and evidence about the Complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

Previous disciplinary action of any kind involving the Respondent may be considered in determining an appropriate sanction upon a determination of responsibility, as the University of Mount Union uses a progressive discipline system. This information is only considered at the sanction stage of the process, and is not shared until then.

The parties may each submit a written impact statement prior to the hearing for the consideration of the Decision-Maker at the sanction stage of the process when a determination of responsibility is reached.

After post-hearing deliberation, the Decision-Maker renders a determination based on the preponderance of the evidence; if it is more likely than not that the Respondent violated the Policy as alleged.

21. Notice of Hearing

No less than ten (10) business days prior to the hearing, the Title IX co-coordinator or the Decision-Maker will send notice of the hearing to the parties. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The notice will contain:

- A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures, and a statement of the potential sanctions/responsive actions that could result.
- The time, date, and location of the hearing and a reminder that attendance is mandatory, superseding all other campus activities.
- Any technology that will be used to facilitate the hearing.
- Information about the option for the live hearing to occur with the parties located in separate rooms using technology that enables the Decision-Maker and parties to see and hear a party or witness answering questions. Such a request must be raised with the Title IX co-coordinator at least five (5) business days prior to the hearing.
- A list of all those who will attend the hearing, along with an invitation to object to the Decision-Maker on the basis of demonstrated bias. This must be raised with the Title IX co-coordinator at least three (3) business days prior to the hearing.
- Information on how the hearing will be recorded and on access to the recording for the parties after the hearing.
- A statement that if any party or witness does not appear at the scheduled hearing, the hearing may be held in their absence, and the party's or witness's testimony and any statements given prior to the hearing will not be considered by the Decision-Maker. For compelling reasons, the Decision-Maker may reschedule the hearing.
- Notification that the parties may have the assistance of an Advisor of their choosing at the hearing and will be required to have one present for any questions they may desire to ask. The party must notify the Title IX co-coordinator if they do not have an Advisor, and the University of Mount Union will appoint one. Each party must have an Advisor present. There are no exceptions.
- A copy of all the materials provided to the Decision-Maker about the matter, unless they have been provided already.¹⁰
- An invitation to each party to submit to the Decision-Maker an impact statement pre-hearing that the Decision-Maker will review during any sanction determination.
- An invitation to contact the Title IX co-coordinator to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at the hearing, at least seven (7) business days prior to the hearing.
- Notification that parties cannot bring mobile phones/devices into the hearing.

Hearings for possible violations that occur near or after the end of an academic term (assuming the Respondent is still subject to this Policy) and are unable to be resolved prior to the end of term will typically be held immediately after the end of the term or during the summer, as needed, to meet the resolution timeline followed by the University of Mount Union and remain within the 60-90 business day goal for resolution.

In these cases, if the Respondent is a graduating student, a hold may be placed on graduation and/or official transcripts until the matter is fully resolved (including any appeal). A student facing charges under this Policy is not in good standing to graduate.

¹⁰ The final investigation report may be shared using electronic means that preclude downloading, forwarding, or otherwise sharing.

22. Alternative Hearing Participation Options

If a party or parties prefer not to attend or cannot attend the hearing in person, the party should request alternative arrangements from the Title IX co-coordinator or the Decision-Maker at least five (5) business days prior to the hearing.

The Title IX co-coordinator or the Decision-Maker can arrange to use technology to allow remote testimony without compromising the fairness of the hearing. Remote options may also be needed for witnesses who cannot appear in person. Any witness who cannot attend in person should let the Title IX co-coordinator or the Decision-Maker know at least five (5) business days prior to the hearing so that appropriate arrangements can be made.

23. Pre-Hearing Preparation

The Decision-Maker or hearing facilitator, after any necessary consultation with the parties, Investigators and/or Title IX co-coordinator, will provide the names of persons who will be participating in the hearing, all pertinent documentary evidence, and the final investigation report to the parties at least ten (10) business days prior to the hearing.

Any witness scheduled to participate in the hearing must have been first interviewed by the Investigators or have proffered a written statement or answered written questions, unless all parties and the Decision-Maker assent to the witness's participation in the hearing. The same holds for any evidence that is first offered at the hearing. If the parties and Decision-Maker do not assent to the admission of evidence newly offered at the hearing, the Decision-Maker may delay the hearing and instruct that the investigation needs to be re-opened to consider that evidence.

The parties will be given the name of the Decision-Maker at least five (5) business days in advance of the hearing. All objections to the Decision-Maker must be raised in writing, detailing the rationale for the objection, and must be submitted to the Title IX co-coordinator as soon as possible and no later than three (3) days prior to the hearing. Decision-Makers will only be removed if the Title IX co-coordinator concludes that their bias or conflict of interest precludes an impartial hearing of the allegation(s).

The Title IX co-coordinator will give the Decision-Maker a list of the names of all parties, witnesses, and Advisors at least five (5) business days in advance of the hearing. Any Decision-Maker who cannot make an objective determination must recuse themselves from the proceedings when notified of the identity of the parties, witnesses, and Advisors in advance of the hearing. If a Decision-Maker is unsure of whether a bias or conflict of interest exists, they must raise the concern to the Title IX Co-coordinator as soon as possible.

During the ten (10) business day period prior to the hearing, the parties have the opportunity for continued review and comment on the final investigation report and available evidence. That review and comment can be shared with the Decision-Maker at the pre-hearing meeting or at the hearing and will be exchanged between each party by the Decision-Maker.

24. Pre-Hearing Meetings

The Decision-Maker may convene a pre-hearing meeting(s) with the parties and their Advisors, if requested to invite them to submit the questions or topics they (the parties and their Advisors) wish to ask or discuss at the hearing, so that the Decision-Maker can rule on their relevance ahead of time to

avoid any improper evidentiary introduction in the hearing or provide recommendations for more appropriate phrasing. However, this advance review opportunity does not preclude the Advisors from asking a question for the first time at the hearing or from asking for a reconsideration based on any new information or testimony offered at the hearing. The Decision-Maker must document and share with each party their rationale for any exclusion or inclusion at a pre-hearing meeting.

The Decision-Maker, **only** with full agreement of the parties, may decide in advance of the hearing that certain witnesses do not need to be present if their testimony can be adequately summarized by the Investigators in the investigation report or during the hearing.

At each pre-hearing meeting with a party and their Advisor, the Decision-Maker will consider arguments that evidence identified in the final investigation report as relevant is, in fact, not relevant. Similarly, evidence identified as directly related but not relevant by the Investigators may be argued to be relevant. The Decision-Maker may rule on these arguments pre-hearing and will exchange those rulings between the parties prior to the hearing to assist in preparation for the hearing. The Decision-Maker may consult with legal counsel and/or the Title IX co-coordinator, or ask either or both to attend pre-hearing meetings.

The pre-hearing meeting(s) will not be recorded.

25. Hearing Procedures

At the hearing, the Decision-Maker has the authority to hear and make determinations on all allegations of discrimination, harassment, and/or retaliation and may also hear and make determinations on any additional alleged policy violations that have occurred in concert with the discrimination, harassment, and/or retaliation, even though those collateral allegations may not specifically fall within the interim policy on Equal Opportunity, Harassment, and Nondiscrimination.

Participants at the hearing will include the Decision-Maker, the hearing facilitator, the Investigator(s) who conducted the investigation, the parties, Advisors to the parties, any called witnesses, and anyone providing authorized accommodations or assistive services. The Title IX co-coordinator may attend at the request of the Decision-Maker.

The Decision-Maker will answer all questions of procedure. Anyone appearing at the hearing to provide information will respond to questions on their own behalf.

The Decision-Maker will allow witnesses who have relevant information to appear at a portion of the hearing in order to respond to specific questions from the Decision-Maker and the parties and the witnesses will then be excused.

26. Joint Hearings

In hearings involving more than one Respondent or in which two (2) or more Complainants have accused the same individual of substantially similar conduct, the default procedure will be to hear the allegations jointly.

However, the Title IX co-coordinator may permit the investigation and/or hearings pertinent to each Respondent to be conducted separately if there is a compelling reason to do so. In joint hearings, separate determinations of responsibility will be made for each Respondent with respect to each

alleged policy violation.

27. The Order of the Hearing – Introductions and Explanation of Procedure

The Decision-Maker explains the procedures and introduces the participants. This may include a final opportunity for challenge or recusal of the Decision-Maker on the basis of bias or conflict of interest. The Title IX co-coordinator will review and decide any challenge of the Decision-Maker.

The Decision-Maker and/or hearing facilitator then conducts the hearing according to the hearing script. At the hearing, recording, witness logistics, party logistics, curation of documents, separation of the parties, and other administrative elements of the hearing process are managed by a non-voting hearing facilitator appointed by the Title IX co-coordinator. The Title IX co-coordinator may serve in this position. The hearing facilitator may attend to: logistics of rooms for various parties/witnesses as they wait; flow of parties/witnesses in and out of the hearing space; ensuring recording and/or virtual conferencing technology is working as intended; copying and distributing materials to participants, as appropriate, etc.

28. Investigator Presents the Final Investigation Report

The Investigators will then present a summary of the final investigation report, including items that are contested and those that are not, and will be subject to questioning by the Decision-Maker and the parties (through their Advisors). The Investigators will be present during the entire hearing process, but not during deliberations.

Neither the parties nor the Decision-Maker should ask the Investigators their opinions on credibility, recommended findings, or determinations, and the Investigators, Advisors, and parties will refrain from discussion of or questions about these assessments. If such information is introduced, the Decision-Maker will disregard it.

29. Testimony and Questioning

Once the Investigators present their report and are questioned, the parties and witnesses may provide relevant information in turn, beginning with the Complainant, and then in the order determined by the Decision-Maker. The parties/witnesses will submit to questioning by the Decision-Maker and then by the parties through their Advisors (“cross-examination”).

All questions are subject to a relevance determination by the Decision-Maker. The Advisor, who will remain seated during questioning, will pose the proposed question orally, electronically, or in writing (orally is the default, but other means of submission may be permitted by the Decision-Maker upon request if agreed to by all parties and the Decision-Maker), the proceeding will pause to allow the Decision-Maker to consider it (and state it if it has not been stated aloud), and the Decision-Maker will determine whether the question will be permitted, disallowed, or rephrased.

The Decision-Maker may invite explanations or persuasive statements regarding relevance with the Advisors, if the Decision-Maker so chooses. The Decision-Maker will then state their decision on the question for the record and advise the party/witness to whom the question was directed, accordingly. The Decision-Maker will explain any decision to exclude a question as not relevant, or to reframe it for relevance.

The Decision-Maker will limit or disallow questions on the basis that they are irrelevant, unduly repetitious (and thus irrelevant), or abusive. The Decision-Maker has final say on all questions and determinations of relevance. The Decision-Maker may consult with legal counsel on any questions of admissibility. The Decision-Maker may ask Advisors to frame why a question is or is not relevant from their perspective but will not entertain argument from the Advisors on relevance once the Decision-Maker has ruled on a question.

If the parties raise an issue of bias or conflict of interest of an Investigator or Decision-Maker at the hearing, the Decision-Maker may elect to address those issues, consult with legal counsel, and/or refer them to the Title IX co-coordinator, and/or preserve them for appeal. If bias is not in issue at the hearing, the Decision-Maker should not permit irrelevant questions that probe for bias.

30. Refusal to Submit to Cross-Examination and Inferences

If a party or witness chooses not to submit to cross-examination at the hearing, either because they do not attend the meeting, or they attend but refuse to participate in questioning, then the Decision-Maker may not rely on any prior statement made by that party or witness at the hearing (including those contained in the investigation report) in the ultimate determination of responsibility. The Decision-Maker must disregard that statement. Evidence provided that is something other than a statement by the party or witness may be considered.

If the party or witness attends the hearing and answers some cross-examination questions, only statements related to the cross-examination questions they refuse to answer cannot be relied upon. However, if the statements of the party who is refusing to submit to cross-examination or refuses to attend the hearing are the subject of the allegation itself (e.g., the case is about verbal harassment or a quid pro quo offer), then those statements are not precluded from admission. Similarly, statements can be relied upon when questions are posed by the Decision-Makers, as distinguished from questions posed by Advisors through cross-examination.

The Decision-Maker may not draw any inference solely from a party's or witness's absence from the hearing or refusal to answer cross-examination or other questions.

If charges of policy violations other than sexual harassment are considered at the same hearing, the Decision-Maker may consider all evidence they deem relevant, may rely on any relevant statement as long as the opportunity for cross-examination is afforded to all parties through their Advisors, and may draw reasonable inferences from any decision by any party or witness not to participate or respond to questions.

If a party's Advisor of choice refuses to comply with the University of Mount Union's established rules of decorum for the hearing, the University of Mount Union may require the party to use a different Advisor. If a University of Mount Union-provided Advisor refuses to comply with the rules of decorum, the University of Mount Union may provide that party with a different Advisor to conduct cross-examination on behalf of that party.

31. Recording Hearings

Hearings (but not deliberations) are recorded by the University of Mount Union for purposes of review in the event of an appeal. The parties may not record the proceedings and no other unauthorized recordings are permitted.

The Decision-Maker, the parties, their Advisors, and appropriate administrators of the University of Mount Union will be permitted to listen to the recording in a controlled environment determined by the Title IX co-coordinator. No person will be given or be allowed to make a copy of the recording without permission of the Title IX co-coordinator.

32. Deliberation, Decision-making, and Standard of Proof

The Decision-Maker will deliberate in closed session to determine whether the Respondent is responsible or not responsible for the policy violation(s) in question. The preponderance of the evidence standard of proof is used. The hearing facilitator may be invited to attend the deliberation by the Decision-Maker, but is there only to facilitate procedurally, not to address the substance of the allegations.

When there is a finding of responsibility on one or more of the allegations, the Decision-Maker may then consider the previously submitted party impact statements in determining appropriate sanction(s).

The Decision-Maker will ensure that each of the parties has an opportunity to review any impact statement submitted by the other party(ies). The Decision-Maker may – at their discretion – consider the statements, but they are not binding.

The Decision-Maker will review the statements and any pertinent conduct history provided by the hearing facilitator and will recommend the appropriate sanction(s) in consultation with other appropriate administrators, as required.

The Decision-Maker will then prepare a written deliberation statement and deliver it to the Title IX co-coordinator, detailing the determination, rationale, the evidence used in support of its determination, the evidence not relied upon in its determination, credibility assessments, and any sanctions.

This report is typically three (3) to five (5) pages in length and must be submitted to the Title IX co-coordinator within two (2) business days of the end of deliberations, unless the Title IX co-coordinator grants an extension. If an extension is granted, the Title IX co-coordinator will notify the parties.

33. Notice of Outcome

Using the deliberation statement, the Title IX co-coordinator will work with the Decision-Maker to prepare a Notice of Outcome. The Notice of Outcome may then be reviewed by legal counsel. The Title IX co-coordinator will then share the letter, including the final determination, rationale, and any applicable sanction(s) with the parties and their Advisors within five (5) business days of receiving the Decision-Maker's deliberation statement.

The Notice of Outcome will then be shared with the parties simultaneously. Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official University of Mount Union records, or emailed to the parties' University of Mount Union-issued email or otherwise approved account. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The Notice of Outcome will articulate the specific policy(ies) reported to have been violated, including the relevant policy section, and will contain a description of the procedural steps taken by the University of Mount Union from the receipt of the misconduct report to the determination, including any and all notifications to the parties, interviews with parties and witnesses, site visits, methods used

to obtain evidence, and hearings held.

The Notice of Outcome will specify the finding on each alleged policy violation; the findings of fact that support the determination; conclusions regarding the application of the relevant policy to the facts at issue; a statement of, and rationale for, the result of each allegation to the extent the University of Mount Union is permitted to share such information under state or federal law; any sanctions issued which the University of Mount Union is permitted to share according to state or federal law; and any remedies provided to the Complainant designed to ensure access to the University of Mount Union's educational or employment program or activity, to the extent the University of Mount Union is permitted to share such information under state or federal law (this detail is not typically shared with the Respondent unless the remedy directly relates to the Respondent).

The Notice of Outcome will also include information on when the results are considered by the University of Mount Union to be final, any changes that occur prior to finalization, and the relevant procedures and bases for any available appeal options.

34. Statement of the Rights of the Parties

- The right to an equitable investigation and resolution of all credible allegations of prohibited harassment or discrimination made in good faith to University of Mount Union officials.
- The right to timely written notice of all alleged violations, including the identity of the parties involved (if known), the precise misconduct being alleged, the date and location of the alleged misconduct (if known), the implicated policies and procedures, and possible sanctions.
- The right to timely written notice of any material adjustments to the allegations (e.g., additional incidents or allegations, additional Complainants, unsubstantiated allegations) and any attendant adjustments needed to clarify potentially implicated policy violations.
- The right to be informed in advance of any public release of information regarding the allegation(s) or underlying incident(s), whenever possible.
- The right not to have any personally identifiable information released to the public without consent provided, except to the extent permitted by law.
- The right to be treated with respect by University of Mount Union officials.
- The right to have University of Mount Union policies and procedures followed without material deviation.
- The right not to be pressured to mediate or otherwise informally resolve any reported misconduct involving violence, including sexual violence.
- The right not to be discouraged by University of Mount Union officials from reporting sexual harassment, discrimination, and/or retaliation to both on-campus and off-campus authorities.
- The right to be informed by University of Mount Union officials of options to notify proper law enforcement authorities, including local police, and the option(s) to be assisted by University of

Mount Union authorities in notifying such authorities, if the party so chooses. This also includes the right not to be pressured to report, as well, except as required by Ohio law.

- The right to have allegations of violations of this Policy responded to promptly and with sensitivity by University of Mount Union Campus Safety and Security and/or other University of Mount Union officials.
- The right to be informed of available interim actions and supportive measures, such as counseling; advocacy; health care; student financial aid, visa, and immigration assistance; or other services, both on campus and in the community.
- The right to a University of Mount Union-implemented no-contact order [or a no-trespass order against a non-affiliated third party] when a person has engaged in or threatens to engage in stalking, threatening, harassing, or other improper conduct.
- The right to be informed of available assistance in changing academic, living, and/or working situations after an alleged incident of discrimination, harassment, and/or retaliation, if such changes are reasonably available. No formal report, or investigation, either campus or criminal, needs to occur before this option is available. Such actions may include, but are not limited to:
 - Relocating an on-campus student's housing to a different on-campus location
 - Assistance from University of Mount Union staff in completing the relocation
 - Changing an employee's work environment (e.g., reporting structure, office/workspace relocation)
 - Transportation accommodations
 - Visa/immigration assistance
 - Arranging to dissolve a housing contract and a pro-rated refund
 - Exam, paper, and/or assignment rescheduling or adjustment
 - Receiving an incomplete in, or a withdrawal from, a class (may be retroactive)
 - Transferring class sections
 - Temporary withdrawal/leave of absence (may be retroactive)
 - Campus safety escorts
 - Alternative course completion options.
- The right to have the University of Mount Union maintain such actions for as long as necessary and for supportive measures to remain private, provided privacy does not impair the University of Mount Union's ability to provide the supportive measures.
- The right to receive sufficiently advanced, written notice of any meeting or interview involving the other party, when possible.
- The right to ask the Investigators and Decision-Maker to identify and question relevant witnesses, including expert witnesses.
- The right to provide the Investigators/Decision-Maker with a list of questions that, if deemed relevant by the Investigators/Decision-Maker, may be asked of any party or witness.
- The right not to have irrelevant prior sexual history or character admitted as evidence.

- The right to know the relevant and directly related evidence obtained and to respond to that evidence.
- The right to a fair opportunity to provide the Investigators with their account of the alleged misconduct and have that account be on the record.
- The right to receive a copy of the investigation report, including all factual, policy, and/or credibility analyses performed, and all relevant and directly related evidence available and used to produce the investigation report, subject to the privacy limitations imposed by state and federal law, prior to the hearing, and the right to have at least ten (10) business days to review the report prior to the hearing.
- The right to respond to the investigation report, including comments providing any additional relevant evidence after the opportunity to review the investigation report, and to have that response on the record.
- The right to be informed of the names of all witnesses whose information will be used to make a finding, in advance of that finding, when relevant.
- The right to regular updates on the status of the investigation and/or resolution.
- The right to have reports of alleged Policy violations addressed by Investigators, Title IX co-coordinators, and Decision-Makers who have received at least eight hours of relevant annual training.
- The right to preservation of privacy, to the extent possible and permitted by law.
- The right to meetings, interviews, and/or hearings that are closed to the public.
- The right to petition that any University of Mount Union representative in the process be recused on the basis of disqualifying bias and/or conflict of interest.
- The right to have an Advisor of their choice to accompany and assist the party in all meetings and/or interviews associated with the resolution process.
- The right to have the University of Mount Union compel the participation of faculty and staff witnesses.
- The right to the use of the appropriate standard of evidence, preponderance of the evidence to make a finding after an objective evaluation of all relevant evidence.
- The right to be present, including presence via remote technology, during all testimony given and evidence presented during any formal grievance hearing.
- The right to have an impact statement considered by the Decision-Maker following a determination of responsibility for any allegation, but prior to sanctioning.
- The right to be promptly informed in a written Notice of Outcome letter of the finding(s) and sanction(s) of the resolution process and a detailed rationale of the decision (including an

explanation of how credibility was assessed), delivered simultaneously (without undue delay) to the parties.

- The right to be informed in writing of when a decision by the University of Mount Union is considered final and any changes to the sanction(s) that occur before the decision is finalized.
- The right to be informed of the opportunity to appeal the finding(s) and sanction(s) of the resolution process, and the procedures for doing so in accordance with the standards for appeal established by the University of Mount Union.
- The right to a fundamentally fair resolution as defined in these procedures.

35. Sanctions

Factors considered when determining a sanction/responsive action may include, but are not limited to:

- The nature, severity of, and circumstances surrounding the violation(s)
- The Respondent's disciplinary history
- Previous allegations or allegations involving similar conduct
- The need for sanctions/responsive actions to bring an end to the discrimination, harassment, and/or retaliation
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation
- The need to remedy the effects of the discrimination, harassment, and/or retaliation on the Complainant and the community
- The impact on the parties
- Any other information deemed relevant by the Decision-Maker

The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

a. Student Sanctions

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination:

- *Warning:* An official written notice that the student or organization has violated the Code of Student Conduct, that such behavior is unacceptable, and that more severe conduct action will result should the student be involved in other violations while the student is enrolled at the University.
- *Community Service Requirements:* For a student or organization to complete a specific supervised university and/or community service.
- *Loss of Privileges:* The student or organization will be denied specified privileges for a designated period of time.
- *Educational Sanctions:* This includes, but is not limited to, required activities such as seeking counseling or substance abuse screening, writing a letter of apology, etc.
- *Educational Program:* Requirement to attend, present, and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on

campus to aid them in learning about a specific topic or issue related to the violation for which the student or organization was found responsible. Audience may be restricted.

- *Restriction of Visitation Privileges*: May be imposed on a resident or non-resident student. The parameters of the restriction will be specified.
- *Housing Probation*: Official notice that, should further violations of Residence Life or University policies occur during a specified probationary period, the student may immediately be removed from University housing. Regular probationary meetings may also be imposed.
- *Housing Reassignment*: Reassignment to another University housing facility. Residential Life personnel will decide on the reassignment details in collaboration with the director of student conduct or designee. When a student is reassigned within University housing, they are banned from the building or hall they were reassigned from for the rest of the academic year unless otherwise noted in their decision letter.
- *Housing Suspension*: Removal from University housing for a specified period of time after which the student is eligible to return. Conditions for re-admission to University housing may be specified. Under this sanction, a student is required to vacate University housing within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the director of residence life. This sanction may be enforced with a trespass action if deemed necessary. Prior to reapplication for University housing, the student must gain permission from the director of residence life or designee. When a student is suspended from University housing, they are banned from all housing facilities until they have received permission from the director of residence life to return to University housing.
- *Housing Expulsion*: The student's privilege to live in, or visit, any University housing structure is revoked indefinitely. This sanction may be enforced with a trespass action if deemed necessary.
- *University Probation*: The student is put on official notice that, should further violations of University policies occur during a specified probationary period, the student may face more severe sanctions, including suspension or expulsion. Regular probationary meetings may also be imposed. A student on University probation is deemed "not in good standing" with the institution.
- *Suspension*: Separation from the University for a specified minimum period of time, after which the student is eligible to return. Eligibility may be contingent upon satisfaction of specific conditions noted at the time of suspension. The student is required to vacate the campus within 24 hours of notification of the action, though this deadline may be extended upon application to, and at the discretion of, the director of student conduct or designee. During the suspension period, the student is banned from university property, functions, events, and activities without prior written approval from the director of student conduct or designee. This sanction may be enforced with a trespass action as necessary.
- *Expulsion*: Permanent separation from the University. The student is banned from all university property and the student's presence at any University-sponsored activity or event is prohibited. This action may be enforced with a trespass action as necessary.
- *Degree revocation or Withholding*: the termination of a student's degree based on a violation that the University becomes aware of after a student graduates or the withholding of a degree due to a violation that occurs prior to graduation as the conduct process proceeds and/or until sanctions are completed.
- *Organizational Sanctions*: Deactivation, loss of recognition, loss of some or all privileges (including University of Mount Union registration) for a specified period of time.
- *Other Sanctions*: Additional or alternate sanctions may be created and designed as deemed appropriate to the offense with the approval of the Title IX Co-coordinator or designee.

b. Employee Sanctions/ Responsive Actions

Responsive actions for an employee who has engaged in harassment, discrimination, and/or retaliation include:

- *Warning – Verbal or Written*
- *Performance Improvement Plan/Management Process*
- *Enhanced supervision, observation, or review*
- *Required Counseling*
- *Required Training or Education*
- *Probation*
- *Denial of Pay Increase/Pay Grade*
- *Loss of Oversight or Supervisory Responsibility*
- *Demotion*
- *Transfer*
- *Reassignment*
- *Delay of tenure track progress*
- *Assignment to new supervisor*
- *Restriction of stipends, research, and/or professional development resources*
- *Suspension with pay*
- *Suspension without pay*
- *Termination*
- *Other Actions:* In addition to or in place of the above sanctions/responsive actions, the University of Mount Union may assign any other responsive actions as deemed appropriate.

36. Withdrawal or Resignation While Charges Pending

a. Students

If a student has an allegation pending for violation of the interim Policy on Equal Opportunity, Harassment, and Nondiscrimination, the University of Mount Union may place a hold on a student's ability to graduate and/or to receive an official transcript/diploma.

Should a student decide to not participate in the resolution process, the process proceeds absent their participation to a reasonable resolution. Should a student Respondent permanently withdraw from the University of Mount Union, the resolution process ends, as the University of Mount Union no longer has disciplinary jurisdiction over the withdrawn student.

However, the University of Mount Union will continue to address and remedy any systemic issues, variables that may have contributed to the alleged violation(s), and any ongoing effects of the alleged harassment, discrimination, and/or retaliation. The student who withdraws or leaves while the process is pending may not return to the University of Mount Union. A hold will be placed on their ability to be readmitted. They may also be barred from University of Mount Union property and/or events.

If the student Respondent only withdraws or takes a leave for a specified period of time (e.g., one semester or term), the resolution process may continue remotely and that student is not permitted to return to University of Mount Union unless and until all sanctions have been satisfied.

b. Employees

Should an employee Respondent resign with unresolved allegations pending, the resolution process ends, as the University of Mount Union no longer has disciplinary jurisdiction over the resigned employee.

However, the University of Mount Union will continue to address and remedy any systemic issues, variables that contributed to the alleged violation(s), and any ongoing effects of the alleged harassment or discrimination.

The employee who resigns with unresolved allegations pending is not eligible for rehire with the University of Mount Union, and the records retained by the Title IX co-coordinator will reflect that status.

All University of Mount Union responses to future inquiries regarding employment references for that individual will include that the former employee resigned during a pending disciplinary matter.

37. Appeals

Any party may file a request for appeal ("Request for Appeal"), but it must be submitted in writing to the Title IX co-coordinator within five (5) days of the delivery of the Notice of Outcome.

A single Appeal Decision-Maker will Chair the appeal. The Appeal Decision-Maker will not have been involved in the process previously, including any dismissal appeal that may have been heard earlier in the process.

The Request for Appeal will be forwarded to an Appeal Decision-Maker (who will not hear the Appeal) for consideration to determine if the request meets the grounds for appeal (a Review for Standing).

This review is not a review of the merits of the appeal, but solely a determination as to whether the request meets the grounds and is timely filed.

a. Grounds for Appeal

Appeals are limited to the following grounds:

Procedural irregularity that affected the outcome of the matter;

- a) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- b) The Title IX co-coordinator, Investigators, or Decision-Maker had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.

If any of the grounds in the Request for Appeal do not meet the grounds in this Policy, that request will be denied by the Appeal Decision-Maker and the parties and their Advisors will be notified in writing of the denial and the rationale.

If any of the grounds in the Request for Appeal meet the grounds in this Policy, then the Appeal Decision-Maker will notify the other party(ies) and their Advisors, the Title IX co-coordinator, and, when appropriate, the Investigators and the original Decision-Maker.

The other party(ies) and their Advisors, the Title IX co-coordinator, and, when appropriate, the Investigators and/or the original Decision-Maker will be mailed, emailed, and/or provided a hard copy of the request with the approved grounds and then be given five (5) business days to submit a response to the portion of the appeal that was approved and involves them. All responses will be forwarded by the Appeal Decision-Maker to all parties for review and comment.

The non-appealing party (if any) may also choose to raise a new ground for appeal at this time. If so, that will be reviewed to determine if it meets the grounds in this Policy by the Appeal Decision-Maker and either denied or approved. If approved, it will be forwarded to the party who initially requested an appeal, the Investigators and/or original Decision-Maker, as necessary, who will submit their responses in five (5) business days, which will be circulated for review and comment by all parties.

Neither party may submit any new requests for appeal after this time period. The Appeal Decision-Maker will collect any additional information needed and all documentation regarding the approved grounds and the subsequent responses and the Appeal Decision-Maker will render a decision in no more than five (5) business days, barring exigent circumstances. All decisions apply the preponderance of the evidence standard.

A Notice of Appeal Outcome will be sent to all parties simultaneously including the decision on each approved ground and rationale for each decision. The Notice of Appeal Outcome will specify the finding on each ground for appeal, any specific instructions for remand or reconsideration, any sanctions that may result which the University of Mount Union is permitted to share according to state or federal law, and the rationale supporting the essential findings to the extent the University of Mount Union is permitted to share under state or federal law.

Notification will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address of the parties as indicated in official institutional records, or emailed to the parties' University of Mount Union-issued email or otherwise approved account. Once mailed, emailed and/or received in-person, notice will be presumptively delivered.

b. Sanctions Status During the Appeal

Any sanctions imposed as a result of the hearing are stayed during the appeal process. Supportive measures may be reinstated, subject to the same supportive measure procedures above.

If any of the sanctions are to be implemented immediately post-hearing, but pre-appeal, then emergency removal procedures (detailed above) for a hearing on the justification for doing so must be permitted within 48 hours of implementation.

The University of Mount Union may still place holds on official transcripts, diplomas, graduations, and course registration pending the outcome of an appeal when the original sanctions included separation.

c. Appeal Considerations

- Decisions on appeal are to be deferential to the original decision, making changes to the finding only when there is clear error and to the sanction(s)/responsive action(s) only if there is a compelling justification to do so.
- Appeals are not intended to provide for a full re-hearing (de novo) of the allegation(s). In most cases, appeals are confined to a review of the written documentation or record of the original hearing and pertinent documentation regarding the specific grounds for appeal.
- An appeal is not an opportunity for an Appeal Decision-maker to substitute their judgment for that of the original Decision-Maker merely because they disagree with the finding and/or sanction(s).
- The Appeal Decision-Maker may consult with the Title IX co-coordinator on questions of procedure or rationale, for clarification, if needed. Documentation of all such consultation will be maintained.
- Appeals granted based on new evidence should normally be remanded to the original Investigators and/or Decision-Maker for reconsideration. Other appeals may be remanded at the discretion of the Title IX co-coordinator or, in limited circumstances, decided on appeal.
- Once an appeal is decided, the outcome is final: further appeals are not permitted, even if a decision or sanction is changed on remand (except in the case of a new hearing). When appeals result in no change to the finding or sanction, that decision is final. When an appeal results in a new finding or sanction, that finding or sanction can be appealed one final time on the grounds listed above and in accordance with these procedures.
- In rare cases where a procedural or substantive error cannot be cured by the original Decision-Maker (as in cases of bias), the appeal may order a new hearing with a new Decision-Maker.
- The results of a remand to a Decision-Maker cannot be appealed. The results of a new hearing can be appealed, once, on any of the three available appeal grounds.
- In cases in which the appeal results in reinstatement to the University of Mount Union or resumption of privileges, all reasonable attempts will be made to restore the Respondent to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

38. Long-Term Remedies/Other Actions

Following the conclusion of the resolution process, and in addition to any sanctions implemented, the Title IX co-coordinator may implement additional long-term remedies or actions with respect to the parties and/or the campus community that are intended to stop the harassment, discrimination, and/or retaliation, remedy the effects, and prevent reoccurrence.

These remedies/actions may include, but are not limited to:

- Referral to counseling and health services
- Referral to the Employee Assistance Program
- Education to the individual and/or the community
- Permanent alteration of housing assignments
- Permanent alteration of work arrangements for employees
- Provision of campus safety escorts
- Climate surveys
- Policy modification and/or training
- Provision of transportation accommodations

- Implementation of long-term contact limitations between the parties
- Implementation of adjustments to academic deadlines, course schedules, etc.

At the discretion of the Title IX co-coordinator, certain long-term support or measures may also be provided to the parties even if no policy violation is found.

When no policy violation is found, the Title IX co-coordinator will address any remedies owed by the University of Mount Union to the Respondent to ensure no effective denial of educational access.

The University of Mount Union will maintain the privacy of any long-term remedies/actions/measures, provided privacy does not impair the University of Mount Union's ability to provide these services.

Bystander Intervention

The University expects all community members to take reasonable and prudent actions to prevent or stop an act of sexual misconduct. Taking action may include direct intervention, calling Campus Safety and Security or local law enforcement, or seeking assistance from a person in authority. The University will support its members who choose to intervene in this fashion.

Risk Reduction Tips

Risk reduction tips can often take a victim-blaming tone, even unintentionally. With no intention to victim-blame, and with recognition that only those who commit sexual violence are responsible for those actions, these suggestions may nevertheless help you to reduce your risk of experiencing a non-consensual sexual act.

- Make any limits known as early as possible.
- Tell a sexual aggressor "NO" clearly and firmly.
- Try to remove yourself from the physical presence of a sexual aggressor.
- Find someone nearby and ask for help.
- Take affirmative responsibility for your alcohol intake/drug use and acknowledge that alcohol/drugs lower your sexual inhibitions and may make you vulnerable to someone who views a drunk or high person as a sexual opportunity.
- Take care of your friends and ask that they take care of you. A friend should challenge you if you are about to make a mistake. Respect them when they do.
- Clearly communicate your intentions to your sexual partner and give them a chance to clearly relate their intentions to you.
- Understand and respect personal boundaries.
- Don't make assumptions about consent; about someone's sexual availability; about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity then you DO NOT have consent.
- Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension and communicate better. You may be misreading them. They may not have figured out how far they want to go with you yet. You must respect the timeline for sexual behaviors with which they are comfortable.
- Don't take advantage of someone's drunkenness or drugged state.
- Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage simply because of your gender or size. Don't abuse that power.

- Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior.
- Silence and passivity cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language.

Disclosure of Disciplinary Proceedings

Mount Union will disclose the results of any conduct/disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator/responding party of any crime of violence or a non-forcible sex offence (incest or statutory rape) to the alleged victim/reporting party or next of kin if the victim/reporting party is deceased.

Sex Offender Registration

In accordance with the Wetterling Act, states are required to obtain information from registered sex offenders regarding their enrollment or employment at institutions of higher education and to then make this information available promptly to the appropriate law enforcement agency having jurisdiction where the institution is located. In the case of the University of Mount Union, our jurisdictional agencies are the Alliance Police Department or the Stark County Sheriff's Office.

Members of the Mount Union campus community who want to obtain information about registered sex offenders provided by the State of Ohio have several options. Inquiries can be made to the director of campus safety and security who will provide any information that has been disclosed to them. In addition, community members can contact the Alliance Police Department, or review the complete list of sex offenders registered in Stark County at the [Stark County Sheriff's Office Website](#).

Missing Student Policy and Procedures

It is the policy of the University of Mount Union to treat all reports of missing students as serious incidents and to investigate such reports completely. In order to promote the well-being of Mount Union students and to comply with federal law as stated in the Missing Persons Procedures of the Higher Education Opportunity Act, Mount Union encourages all members of the campus community to make timely reports to Campus Safety and Security regarding missing students.

Reporting Missing Students

A student may be considered missing if the student's absence of 24 hours or more is contrary to their usual pattern of behavior and unusual circumstances may have caused the absence. The University of Mount Union encourages any student who believes that another student is missing to contact Campus Safety and Security as soon as possible. Any University employee who receives information indicating that a student may be missing is required to report this information to Campus Safety and Security immediately, whether the student lives on or off campus. The phone number for Campus Safety and Security is (330) 428-1344.

Campus Safety and Security, in cooperation with other Student Affairs staff members, investigates all reported incidents of missing students. This may include checking the student's residence hall and other areas the student may frequent, checking with faculty, staff members, or other students, etc. Within 24 hours of a credible report being received, the

Alliance Police are notified regarding the missing student. This occurs regardless of the student's residential status, and even if they have not registered an emergency contact person. Nothing in this policy requires the University to wait 24 hours before reporting to the Alliance Police.

Students' Emergency Contact Information

When registering for campus housing each year (or at the beginning of the spring semester for students who were not on campus in the fall), all first-year students and all those students living on campus have the opportunity to identify a contact person or persons who will be notified within 24 hours of the determination by campus officials that the student is missing. Students are asked to provide emergency contact information that identifies the contact person they would prefer to be notified. Every effort is made to obtain this information for every student; however, it is ultimately the student's responsibility to provide it. The emergency contact information is confidential and accessible only to authorized University officials. It will not be disclosed except to law enforcement personnel involved in a missing persons investigation.

For students who are under 18 years of age and not emancipated, both the student's custodial parent or guardian and the student's designated emergency contact person will be contacted within 24 hours of the determination that the student is missing.

Fire Safety Report

Fire Safety Regulation

Students are expected to use good judgment at all times to prevent fires. Tampering with fire equipment or ringing the fire alarm, except in case of fire, violates state laws and University regulations and could result in suspension from the University. Fire doors in all campus facilities must be closed at all times.

Fire drills are held annually in all living units. All inhabitants are required by law and University policy to exit the building if a fire alarm is sounding. Failure to do so could result in serious sanctions. Students are expected to follow the posted procedures for the evacuation of the particular area. When a fire alarm rings, students should:

- Close all windows.
- Wear coat and shoes.
- Close the door to their room.
- Leave via the closest exit as quickly as possible.
- Assemble away from the building.
- Adhere to directions given by hall staff, administrators and fire personnel.
- Wait for signal to return to the building.

All fires must be reported. If a fire is actively burning, community members should pull the nearest fire alarm pull-station as they exit the building. Calling 911 as soon as possible after

exiting the building is also recommended. Campus Safety and Security should also be notified as soon as possible in the case of any fire, regardless of how small it may be. Campus Safety and Security can be reached at (330) 428-1344 or from any campus phone by dialing S-A-F-E (x7233).

If a fire has occurred in student housing that was not reported to Campus Safety and Security at the time of the incident, these should be reported for purposes of inclusion in the annual fire safety report below. These should be reported to Campus Safety and Security at (330)-428-1344.

Policies Related to Fire Safety

Mount Union considers the behavior described in the following list as inappropriate for the University community and in opposition to the core values set forth in the Student Handbook. These expectations and rules apply to all students. The University encourages community members to report to University officials all incidents that involve the following actions. The following is a partial list of prohibited behavior highlighting policies that are related to fire safety. The full list can be found starting on page 46 in the Student Handbook.

- *Fire Safety:* Violation of local, state, federal, or campus fire policies including, but not limited to:
 - Intentionally or recklessly causing a fire which damages University or personal property, or which causes injury.
 - Failure to evacuate a University-controlled building or to not do so in a timely manner during a fire alarm;
 - Improper use of University fire safety equipment; or
 - Tampering with or improperly engaging a fire alarm or fire detection/control equipment while on University property;
 - Causing, making, or circulating a false report or warning of fire, explosion, or other crisis or emergency;
- *Tobacco:* Smoking or tobacco use in any area of campus, including the use of smokeless tobacco, vaporizers and e-cigarettes;
- *Appliance Usage:* Use or possession of any appliance on the unapproved appliance list. The unapproved appliance list includes, but is not limited to:
 - Air conditioners (installed or free standing)
 - Any appliance with an open heating element
 - Any type of fog or smoke machine
 - Bread makers
 - Ceiling fans
 - Electric frying pans or woks
 - Electric or outdoor grills
 - Halogen Lams
 - Hot dog cooker
 - Hot plates
 - Hot pots
 - Hoverboards

- Microwaves more than 1,000 watts
- Oil-based popcorn poppers
- Refrigerators larger than 4.5 cubic feet and or 36 inches high
- Rice Cookers
- Slow cookers/Crockpots
- Space heaters
- Sun lamps
- Toaster ovens
- Toasters

For additional information please see <http://www.mountunion.edu/packing-list>.

- *Cleanliness*: Failure to keep residences (individual bedrooms and common spaces) clean and orderly at all times. Residence life and/or physical plant staff may conduct periodic room inspections to ensure health and safety standards are adhered to. 24-hour notice will be given in advance of inspections, unless staff deem there is an immediate concern. Additionally, inspections may be conducted prior to winter break to ensure closing procedures have been adhered to.
- *Decorations*: Permanently altering a room or use or possession of decorations on the prohibited decoration list.

The prohibited decoration list includes:

- Decorations hindering the use or restricting access to hallways, doorways, stairs, corridors, or fire related equipment;
- Cardboard, aluminum foil, flags, signs, bottles, or other items hung or displayed in windows, excluding fire-retardant cloth curtains;
- Displaying alcohol/drug signs, or other related alcohol/drug memorabilia so they are visible from outside a student residence (such as in windows or on doors);
- Attaching items to or tampering with light fixtures, ceiling tiles, fire safety equipment, or exit signs;
- Use of tape, decals, nails, double-sided foam mounting tape, etc. on walls, ceilings, doors, and floors that result in patching or repainting of the room;
- Cut/live evergreen trees, pine roping, garland, cotton batting, straw, vines, leaves, shrubbery, foam plastic, or other flammable items;
- Displaying material that is generally accepted as offensive or that is biased against any person or groups, so it is visible from outside a student residence (such as in windows or on doors);
- Decorative hangings and draperies placed over doors or entryways;
- Street signs;
- No more than 50% of the wall/ceiling space may be covered. No paper may be hung within 1 foot of an electrical outlet.
- *Open Flames*: Possession and/or use of candles, candles warmers, oil burners, incense, fireworks (including sparklers), or other open flame apparatus is prohibited within university-operated housing.

Fire Safety Education

Fire safety education at the University of Mount Union is primarily focused on fire drills that educate students about how to escape in case of a fire. Drills are scheduled annually by the Office of Residence Life in coordination with Mount Union Campus Safety and Security. Drills are not publicized prior to happening. In addition, Residence Life staff members receive training about how to respond if there is a fire, including safely leading residents from the building and notification of emergency personnel. Additionally, the Alliance Fire Department provides fire suppression training to the residence life staff members annually. Further, at the opening floor and hall meetings residents are instructed on fire safety and where they should meet upon leaving the building when the fire alarm sounds.

Fire Equipment Maintenance and Future Fire Safety Improvements

Mount Union annually looks at the life safety systems, specifically condition of and performance of the fire alarm systems. Mount Union annually invests in upgrades and replacement of fire alarm systems. This assessment for updates is done annually in March. Every three (3) years Physical Plant conducts a facility audit to review life safety improvement plans. Recently, these improvements have included replacing the main fire control panel in Cunningham Hall and replacing all the auto call/pull stations in the Hoover-Price Campus Center. Physical Plant completes annual testing of all systems and requests evaluation from our fire alarm control system provider in regard to the updates needed.

Fire Statistics

Campus Housing Facility	Sprinkler	Local smoke detector (or heat)	Building smoke (or heat) detector	Remotely monitored smoke (or heat) detector	Remotely monitored sprinkler	Manual alarm pull stations	Fire rated doors at rooms	Fire rated walls at rooms	Portable fire extinguishers	Number of drills during 2019	Number of reported fires during 2019	Number of reported fires during 2018	Number of reported fires during 2017
1401 S Union	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	1
1413 S. Union	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
1445 S. Union	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Adams Court	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Clutter Manor	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Groves Court	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Keller Manner	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1			
Jae Manor	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Orwick Court	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	1	0	0
Bica Ross Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	1
Cunningham Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Elliott Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Hoiles Peterson Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Ketcham Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
King Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
McCready Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
McMaster Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Miller Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Shields Hall	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Alpha Tau Omega	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
Berea House/PKT	Yes	Yes	No	No	No	Yes	No	No	Yes	1	0	0	0
Dussel House/DST	No	Yes	No	No	No	Yes	No	No	Yes	1	0	0	0
King Guest House/ADPi	No	Yes	No	No	No	Yes	No	No	Yes	1	0	0	0
Sigma Nu	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1	0	0	0
431 W. Simpson	No	Yes	No	No	No	Yes	No	No	Yes	0	0	0	0
330 W. Vincent	No	Yes	No	No	No	Yes	No	No	Yes	0	0	0	0
532 W. Vincent	No	Yes	No	No	No	Yes	No	No	Yes	0	0	0	0
562/564 W. Vincent	No	Yes	No	No	No	Yes	No	No	Yes	0	0	0	0
30 E. Simpson St.	No	Yes	Yes	No	No	Yes	No	No	Yes	0	0	0	0
40 E. Simpson St.	No	Yes	Yes	No	No	Yes	No	No	Yes	0	0	0	n/a
111 Glamorgan Ave	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	0	0	n/a

Crime Statistics for University of Mount Union

(Made Available by December 31, 2020, as required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act - formerly the Campus Security Act)

All institutions that receive federal student aid must compile and publish crime rate statistics each year for certain crimes reported to have occurred on campus, in non-campus buildings that are controlled by the University or one of its organizations, and for public property contiguous to campus. Information on these reported crimes must be made available to all students and employees and to applicants for enrollment or employment. Please note the following information on how to interpret this report.

Reporting Geography

The Annual Security Report provides documentation regarding Crime Statistics that occur with Mount Union's *Clery Act* geography. This is defined by U.S. Department of Education as

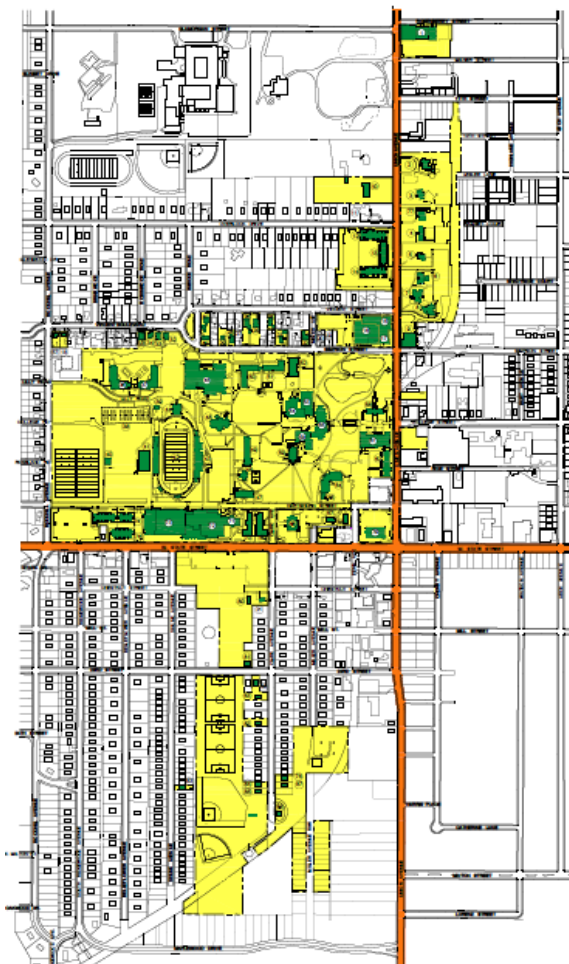
Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and

Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but is controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

To assist in identifying these areas, below is a map of the *Clery Act* geography that is contiguous to the University of Mount Union's Campus (please note it does not include the Nature Center or any *Clery Act* geography not contiguous to the campus).

University of Mount Union

Campus Property Ownership



1. Physical Plant
2. Hault House - 1306 Union Avenue
3. Delta Sigma Tau Fraternity House
4. Sigma Tau Fraternity House
5. Henry H. King Grand House - 14th S. Union Avenue
6. Apartment Housing - 1485 S. Union Avenue - Cluster Manor
7. Apartment Housing - 1475 S. Union Avenue - Gates Manor
8. Apartment Housing - 1504 S. Union Avenue - Joe Minor
9. William H. Gales ACT Center
10. Phi Kappa Tau Fraternity House
11. Sigma Alpha Epsilon Fraternity House
12. Apartment Housing - 416 S. Union Avenue - Building 81
13. Apartment Housing - 473 S. Union Avenue - Building 82
14. Apartment Housing - 1485 S. Union Avenue - Building 83
15. Cooke Music Hall
16. Gales Center for the Performing Arts
17. Otto Gales
18. 740 Vincent Street - Rental
19. Alpha Delta Pi Sorority House
20. Alpha Xi Delta Sorority House
21. 2101 Clark Avenue - Rental
22. 205 Simpson Street
23. 240 Simpson Street - Multi-Cultural Center
24. 254 Vincent Street - Rental
25. 218 Vincent Street - Rental
26. 330 Vincent Street
27. Alpha Chi Omega Sorority House
28. 305 Simpson Street
29. 305 Simpson Street - Campus Security
30. 401 Simpson Street
31. 401 Vincent Street - Rental
32. 532 Vincent Street
33. 540 Vincent Street
34. 502 Vincent Street
35. Student Vincent Street
36. Strauch Residence Hall
37. Wice House Residence Hall
38. Wheeler Tennis Courts
39. Student Communications Building
40. Anderson Building
41. Guiding Training Center
42. Mount Union Stadium
43. Stadium Press Box
44. Wheeler-Heider Locker Room
45. Wheeler-Heider Campus Center
46. Starnes Health Center
47. Miller Residence Hall
48. Daniels Chapel
49. King Residence Hall
50. Mulcahey Residence Hall
51. Jackson Residence Hall
52. Ritt Residence Hall
53. Trachtenberg House Hall
54. Engineering and Business Building
55. Wheeler-Heider Information Center
56. Welcome Center
57. 250 Vincent Street - Rental
58. Library
59. Chapter Hall
60. 273 West 23rd Street
61. Biting Hall
62. Galtner Hall
63. 2527 Clark Avenue - Rental
64. Howe-Peterson Residence Hall
65. Kessler House
66. A.A.U. Lab
67. Van Der Linden Hall
68. Wright Hall
69. Courtygram Residence Hall
70. McCreedy Residence Hall
71. McPetersen Wellness Center
72. Green Remediation and Retention Center
73. Peterson Field House
74. Apartment Housing - 650 Jackson Street - Adams Court
75. Apartment Housing - 650 Jackson Street - Grove Court
76. Apartment Housing - 650 W. 23rd Street - Orange Court
77. Alpha Tau Omega Fraternity House
78. 2400 Clark Avenue - Rental
79. Henry Gales House - 14th South Union Street
80. 330 W. Chertoff Street
81. 260 W. 23rd Street - Rental
82. 2309 Clark Avenue - Rental
83. 2474 Clark Avenue - Rental
84. 2471 Clark Avenue - Rental
85. 2470 Clark Avenue - Rental
86. Clark Avenue - Sports Equipment Building
87. 2470 Clark Avenue - Rental

Definition of Clergy Act Reportable Crimes

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-Forcible

Any sexual act directed against another person, forcibly and/or against that person's will; or not forcible or against the person's will where the victim is incapable of giving consent.

- **Forcible Rape**
The carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth). This offense includes the forcible rape of both males and females.
- **Forcible Sodomy**
Oral or anal sexual intercourse with another person, forcible and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.
- **Sexual Assault With an Object**
The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against the person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity. An object or instrument is anything used by the offender other than the offender's genitalia.
- **Forcible 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 or physical incapacity.

Non-Forcible Sex Offenses

- **Incest**
Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape**
Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Other Crimes

- **Robbery**

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

- **Aggravated Assault**
An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.
- **Burglary**
Unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.
- **Motor Vehicle Theft**
The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on land surface and not on rails. Watercraft, construction equipment, airplanes, and farming equipment are specifically excluded from this category.
- **Arson**
Any willful or malicious burning or attempting to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Violence Against Women Act Reportable Crimes

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 relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. Ohio does not define dating violence as a crime.

Domestic Violence

Domestic violence includes 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 cohabiting 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 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

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others or (b) suffer substantial emotional distress. Course of conduct means 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 communicates to or about a person, or interferes with a person's property. Reasonable person means a

reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Corresponding Ohio Criminal Code Regarding Sexual Assault, Dating Violence, Domestic Violence, and Stalking

3113.31 Domestic violence definitions - hearings.

(A) As used in this section:

(1) "Domestic violence" means the occurrence of one or more of the following acts against a family or household member:

(a) Attempting to cause or recklessly causing bodily injury;

(b) Placing another person by the threat of force in fear of imminent serious physical harm or committing a violation of section [2903.211](#) or [2911.211](#) of the Revised Code;

(c) Committing any act with respect to a child that would result in the child being an abused child, as defined in section [2151.031](#) of the Revised Code;

(d) Committing a sexually oriented offense.

2903.211 Menacing by stalking.

(A)

(1) No person by engaging in a pattern of conduct shall knowingly cause another person to believe that the offender will cause physical harm to the other person or cause mental distress to the other person. In addition to any other basis for the other person's belief that the offender will cause physical harm to the other person or the other person's mental distress, the other person's belief or mental distress may be based on words or conduct of the offender that are directed at or identify a corporation, association, or other organization that employs the other person or to which the other person belongs.

(2) No person, through the use of any electronic method of remotely transferring information, including, but not limited to, any computer, computer network, computer program, or computer system, shall post a message with purpose to urge or incite another to commit a violation of division (A)(1) of this section.

(3) No person, with a sexual motivation, shall violate division (A)(1) or (2) of this section.

2907.02 Rape.

(A)

(1) No person shall engage in sexual conduct with another who is not the spouse of the offender or who is the spouse of the offender but is living separate and apart from the offender, when any of the following applies:

(a) For the purpose of preventing resistance, the offender substantially impairs the other person's judgment or control by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force, or deception.

(b) The other person is less than thirteen years of age, whether or not the offender knows the age of the other person.

(c) The other person's ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the other person's ability to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age.

(2) No person shall engage in sexual conduct with another when the offender purposely compels the other person to submit by force or threat of force.

Campus Crime Statistics

University of Mount Union Crime Statistics							
Crime Classification	Year	In Housing	On Campus	Total On Campus		Public Property	Unfounded
				Sum of prior columns	Non Campus		
Reports of Criminal Homicide: Murder and Non-Negligent Homicide	2017	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Reports of Negligent Manslaughter	2017	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Rape	2017	1	0	1	0	0	0
	2018	1	0	1	0	0	0
	2019	2	0	2	0	0	0
Fondling	2017	0	0	0	1	0	0
	2018	1	0	1	0	0	0
	2019	1	0	1	0	1	0
Incest	2017	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Statutory Rape	2017	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Reports of Robbery	2017	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Reports of Aggravated Assault	2017	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Reports of Burglary	2017	6	2	8	0	0	0
	2018	8	1	9	0	0	0
	2019	1	3	4	0	0	0
Reports of Motor Vehicle Theft	2017	0	2	2	0	0	0
	2018	0	1	1	0	0	0
	2019	0	0	0	0	0	0
Reports of Arson	2017	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2019	0	0	0	0	0	0
Arrest for Liquor Law Violations	2017	2	2	4	0	1	0
	2018	0	0	0	3	0	0
	2019	1	3	4	1	0	0
Arrest for Drug Law Violations	2017	6	5	11	0	0	0
	2018	6	1	7	6	0	0
	2019	2	3	5	0	0	0
University Disciplinary Referrals for Liquor Law Violations	2017	82	21	103	0	0	0
	2018	129	0	129	0	0	0
	2019	106	4	111	0	1	0
University Disciplinary Referrals for Drug Law Violations	2017	4	4	8	0	0	0
	2018	3	3	6	0	0	0
	2019	4	1	5	0	0	0
Arrest for Illegal Weapon Possession	2017	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2019	0	0	0	0	0	0
University Disciplinary Referrals for Illegal Weapon Possession*	2017	1	0	1	0	0	0
	2018	1	0	1	0	0	0
	2019	0	0	0	0	0	0
Domestic Violence	2017	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2019	1	0	1	0	0	0
Dating Violence	2017	1	0	1	0	0	0
	2018	1	0	1	0	0	0
	2019	1	0	1	0	0	0
Stalking	2017	1	3	4	0	0	0
	2018	0	4	4	0	0	0
	2019	0	2	2	0	0	0

Mount Union Hate Crime Statistics																																							
Crime Classification	Year	Total On Campus										Non-Campus						Public Property					Unfounded																
		In Campus Housing					On Campus					Race		Religion		Sexual Orientation		Gender		Ethnicity		National Origin		Disability		Race		Religion		Sexual Orientation		Gender		Ethnicity		National Origin		Disability	
		Race	Religion	Sexual Orientation	Gender	Gender Identity	Ethnicity	National Origin	Disability	Race	Religion	Sexual Orientation	Gender	Gender Identity	Ethnicity	National Origin	Disability	Race	Religion	Sexual Orientation	Gender	Gender Identity	Ethnicity	National Origin	Disability	Race	Religion	Sexual Orientation	Gender	Gender Identity	Ethnicity	National Origin	Disability						
Murder/Non-negligent Manslaughter	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Rape	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Fondling	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Incest	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Statutory Rape	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny-Theft	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	2017	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism	2017	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2019	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Notes for the above tables:

* Although most arrests are addressed disciplinarily, the statistics for disciplinary referrals do not include those crimes where an arrest was made. Inclusion in the statistic for disciplinary referrals does not mean that the individual was found responsible for the violation, only that a referral was made.