



**THE UNIVERSITY *of*
MISSISSIPPI**

ANNUAL SECURITY AND FIRE SAFETY REPORT 2023

This report is available online and on the website of the University of Mississippi Police Department at upd.olemiss.edu. For any additional information relating to campus safety and security concerns, please contact the University of Mississippi Police Department in Kinard Hall-Wing C, call (662) 915-7234, FAX (662) 915-5371, or email upd@olemiss.edu.

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2023 Annual Security Report

On November 8, 1990, President George H.W. Bush signed the “Student Right to Know and Campus Security Act of 1990.” The Act applies to every institution of higher education that receives federal financial aid. Title II of the Act was called the “Campus Crime Awareness and Campus Security Act of 1990.” It requires higher education institutions to distribute two types of information to all current students, employees, and applicants for enrollment or employment: (1) descriptions of policies related to campus security and (2) statistics concerning specific types of crimes. Amendments were enacted in 1998 which renamed Title II. It is now known as the “Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act.” The amendments require the disclosure of crimes that are reported to police and campus officials other than police, along with a breakdown of locations of criminal activity to be specified as on-campus, non-campus, residence hall, or public property.

Before the passage of the Act, approximately 350 higher education institutions voluntarily reported crime statistics to the FBI Uniform Crime Report (UCR). The University of Mississippi Police and Campus Safety Department (UPD) has voluntarily reported to the UCR since the early 1970s and now reports to the National Incident Based Reporting System (NIBRS). While students pursue their academic goals on campus, the University of Mississippi (the “University”) serves as their home. Therefore, the University wants to make the environment as comfortable and crime-free as possible.

UPD and the other departments within the Division of Student Affairs are prepared to provide a safe environment that promotes interaction and goodwill among the University community. However, there is a genuine concern today about personal safety in a college setting. Therefore, the University strives to offer a myriad of services and prevention programs to improve the University community's safety continuously. Ultimately, each individual is responsible for their safety, but learning and practicing preventive measures can substantially reduce the probability of someone becoming a victim. UPD offers various workshops and presentations on crime prevention; students are encouraged to attend these events, and it is always a good idea to be aware and be careful.

UPD publishes this report to inform the University community about campus security policies, initiatives to prevent and respond to crime and emergencies, and the occurrence of crime on campus.

Preparation of the Annual Security Report and Disclosure of Crime Statistics

This report complies with the Jeanne Clery Disclosure of Campus Security and Crime Statistics (the “Clery Act”). It uses the information maintained by UPD, information provided by other University offices such as Student Affairs, Residence Life, Office of Conflict Resolution and Student Conduct, Campus Security Authorities, and information provided by local law enforcement agencies surrounding campus. Each of these offices provides updated policy information and crime data. This report provides statistics for the previous three years concerning reported crimes on campus, in certain off-campus buildings, or property owned,

leased, or controlled by the University. This report also includes institutional policies concerning campus security, such as sexual assault, alcohol, and other drugs.

The University distributes a notice of the availability of this Annual Security and Fire Safety Report on or before October 1 of each year to every University community member. In addition, anyone, including prospective students and employees, may obtain a paper copy of this report by contacting UPD at (662) 915-7234 or by visiting upd.olemiss.edu.

For additional information relating to campus safety and security concerns, please contact the University of Mississippi Department of Police and Campus Safety in Kinard Hall – Wing C: call (662) 915-7234, FAX (662) 915-5371, or email upd@olemiss.edu.

University Department of Police and Campus Safety (UPD)

Role and Authority

The safety and security of all students, faculty, staff, and visitors are a great concern to the University. UPD, a full-service law enforcement agency operating 24 hours a day, seven days a week, is responsible for campus police and security-related matters.

UPD Officers are certified by the state of Mississippi, have arrest powers, and are armed. Officers conduct vehicle, bicycle, motorcycle, and foot patrols on campus and enforce state laws and the University policies and regulations.

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

UPD works closely with other community law enforcement agencies such as the Oxford Police Department and the Lafayette County Sheriff's Department in investigations of shared concern. UPD has agreements with the Oxford Police Department and the Lafayette County Sheriff's Department to receive reports of criminal activity at off-campus student organization events whose participants are University students. Off-campus organizations are those recognized by the University, including student organizations with off-campus student housing facilities.

Reporting Crimes and Other Emergencies

The University community is encouraged to report all criminal activity occurring on campus to UPD for investigation. Also, to report on-campus emergencies call the following:

Phone System	University Phone System, 915 prefix	Non-University Phone System
Police, Emergency	4-4911	(662) 915-4911
Police, Non-Emergency	7234	(662) 915-7234

Fire	9-911	911
Ambulance	9-911	911

If a crime occurs **off-campus**, it should be reported to the law enforcement agency having legal jurisdiction of that area.

Oxford Police Department (if in the city)	
Emergency	911
Non-Emergency	(662) 232-2400
Lafayette County Sheriff's Office (if in the county)	
Emergency	911
Non-Emergency	(662) 234-6421

If you are unsure which department has legal jurisdiction, please call UPD for assistance.

Emergency Phone Towers

The University has installed emergency phone towers throughout campus. Emergency phones provide direct voice communications to the University Police Communication's Office. Phones are located in public buildings, including residence halls, academic/administration buildings, and numerous outdoor locations.

Campus and Community Notification of Criminal Activity

If crimes occur on the University campus or surrounding area that may endanger or affect the campus community, community safety alerts are published and are generated through social media, email, messaging boards, campus programming, or flyers. The publications allow members of the campus community to know what is currently happening to protect themselves better. Information about UPD, services provided, and related resources concerning safety and security can be found [here](http://upd.olemiss.edu) (upd.olemiss.edu).

UPD maintains a daily log of all department activity; the record is available for viewing at the Police Department in Kinard Hall – Wing C or [here](#). Summaries of campus crime incidents may be published in University newspapers and newsletters and local, state, or national newspapers at the discretion of the news organizations. In addition, other media such as radio and television may broadcast summaries of incidents at their discretion.

Mississippi Sex Offender Registry

In connection with the federal Campus Sex Crimes Prevention Act, effective October 28, 2002, law enforcement information provided by the State of Mississippi related to registered convicted sex offenders in the state may be obtained through the Mississippi Department of Public Safety, Sex Offender Registry, Post Office Box 958, Jackson, MS 39205, (601) 368-1740, email at msor@mdps.state.ms.us or website [MS Sex Offender Registry](#).

The essence of this Act requires that convicted sex offenders, who are required to register under Mississippi state law, provide notice of enrollment or employment at any institution of higher education in Mississippi where the offender resides, along with notice of any change of enrollment or employment status at an institution of higher education in the state. The Mississippi Department of Public Safety, Sex Offender Registry, maintains and regulates this information in Mississippi. The Registry, in turn, notifies the local law enforcement agency that has jurisdiction where the institution of higher education is located. In our case, this means the Registry contacts the Lafayette County Sheriff and UPD if a registered offender notifies the Registry of enrollment or employment or any change in status at the University in Oxford, Mississippi. The Mississippi Sex Offender Registry's format is set up on a "county" search basis whereby the individual registered offenders are listed. To request information about registered sex offenders, including those whom the Mississippi Sex Offender Registry has notified UPD are enrolled and/or employed at the University of Mississippi's Oxford Campus, call UPD at (662) 915-7234; write UPD, Kinard Hall Wing-C, University, MS 38677; or email UPD at upd@olemiss.edu.

Community Safety Alerts

The University may, in some circumstances, issue community safety alerts. For example, when a situation is not an emergency or does not pose an immediate threat to the campus community but is of significant interest to the campus, the University may issue an informational message in the form of a Community Safety Alert. The intent is to make the campus community aware by providing information about a situation such as a crime or series of crimes that have been committed on or off-campus, the potential for inclement weather, flooding, or a significant utility disruption. In addition, for incidents involving off-campus crimes, the University may issue a Community Safety Alert if the crime occurred in a location used and frequented by the University population. In these situations, the University communicates by social media posts, emails, messaging boards, campus programming, or flyers to students, staff, and faculty to keep the University community informed.

The UPD Chief or their designee determines if a timely warning or a community safety alert is required or needed.

Anyone with information regarding criminal activity or information that could warrant a Community Safety Alert or timely warning should report the circumstances to UPD immediately by phone at (662) 915-4911.

Timely Warnings

UPD is responsible for issuing timely warnings in compliance with the Clery Act. Timely warnings are issued in response to reported Clery Act crimes committed either on campus or, in some cases, off-campus that, in the judgment of the University, constitute an ongoing or continuing threat to students, faculty, and staff.

When a situation arises, either on or off-campus, which constitutes an ongoing or continuing threat in the judgment of the UPD Chief or their designee, a campus-wide "timely warning" is issued. The warning is published through a campus-wide email to all faculty, staff, and

students. In addition, an emergency banner containing a link for the message will appear on the university's official website for a determined length of time. Community members who are also signed up for the Rave Guardian app will receive a notification through the app.

The decision to issue a timely warning is made on a case-by-case basis. The following factors will be considered when determining whether to issue a timely warning:

- ☐ The nature of the crime (serious/non-serious, violent/non-violent)
 - ☐ The nature of the threat (general threat versus limited threat to a specific person)
 - ☐ Whether or not there is a continuing danger to the campus community or a continuing crime pattern.
 - ☐ The location of the crime (whether or not it occurred on Clery Act Geography)
- and the possible risk of compromising law enforcement efforts.

When issuing a timely warning, some information may be withheld if there is a possible risk of compromising law enforcement efforts to investigate and/or solve the crime. A timely warning will typically include the following, unless issuing any of this information would risk compromising law enforcement efforts or would identify the victim:

- ☐ Date and time or timeframe of the incident
- ☐ A brief description of the incident
- ☐ Information that will promote safety and potentially aid in the prevention of similar crimes (crime prevention or safety tips).
- ☐ Suspect description(s) when deemed appropriate and if there is sufficient detail
- ☐ Police agency contact information, if relevant
- ☐ Other information as deemed appropriate by the Chief or designee

Timely warnings are considered for the following classifications of reported crimes: criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, and arson. Timely warnings may also be issued for other reported crimes as deemed appropriate under the circumstances. The decision is made in compliance with the Clery Act and to prevent similar crimes from occurring.

Procedure

When a determination is made that a timely warning should be issued, UPD takes one or more appropriate steps to ensure timely notification of the campus community. Options for notification include, but are not limited to, these mechanisms available to communicate with faculty, staff, students, and others:

An announcement made on campus and commercial radio and television stations
Ole Miss Homepage banner (University of Mississippi)

UPD's Website (UPD or olemiss.edu/emergency)

Rave Guardian App Alerts

Twitter ([@RebAlert](https://twitter.com/RebAlert))

UM Today Posting

Email (sent via UM Today)

Text messaging via 2SMS (Reb Alert)

Emergency sirens with public address capability.

Other communication options to be used as needed:

- Information by calling (662) 915-1040
- Channel 99 (Campus Cable Television System)
- Emergency Alert System (EAS) – all televisions on campus interrupted for announcements
- Voice Mail Broadcast
- Emergency Phone Towers
- Loudspeakers on University Police vehicles

The warnings may include some or all of the following information:

- Date, time, location of the reported crime
- Summary of the incident
- Description of the suspect and vehicle, if available
- Any other special instructions or incident-specific safety tips

Anyone with information about an emergency or other situation warranting a timely warning should contact UPD immediately at (662) 915-7234 or (662) 915-4911.

Notification and Alerting for a Campus Emergency

Notification that an emergency incident is occurring on campus may come from a variety of sources. Usually, the UPD Communications Center is the first official University entity to know. Additionally, members of the Crisis Action Team (CAT), Incident Response Team (IRT), or Senior Leadership may be made aware through daily communications or be notified directly by an involved individual. Notifications of emergency conditions are essential to preserving the safety and security of the University community and critical to an effective response and recovery. The University utilizes multiple forms of communications for emergency notifications to best reach the most significant number of persons possible. Campus emergency information communications may come through the following sources: RebAlert texts, RebAlert emails, RebAlert social media, Rave Guardian app push alerts, PA systems, UM Websites, TV/Radio, digital signage, etc. University Emergency Management Services and UPD, along with UM Marketing and Communications support, ensure that notifications are issued and received when necessary to help prepare the University for all threats and hazards.

The COVID-19 Pandemic prompted many challenges for universities. During the COVID-19 Pandemic early stages within 2020, the University published emergency notifications by email detailing positive cases of COVID-19 on our campus. The notices provided information regarding the public health crisis, referred to the Center for Disease Control and Prevention (CDC) Guidelines, and directly linked to the Mississippi State Department of Health (MSDH) website. In addition, a COVID-19 banner was placed across the University of Mississippi homepage to provide direct and easy access to information surrounding the latest and most up-to-date information about the developing pandemic and how it affected our campus. Additionally, a centralized university website <https://coronavirus.olemiss.edu> was created to centralize information related to the pandemic.

Other steps taken during this time to ensure our campus' safety involved only essential

employees reporting to the University to work, while others telecommuted. The number of students living on campus was drastically reduced during this time. Quarantine and isolation places for those who had to remain on campus were created and used as needed. Classes during the spring semester of 2020 were able to finish out online, while the fall semester of 2020 offered a hybrid approach to online and in- person courses, with a slight increase of students returning to live on campus.

Security of and Access to University Facilities

The Facilities Management Department and Landscaping Services Department maintain the University buildings and grounds with a concern for safety and security. UPD routinely reports to Facilities Management and Landscaping Services Department potential safety and security hazards noted on campus. Faculty, staff, and students are encouraged to make such reports as well.

Residents of on-campus housing should always keep the doors and windows of their residence locked to ensure a greater degree of safety for persons and property. In addition to regular police patrols, UPD provides extra coverage to all residence halls from 10:00 PM to 6:00 AM by the assignment of Campus Safety Officers.

The residence halls have 24-hour security of perimeter doors by way of a card access system except Minor Hall, which houses the administrative offices of the Department of Student Housing and is open from 8:00 AM to 5:00 PM weekdays. Residents gain access to their hall by use of their assigned magnetic card. Community guests must be registered by the student host and escorted at all times while in the building. A visitor's sign-in policy is enforced.

Personal Responsibility

All students, faculty, and staff members must assume responsibility for the safety and security of their personal property by practicing caution and common sense. The cooperation and involvement of the University community in a campus safety program are essential to its success.

Crime Prevention Unit/Other Educational Programming

UPD has an active crime prevention unit that strives to minimize or eliminate criminal opportunities when possible and encourages faculty, staff, and students to be responsible for their security and the security of others. Crime prevention presentations are routinely scheduled or as requested for campus residents and faculty and staff groups.

Description of Programs

Active Shooter Response is a personal safety program taught to all faculty, staff, and students. Its purpose is to outline the nationally recognized principles for responding to an armed intruder on campus. UPD Active Shooter Certified Instructors lead this program.

Active Shooter Risk Assessment is a crime prevention program taught to faculty and staff in their work environments. The purpose of the program is to identify physical and procedural

improvements that would limit the opportunity for a violent intruder to enter the work environment.

Adopt-a-Cop is a program in which UPD officers' liaison between the police department and members of fraternities and sororities. Each officer is assigned to a Greek organization.

Alcohol and Drug Abuse Prevention program is designed to help students understand the dangers of alcohol and drug abuse.

Blue and U is a dialogue series that focuses on relationships between police and underrepresented groups in the community. This program was designed to open communication and bridge the gap between law enforcement and the community.

Campus Safety outlines general safety tips for life on campus. This program has several versions, including Residence Life Safety and Campus Safety for summer camps.

Dating Violence Prevention is taught to the general Ole Miss community. UM policies on alcohol and sexual misconduct are crucial elements of this program. In addition, relationship violence, stalking, and sexual assault laws are covered in this program.

Mock Traffic Stop is a program taught to incoming freshman and high school juniors and seniors. The purpose of the program is to teach people how to interact with police officers during traffic stops. It emphasizes the use of good communication skills.

Responsible Rebel is presented to all incoming freshmen during every student orientation session. It is team-taught by the Title IX Office, U Matter, Wellness Education, and UPD. UPD covers its services, programs, and general expectations for student conduct.

Risk Management for Social Events is a risk management program taught to organizational leaders. Its purpose is to outline effective planning procedures and safe practices for hosting social events on campus. UM Policies on alcohol and sexual misconduct are crucial elements of this program. In addition, relationship violence, stalking, and sexual assault are covered in this program. Versions of this program are presented to the general membership minus the planning tools.

Personal Safety is a program in which UPD provides the community with personal safety and situational awareness principles and how they are applied in different situations.

Sextortion Education and Prevention program is designed to educate the community about the fast-growing threat of personal exploitation. This program will educate community members on the dangers of sextortion, how to report the crime, and resources available to them.

Social Event Safety is considered a personal safety, alcohol and drug awareness, and violence prevention program. Its purpose is to (1) outline general safety tips for attending social events, (2) outline the UM Alcohol Policy and the UM Sexual Misconduct Policy, and (3) teach students to recognize and respond to behavior caused by the abuse of alcohol and drugs that places them at risk.

UPD Safety Series is an online educational series of information pushed out to the community concerning state laws, crime trends, motor vehicle safety, bicycle safety, personal safety, and organized events occurring within the community.

For more information or to schedule programs, please call UPD at (662) 915-7234 or email upd@olemiss.edu.

Other educational programs to promote prevention and awareness of rape, acquaintance rape, and other sexual offenses are routinely provided by other University departments such as the University Counseling Center, Department of Student Housing, UMatter (Violence Intervention and Prevention), Office of Wellness Education, and the off-campus Family Crisis Services of Northwest Mississippi, Inc. (662) 234-9929.

The University has an emergency phone towers system that provides strategically located emergency telephones on campus. By pressing the button on the emergency telephone unit pole, students are immediately in contact with UPD for assistance. The locations of the emergency phone towers are shown on the campus map located [here](#).

Timely Reports

Police activity is recorded daily and can be found on [UPD's Daily Crime Log](#). When a particular crime trend is noted, or a significant criminal matter occurs, a crime prevention alert sheet is posted in a timely manner, provided to campus media, posted on UPD's web page, and sent to faculty, staff, and students via email listservs.

Higher Education Opportunity Act Information

The Higher Education Opportunity Act of 2008 requires that universities make available to current and prospective students important information concerning each institution's academic programs, retention rates, graduation rates, crime reports, financial aid procedures and much more in an effort to ensure fairness and transparency for all higher education consumers. The University has developed this page to serve as the central portal for obtaining necessary information about our institution. It is our hope that this concerted effort between the University of Mississippi and the Department of Education to provide this data will allow all students to access the information they need to make the best college decision possible for them and their future.

Drugs and Alcohol Testing

The University of Mississippi is committed to maintaining a drug-free workplace and workforce in conformity with federal laws as set forth in the Drug-Free Workplace act of 1988 (41 U.S.C.A. Section 8101 *et seq.*), as amended, and the Department of Defense (DOD) Drug-Free Workforce Rule of 1988. In the interest of a healthy workforce, and as a result of the law, the University of Mississippi is a drug-free workplace. Faculty and staff members are prohibited from possession, using, manufacturing, selling, distributing, or in any way involving themselves with controlled substances both on and off campus, except as permitted in the relevant legislation.

Workplace and Health Risks

The University is committed to providing a safe work environment and a workplace free from the use of controlled substances and misuse of prescribed medications; therefore, such activities are prohibited. Employees must refrain from the use of controlled substances while on duty, which includes on-call assignments and University business conducted at off-site locations. Substance abuse may affect the workplace as well as impose harm to the individual. Impairments may affect performance, increase absenteeism, cause serious accidents, and result in decreased morale. The use of controlled substances may cause health risks; such as stroke, cardiovascular and lung disease, seizures, miscarriage, and birth defects.

See also below: University of Mississippi Drug-Free Workplace and Workforce Policy.

Policies

Search for the following policies on the University of Mississippi Policy Directory:
policies.olemiss.edu.

University of Mississippi Drug-Free Workplace and Workforce

Alcohol, Drugs, and Paraphernalia Policy

Smoke-Free/Tobacco-Free Campus Environment Policy

Procedure for Missing Students

Interpersonal Violence and Sexual Misconduct Policy

Title IX Policy

Campus Weapons Policy

University of Mississippi Drug-Free Workplace and Workforce Policy

Summary/Purpose: The University of Mississippi is committed to maintaining a drug-free workplace and workforce in conformity with federal laws as set forth in the Drug-Free Workplace Act of 1988 and the Department of Defense (DOD) Drug-Free Workforce Rule of 1988.

The University of Mississippi is committed to maintaining a drug-free workplace and workforce in conformity with federal laws as set forth in the Drug-Free Workplace Act of 1988 (41U.S.C.A. Section 8101 *et seq.*), as amended Drug Free Schools and Communities Act Amendments of 1989, as amended, and the Department of Defense (DOD) Drug-Free Workforce Regulation. In the interest of a healthy workforce, and as a result of the law, the University of Mississippi is a drug-free workplace. Faculty and staff members are prohibited from illegally possessing, using, manufacturing, selling, distributing, or in any other way involving themselves with controlled

substances both on and off-campus, except as permitted in the relevant legislation.

For the purpose of this policy, the term “faculty and staff members” specifically includes all personnel employed by the University, whether full-time or part-time. The term “controlled substances” means those drugs and substances set forth in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812), and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15. The term “workplace” is any location where a faculty or staff member functions within their job capacity.

Workplace and Health Risks

The University is committed to providing a safe work environment and a workplace free from the use of controlled substances and misuse of prescribed medications; therefore, such activities are prohibited. Employees must refrain from using controlled substances while on duty, including on-call assignments and University business conducted at off-site locations. Substance abuse may affect the workplace as well as impose harm to the individual. Impairments may affect job performance, increase absenteeism, cause serious accidents, and result in decreased morale. The illegal use of controlled substances may cause health risks such as stroke, cardiovascular and lung disease, seizures, miscarriage, and birth defects.

Notification of Convictions

- a. Any faculty or staff member who has been convicted of a criminal drug statute violation occurring in the workplace must notify the Department of Human Resources no later than (3) days after the conviction.
- b. Upon notification of such a conviction, the University will initiate appropriate personnel action within thirty (30) days of such notice.
- c. Upon notification of such a conviction, the University is required by law to notify the applicable funding agency(s) within ten (10) days if the faculty or staff member is working in a position funded by federal monies.

Sanctions

Depending upon the facts relating to any drug conviction or use, the employee may be: suspended pending further investigation; required to participate satisfactorily in a drug abuse assistance or rehabilitation program; issued a formal warning; or terminated.

Any action is initiated within thirty (30) days after the facts have become known to the University.

All current employees are required to self-disclose criminal convictions or felony charges filed against them to Human Resources within three business days of the conviction or felony charge. Employees failing to self-disclose may be subject to disciplinary action, up to and including termination. Managers/departments notified of a conviction or felony charge have an obligation to report the information to Human Resources. Managers failing to report the information may be subject to disciplinary action up to and including termination.

When made aware of illegal activity, the University may be obligated to notify the appropriate University, municipal, state, or federal law enforcement agency. Employees convicted of violations of federal or state criminal drug statutes may be subject to fines and/or imprisonment.

For purposes of this policy, “conviction” means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

Drug Free Awareness Program

The University has established a Drug-Free Awareness Program which is administered through the University Counseling Center and the Department Human Resources Department. This program provides supervisory training programs in the identification of illegal drug use, drug counseling for any student or employee, and confidential referrals to rehabilitation programs approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.

The Employee Assistance Program provides short-term, inpatient services to faculty and staff for alcohol/drug issues. Employees who may need long-term consultation or other services to achieve the goals of their treatment plan may be referred to other counseling, treatment, rehabilitation services available in Oxford and surrounding communities. Information about the Employee Assistance Program is disseminated to employees at new hire orientation and during the annual University Health Fair and University Benefits Fair. Additional information about the Employee Assistance Program is available on the University of Mississippi Counseling Center website and the Employee Assistance Program policy, accessed on the University’s Policy website. Faculty and staff who seek services through the Employee Assistance Program shall be protected from retaliatory action. The University respects the rights of its employees and will protect the confidentiality of medical information to the fullest extent possible.

To ensure compliance with the Drug-Free Workplace Act of 1988 notification requirement, this policy will be distributed to faculty and staff on an annual basis. All newly employed faculty and staff, whether exempt or non-exempt, temporary or regular, receive a copy of this policy during the onboarding processing.

Statement Regarding Medicinal Marijuana

As a federal contractor, the University remains subject to the federal Drug Free Workplace Act of 1988, Drug Free Schools and Communities Act Amendments of 1989, and the Department of Defense (DOD) Drug-Free Workforce Regulation regardless of any state statutory provisions permitting the possessing, using, manufacturing, selling, and distributing of medical marijuana. Possessing, using, manufacturing, selling, and distributing marijuana by individuals, even for medical purposes, is still illegal under federal law.

Medical marijuana in any form shall not be possessed or used on any university property or in university-owned or leased space, including housing or at any university-sponsored events or activities, or while operating a vehicle or equipment owned or leased by the university.

Drug and Alcohol Testing

In furtherance of the University's interest to maintain a drug-free workplace, the University reserves the right to test any faculty, staff, student worker, contractor, consultant, vendor, or employment candidate for alcohol and/or controlled substances when (1) there is a reasonable suspicion that the individual may be under the influence of alcohol or controlled substances while at work, (2) the individual has been offered a position within a department or unit that is mandated to conduct a post-offer drug screening prior to active employment due to state or federal regulations, or grant/contract stipulations, or (3) the individual is involved in a vehicle accident while operating a university owned, assigned, rented or leased vehicle or utility transport vehicle (i.e. golf cart, Gator). This policy applies regardless of whether the individual was at fault in the accident.

Reasonable Suspicion

- i. Prior to drug or alcohol testing for reasonable suspicion, the supervisor should notify the Department of Human Resources of the need for the testing. The individual who made the observations should submit a written record to the Department of Human Resources documenting the basis for the suspicion. A Reasonable Suspicion Record Form can be found on the Human Resources website.
- ii. If the observed behavior occurs during a shift when the Department of Human Resources is closed, the supervisor must contact the Human Resources Representative at the emergency phone number. The number is provided to the shift supervisors. If reasonable suspicion is confirmed by the Human Resources representative, the individual will be taken for testing per the directions provided by Human Resources.

Post Offer

Prior to beginning work in positions within designated departments or units, employees will be tested for drug use as required for compliance with state and federal laws and regulations or as contracts/grants mandate. Hiring departments will coordinate with the Department of Human Resources to schedule required tests. Employment offers are contingent upon completion of drug test that is negative for drugs. Any employee who tests positive for drugs will not be allowed to begin work. The offer of employment will be withdrawn unless documentation is provided by the employee to the University's Medical Review Officer justifying the presence of the drug.

Post-Vehicular Accident

- i. Post-vehicular accident breath alcohol tests (BAT) should be conducted within two (2) hours following the vehicle accident.
- ii. Drug substance screens should be conducted within 32 hours following the vehicle accident.
- iii. If a vehicular accident occurs Monday - Friday, 8 a.m. - 5 p.m., supervisors should contact the Department of Human Resources to schedule screenings. The driver of the vehicle involved in an accident should be escorted to an approved and designated facility, where the testing is to be conducted.
- iv. If the vehicular accident occurs outside the normal workday, when the Department of Human Resources is closed, the supervisor must contact the Human Resources Representative at the emergency phone number. The number is provided to the shift supervisors. The individual will be taken for testing per the directions provided by Human Resources.
- v. In the event a vehicular accident occurs at a remote location and the driver is unable able to return to the Oxford -University Area, the drug and alcohol screening will not be required. However, if return is possible within 32 hours, the involved driver will be required to undergo substance testing and should be escorted to an approved and designated facility for such testing.

vi. The supervisor is responsible for documenting any circumstances that prohibited the return to the Oxford-University Area for the drug and alcohol screenings and must provide such documentation to Human Resources.

vii. Return to driving a university vehicle or driving a personal vehicle for university business is prohibited until a negative test result has been confirmed.

viii. Individuals who test positive, or who refuse to submit to testing, will be prohibited from driving any university vehicle and may be subject to other disciplinary action, up to and including, termination of employment. Supervisors should consult with Human Resources regarding options for disciplinary action.

No centralized funding is provided for expenses related to drug and alcohol testing. Department accounts will be directly charged by the Department of Human Resources for these expenses. The Department of Human Resources serves as liaison between University departments and the testing provider to process billing for services.

Departments who engage contractors, consultants or other external affiliates will be responsible for communicating screening protocols with those contractual individuals/entities and for arranging reimbursement of expenses. Screening protocols should be included in agreements/contracts with vendors and external constituents.

Alcohol and Controlled Substances Testing of Applicants and Employees with a Commercial Driver's License Applicants

The University conducts substances testing of all applicants for employment in positions requiring a commercial driver's license and current employees whose University employment requires them to possess a commercial driver's license.

Employees

Employees whose test results confirm prohibited alcohol concentration levels, or the presence of a controlled substance as defined by the Omnibus Transportation Employee Testing Act of 1991 (OTETA) will be subject to disciplinary action. Any such disciplinary action shall, at a minimum, conform to those penalties prescribed by the applicable federal regulations, but may also include other disciplinary action, up to and including separation of employment. The University will provide affected employees and their supervisors with alcohol and controlled substances information, and train supervisors to determine reasonable suspicion of alcohol misuse or illegal drug use. University supervisors will also refer affected employees to the Employee Assistance Program for the benefit of counseling and referrals. Any costs for treatment, other than those covered by employee's health insurance, are the responsibility of the employee.

Records of required test results and annual reports to the U. S. Department of Transportation will be submitted upon request of DOT and maintained in the Department of Human Resources. All records will be retained in a secure location with controlled access, as required by federal regulations.

During employment, and as a condition of University employment, employees required to have a commercial driver's license will be tested randomly; when there is reasonable suspicion; post-accident; upon return to work after a violation of this policy; and, as a follow-up to ensure that the policy has not been violated again. The Department of Human Resources will coordinate testing of employees.

i. Random tests for alcohol misuse/illegal drug use will be conducted utilizing a scientifically valid method to

select employees for testing. A minimum of 25 percent of the drivers will be tested each calendar year for alcohol misuse and 50 percent of the drivers will be tested each calendar year for illegal drug use.

ii. When reasonable suspicion exists for alcohol misuse or illegal drug use, a written record of the facts that raised suspicion must be made by the individual witnessing the facts. The written record must be submitted to the Department of Human Resources. A Reasonable Suspicion Record Form can be found on the Human Resources website.

iii. Supervisors of employees subject to alcohol/drug testing are required to participate in at least one hour of training on alcohol misuse symptoms and indicators used in making determinations for reasonable suspicion testing and one hour training on the signs and symptoms of illegal drug use. Training efforts will be coordinated by the Department of Human Resources.

iv. Employees who violate alcohol/controlled substance policies will be tested and must be found in compliance with the rules prior to returning to work. In addition, those employees will be administered follow-up tests a minimum of six times over the first 12 months following his/her return to work.

The Department of Human Resources will be notified of positive test results. A Human Resources representative will review the individual circumstances with the employee's supervisor and recommend disciplinary action to the appropriate administrator.

Employees who refuse to submit to testing procedures when required will be forbidden to drive a university vehicle or drive their personal vehicle for university business. The employee will be subject to other appropriate disciplinary actions, up to and including separation of employment. The employee's department's head and a Human Resources representative will review the individual circumstances and recommend disciplinary action to the appropriate administrator(s).

If an employee is required to participate in a counseling/treatment program, the employee may utilize accrued Major Medical Leave, Personal Leave, or leave without pay to reasonably accommodate such participation.

Employees subject to testing required by this policy will be provided detailed information about alcohol misuse/illegal drug use, the University's testing policy, and how and where they can receive help for alcohol misuse/illegal drug use.

Alcohol, Drugs, and Paraphernalia Policy

Summary/Purpose: The purpose of this policy is to prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on any university campus or in university-owned or leased space, including housing or at any university-sponsored events or activities.

Consumption of Alcohol

All individuals on campus or University property must comply with all applicable laws, regulation, and all IHL and University policy regarding the possession, sale, distribution, and consumption of alcohol. Students, regardless of age, may not possess or consume alcoholic beverages within or around any Student Housing building. All alcohol violations may include parental notification through the Dean of Students Office if the student is under 21 years of age.

Students are not permitted to possess or display kegs or any other common containers of

alcohol, empty or full. Empty alcohol containers, beer pong, or other evidence of prior alcohol consumption in residence halls or apartments are not permitted. If an alcohol container collection is found in a student room or apartment, the student will be asked to dispose of it immediately.

Guests of residents are not allowed to have alcohol regardless of age. The Department of Student housing staff reserves the right to stop individuals from bringing alcohol into the building(s). Students and their guests may be asked to open backpacks, bags, coolers, and other containers when entering a residence hall. Students and guests may be denied entrance if they choose not to cooperate with such a request.

All persons of legal drinking age are required to act and drink responsibly. Public intoxication or being impaired or visibly overcome by the consumption of alcohol is prohibited.

Possession, Use, or Distribution of Illicit Drugs

The University prohibits the use and possession of drugs and drug paraphernalia on its campus.

1. The University of Mississippi prohibits the use, possession, distribution, sale, manufacture, and delivery of illicit drugs including the misuse of prescription medications, by members of its community. Illegal drugs, including prescription drugs for which the person does not have a valid prescription, are subject to confiscation.
2. The University of Mississippi also prohibits the possession, sale, and distribution of drug paraphernalia (including, but not limited to, pipes, bong, roach clips, rolling papers, etc.). These items are strictly prohibited and are subject to confiscation.

Violation of this policy will result in disciplinary action and students may also be subject to criminal prosecution and/or civil liability. The University of Mississippi also prohibits behavior that is a direct result of drug consumption, use, or abuse. Any student found to be visibly overcome by the use of drugs will be found in violation of University policy. Information regarding a student's violation of the University's drug policy may be released to that student's parents, if the student is under 21 years of age.

Statement Regarding Medical Marijuana

As a federal contractor, the University remains subject to the federal Drug Free Workplace Act of 1988 and Drug Free Schools and Communities Act Amendments of 1989, regardless of any state statutory provisions permitting the possessing, using, manufacturing, selling, distributing of medical marijuana.

Medical marijuana in any form shall not be possessed or used on any university campus or in university-owned or leased space, including housing or at any university-sponsored events or activities.

University Housing

Should drugs and/or drug paraphernalia be found in a student's room, the student and the roommate (if applicable) may be found equally responsible for the drugs and/or drug paraphernalia unless the roommate or another person present at the time of the incident claims responsibility for the drugs and/or drug paraphernalia. If responsibility is not taken by the person or persons involved, all assigned residents of the room in which the drugs and/or drug paraphernalia is found will take full responsibility through the student conduct process.

In addition, students found to be in violation of this policy are subject to immediate removal from on-campus housing. Students removed from on-campus housing due to disciplinary action are ineligible for a refund or credit of housing fees and remain responsible for any assessed housing fees.

Sanctions for the Misuse of Drugs and Alcohol

Any student or student group found in violation of a University policy regarding the use of alcohol or illicit drugs shall be subject to a range of possible outcomes that include but are not limited to, expulsion, suspension, probation, suspension of a student groups' social activities, community service, and/or participation in an alcohol/drug education program for which there could be fees or fines.

To determine the appropriate sanction for a particular student or student organization, the Office of Conflict Resolution and Student Conduct will consider the totality of the circumstances giving rise or related to the infraction, along with the following factors:

- the severity of the infraction,
- the scope of the damage or harm the infraction caused,
- the likelihood that substance abuse/misuse education will encourage responsible behavior and will minimize the risk of repeat violations,
- the benefits gained from restorative reconciliation where the student or student group: (i) accepts and acknowledges responsibility for the violation, and (ii) works to rebuild trust with the university community through positive social behaviors, such as community service and other rehabilitative exercises, and
- whether the removal of the student or student group from the University community on a permanent or temporary basis is necessary to sustain a healthy and safe campus environment.

The above sanctions are appealable using the University's published student conduct process. Students who are suspended or expelled from the University should be aware that this action may impact the following:

- tuition, residence hall costs, and fees (suspension does not forgive financial obligations)
- financial aid
- athletics participation and eligibility
- health insurance (students are encouraged to contact their health care provider)
- University housing
- meal plan
- use of University resources and access to University facilities

- immigration status for international students
- veterans and dependents of veterans
- internships, assistantships, and study abroad

The above list is not exhaustive. It does not include all potential consequences for suspension or expulsion.

The University may bring a charge under this policy against any student or student group committing any alcohol or drug-related offense that is otherwise sanctionable under the University's conduct policy describing the authority and jurisdiction of the University's conduct system. For students, such offenses include but are not limited to any drug-related crime, public intoxication, and driving under the influence of drugs or alcohol when the University is made aware of such offenses.

If the University brings a charge against a student based upon the student's criminal conviction by any trial court of competent jurisdiction or other court proceedings, including admission or finding of guilt. In that case, the admission or finding may be accepted as a final factual determination that the student has violated applicable University policy, and the sole function of the University's conduct process will be to determine the appropriate University sanction under this and other University policies.

Smoke-Free/Tobacco-Free Campus Environment Policy

Summary/Purpose: The University of Mississippi is a smoke-free/tobacco-free/electronic smoking device-free environment.

Persons Affected: Students, faculty, staff, contractors, visitors

Findings: According to a 2006 report of the U.S. Surgeon General, *The Health Consequences of Involuntary Exposure to Tobacco Smoke*:

- Secondhand smoke exposure causes disease and premature death in children and adults who do not smoke;
- Exposure of adults to secondhand smoke has immediate adverse effects on the cardiovascular system and causes coronary heart disease and lung cancer;
- There is no risk-free level of exposure to secondhand smoke; and
- Establishing smoke-free workplaces is the only effective way to ensure that secondhand smoke exposure does not occur in the workplace because ventilation and other air cleaning technologies cannot completely control for exposure of nonsmokers to secondhand smoke.

The 2010 Surgeon General's report, *How Tobacco Causes Disease*, states that even occasional exposure to secondhand smoke is harmful and low levels of exposure to secondhand tobacco smoke lead to a rapid and sharp increase in dysfunction and inflammation of the lining of the blood vessels, which are implicated in heart attacks and stroke.

The Health Consequences of Smoking – 50 Years of Progress, the 2014 report, states that smoke exposure causes stroke in nonsmokers. Furthermore, since 1964, 2.5 million nonsmokers have died from diseases caused by tobacco smoke.

Electronic smoking devices (ESDs), also known as e-cigarettes, present health risks to nonusers. Their emissions contain a high concentration of particles, and most emit both carcinogenic and toxic substances that cause respiratory distress and disease. (Lerner, C. A., Sundar, I. A., Yao, H., Gerloff, J., Ossip, D. J. McIntosh, S. et al. (2015). Vapors produced by electronic cigarettes and e-juices with flavorings induce toxicity, oxidative stress, and inflammatory response in lung epithelial cells and mouse lungs. PLoS One, 10(2)). Additionally, in 2019, an outbreak in lung disease traced to ESD use hospitalized over 2,700 people and caused 64 deaths as of February 2020. (Center for Disease Control, (2019, February). Outbreak of Lung Injury Associated with the Use of E-Cigarette, or Vaping Products. CDC.gov.

Smokeless tobacco, such as snuff, snus, and chewing tobacco, increases the risk of certain cancers, particularly the cheek, gums, lips, tongue, and floor and roof of the mouth. Some studies have also indicated an increased risk of pancreatic and esophageal cancers among smokeless tobacco users. Other diseases associated with smokeless tobacco include gum diseases, gum recession, leukoplakia, abrasion, staining of teeth, tooth decay, and tooth loss. (Stoppler, M.C., (2019). Chewing tobacco (smokeless tobacco, snuff). Medicinenet.com. https://www.medicinenet.com/smokeless_tobacco/article.htm#what_are_the_health_risks_of_chewing_tobacco

Intent and Purpose

In light of these findings, the University of Mississippi's educational mission, the right of nonsmokers to breathe smoke-free air, and the desire of the University administration to protect the public health and welfare, **the University of Mississippi is declared a smoke-free, tobacco product-free, and ESD-free campus.**

This policy applies to all campuses of the University of Mississippi.

Smoking, vaping (the use of ESD), and the use of smokeless tobacco shall not be permitted in any University facilities, on any University property, or in any University vehicles wherever located and whether owned or leased by the University. University facilities include, but are not limited to, all offices, classrooms, hallways, waiting rooms, restrooms, meeting rooms, community areas, performance venues, and private residential space with university housing. Smoking shall also be prohibited outdoors on all University of Mississippi property, including, but not limited to, the Grove, the Circle, the Quadrangle, parking lots, streets, private vehicles, sidewalks, paths, sports/recreational areas, and stadiums. This policy applies to all students, faculty, staff, visitors, contractors, and vendors on campus, regardless of the purpose of their visit.

No exemptions to this policy are allowed.

Promotion and Sale of Tobacco Products Prohibited on University of Mississippi Campuses

In further recognition of the incompatibility of the University's educational mission and the promotion of tobacco products, no advertising of Tobacco Products or sponsorship by manufacturers of Tobacco Products shall be permitted on University of Mississippi property, at University-sponsored events, or in publications produced by the University (although

publications produced by third-parties sold legally on University property may contain Tobacco Product advertising). No tobacco brand, logo, trademark, symbol, or slogan may be displayed on University property.

The sale of Tobacco Products on University of Mississippi campuses is prohibited, including from vending machines. No free samples of Tobacco Products may be distributed on University of Mississippi campuses.

Definitions:

Electronic Smoking Device (or ESD) – means any product containing or delivering nicotine or any other substance intended for human consumption that can be used by a person in any manner for the purpose of inhaling vapor or aerosol (vaping) from the product. The term includes any such device, whether manufactured, distributed, marketed, or sold as an e-cigarette, e-cigar, e-pipe, e-hookah, or vape pen, or under any other product name or descriptor.

Vaping – using an Electronic Smoking Device.

Smokeless Tobacco – products such as snuff, snus, chewing tobacco, or dipping tobacco derived from the tobacco plant or other plant and designed to be used in a manner other than by smoking, such as by placing in the mouth, chewing, or sucking.

Smoking – means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, pipe, hookah, or other lighted or heated tobacco or plant product intended for inhalation, including marijuana, whether natural or synthetic, in any manner or any form. Smoking also includes the use of an Electronic Smoking Device, which creates an aerosol or vapor, in any way or any form, or the use of any oral smoking device for the purpose of circumventing the prohibition of smoking in this policy.

Tobacco Products – products derived from tobacco, such as cigarettes, cigars, pipe tobacco, chewing tobacco, snuff, snus, dipping tobacco, and Electronic Smoking Devices and the fluids or juices designed to be used in those devices.

Hookah – A water pipe and any associated products and devices which are used to produce fumes, smoke, or vapor from the burning of material including, but not limited to, tobacco, shisha, or other plant matter.

Distributions of This Policy

Signage across campus, particularly near the entrances to buildings, is provided to remind the campus community of this policy. The Assistant Vice Chancellor of Student Affairs for Wellness and Student Success may also use, from time to time, other means to remind faculty, staff, students, and visitors of this policy. Such reminders may include but are not limited to banners on the University website, e-mails, student orientation handouts, and verbal reminders during faculty/staff meetings.

Respect and Responsibility

The success of this policy depends on the thoughtfulness, consideration, and cooperation of smokers and non-smokers. All members of the University community share in the responsibility for adhering to and enforcing this policy. Any complaints should be brought to the attention of the University of Mississippi Police Department and anyone who makes a complaint about a violation of the policy shall be protected against retaliation.

The University of Mississippi has the authority to enforce this policy. Visitors, contractors, and other individuals temporarily on campus should be reminded of the policy and asked to comply. Those individuals refusing to cooperate may be asked to leave a facility, event, or campus, and repeated violations may result in the person being issued a “no trespassing notice” from UPD.

Students who violate this policy will be referred to student conduct and subject to sanctions, including fines. Employees who violate this policy may face employment-related discipline and/or fines.

Questions or comments about this policy may be referred to the Assistant Vice Chancellor for Student Affairs for Wellness and Student Success.

Smoking Cessation Programs

The Student and Employee Pharmacy and Health Services offer a range of smoking cessation and support programs for any university community member who desires to quit smoking or using other tobacco products. University employees who want to quit smoking may be eligible for free counseling, over-the-counter nicotine replacement therapy, and smoking cessation prescriptions. For Information about these resources, see <http://campusrec.olemiss.edu/smoke-free-campus/>

Missing Student Notification Policy

Definitions

Student: For purposes of this policy, a student is any person currently enrolled on the Oxford campus.

Residential Student: a student who resides in on-campus housing under a housing contract/lease and is currently enrolled at the University.

Fraternity/Sorority Residential Student: a student who resides in an on-campus fraternity or sorority house.

Missing: A student may be considered missing if he or she is overdue in reaching home, campus, or another specific location past the expected arrival, additional factors lead University staff to believe he or she is missing, and a check of student’s residence supports that determination.

Notification to Students

Students will be given an opportunity during the fall term matriculation process to designate an individual to be contacted by the University if the student is determined to be missing. Returning and transfer students will be given an opportunity to provide this information

during the fall term. The designation will remain in effect until changed or revoked by the student.

The form provided for designation will state the circumstances in which the designated individual will be contacted and will include a statement that the University is required by law to also notify the student's custodial parent or guardian if the student is under 18, and not an emancipated individual, at the time he or she is discovered to be missing. If a student is 18 years of age or older and has not designated an individual to be contacted in the event the student is missing, the University will contact the individual that the student listed as an "emergency contact" at the time of enrollment. When a student is missing and the student failed to designate an individual to be contacted under those circumstances, university officials, in their sole discretion, may contact any person who they believe may have information about the student's whereabouts.

Procedures for Reporting and for Investigating Missing Students

Confirmed as a Student:

Any University employee or student who receives information that a student is missing, and believes she or he is a student, must immediately report the information or evidence to the University of Mississippi Police Department (UPD).

If the person is a Student:

UPD will conduct a preliminary investigation to verify the situation and to determine the circumstances that exist relating to the reported missing student. If UPD determines that the student should be considered missing, an officer will contact the Dean of Students, the appropriate outside law enforcement agencies, and, if necessary, the Department of Student Housing to provide the relevant information. The Dean of Students will relay pertinent information to the Vice Chancellor for Student Affairs.

All pertinent law enforcement agencies, including, if known, those operating in the student's normal routes of travel or hometown, will be notified and requested to render assistance; all law enforcement agencies involved will receive routine investigation status reports during the course of the investigation. If UPD determines that the student should be considered missing, the person making the initial report will be encouraged to make an official missing person report with local police.

If the student is a "residential student" or a "fraternity/sorority residential student," the Department of Student Housing or the Office of Fraternity and Sorority Life (fraternity/sorority residential student) will conduct a preliminary investigation to verify the situation and to determine the circumstances which exist relating to the reported missing student.

A staff member will attempt to contact the student via her or his telephone by using the number(s) provided.

If the student cannot be reached by telephone, a staff member will attempt to visit the on-campus room of the student in question to verify the student's whereabouts and/or wellness,

and in some cases, deliver a message to contact a parent or family member who is searching for the student.

If the student is not at the room, but the room is occupied, an attempt will be made to gain information on the student's whereabouts and wellness from the occupants.

If there is no response to a knock on the room door of the residence hall or there are occupants who do not know of the student's whereabouts, a staff member will enter into the room in question by key if necessary, to perform a health and safety inspection. The staff member will take note of the condition of the room and look for visible personal property (wallet, keys, cell phone, clothing, etc.), which might provide clues as to whether the student has taken an extended trip or leave from the residence hall.

If the student is not found in the residence hall room or fraternity or sorority house, an attempt will be made to gain information on the student's whereabouts from roommates, other members of the residential community, or other friends.

Staff members, at any step in the process, will report immediately any suspicious findings to UPD.

If these steps provide an opportunity to speak with the missing student, verification of the student's state of health and intention of returning to campus should be made. A referral, if needed, may be made to the University Counseling Center or other medical agency. Once the student is found, UPD will be contacted to apprise them of the student's state of health and well-being.

If all of these steps do not provide an opportunity to speak with the missing student or to learn his or her whereabouts, UPD will contact, within 24 hours of the student being reported missing, the designated contact person as outlined above.

The Campus Sexual Violence Elimination (SaVE) Act

The Campus Sexual Violence Elimination (SaVE) Act increases transparency on campus about incidents of sexual violence, guarantees victims enhanced rights, sets standards for disciplinary proceedings and requires campus-wide prevention education programs. The Campus SaVE Act amends the Clery Act, which addresses campus sexual assault policies within the Higher Education Act of 1965. President Barack Obama signed SaVE into law on March 3, 2013, as part of the Violence Against Women Act (VAWA) Reauthorization.

The Campus SaVE Act amends the Clery Act, which requires campuses to provide annual statistics on campus crime incidents, including sexual assaults occurring on campus and reported to campus authorities or local police. In addition, the Act broadens this requirement to mandate fuller reporting of sexual violence to include incidents of domestic violence, dating violence, and stalking.

Interpersonal Violence and Sexual Misconduct Policy

Policy Statement

It is the position of the University of Mississippi that violations of this Policy in any form will not be

excused or tolerated. This Policy prohibits discrimination based on sex outside of educational programs and activities. Prohibited conduct under this Policy includes sexual harassment and sexual assault, as well as sexual exploitation that occurs inside or outside of University educational programs or activities. This Policy protects students, faculty, and staff alike by providing them an avenue in which to make a complaint. This Policy also applies to all genders. This Policy only applies to student respondents. For situations involving employee respondents whose conduct falls outside a University program or activity, please see the University's Non-Discrimination and Sexual Harassment Policy and Complaint Procedure. For situations involving employee respondents whose conduct falls within a University program or activity, please see the University's Title IX Policy.

This Policy is implemented and enforced in compliance with applicable law including: Title IX of the Education Amendments of 1972; the relevant provisions of the Violence Against Women Reauthorization Act of 2013; Title VII of the Civil Rights Act of 1964; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; and other applicable federal and state laws. The University also follows all intervention and crime reporting requirements for Policy violations under applicable law.

Violations of this Policy in any form will not be excused or tolerated. The University adheres to effective, equitable, and fair procedures to investigate and adjudicate Interpersonal Violence and Sexual Misconduct complaints. The University reinforces this Policy by educating the University community on the importance of recognizing, reporting, and effectively responding to all forms of prohibited conduct. Special emphasis is placed on the rights, needs, and privacy of both parties to a complaint under this Policy. The University's Equal Opportunity & Regulatory Compliance (EORC) Office operates in an impartial and unbiased manner and does not advocate on behalf of either party. The University also adheres to all federal, state, and local requirements for intervention and crime reporting related to violations of this Policy.

The University employs a grievance process that rests on fundamental notions of fairness and due process protections so that determinations as to responsibility made at the conclusion of its grievance process are founded on facts and evidence. There is a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Purpose of Policy

The University of Mississippi is committed to fostering an environment that prevents violence, sexual harassment, and unwelcome sexual misconduct of employees, students, applicants for admission or employment, visitors to campus, or third parties. Students, faculty, and staff should be able to live, study, and work in an environment free from sexual misconduct and violence. The purpose of this Policy is to provide students, faculty, and staff notice of the rights and protections afforded to them under this Policy and their continuing obligation to respect the dignity of each person by refraining from prohibited behaviors. This Policy outlines prohibited conduct, including unlawful discrimination based on sex and sexual harassment.

Sexual Harassment and Other Sexual Misconduct

Pursuant to this Policy, the University of Mississippi prohibits sexual harassment and other forms of unwelcome sexual contact that occurs outside of the University's educational programs or activities in order to protect students, faculty, staff, and the University community as a whole. This Policy is also applicable for sexual exploitation that occurs within or outside of the University's educational programs or activities. Sexual misconduct and sexual exploitation may vary in severity and consist of a wide range of behaviors. These behaviors are serious violations and represent a threat to the safety of the University community.

The requirements of this Policy apply regardless of the sexual orientation and/or sexual identity of the individuals engaging in sexual activity. The following sexual misconduct violates this Policy, as well as the University's community standards and values of respect, civility, and personal integrity. The conduct may also be unlawful under applicable state or federal law.

Under this Policy, sexual harassment means either: (i) unwelcome sexual conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an educational program or activity of the University; or (ii) sexual assault, dating violence, domestic violence, or stalking, as defined below.

Rape is the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. Carnal knowledge exists if there is the slightest penetration of the sexual organ of the female (vagina) by the sexual organ of the male (penis).

Sodomy is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.

Sexual assault with an object is the use of an object or instrument to penetrate, without the consent of the victim, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical disability. An "object" or "instrument" is anything used by the offender other than the offender's genitalia, e.g., a finger, bottle, stick.

Fondling is the touching of the private body part 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 their age or because of their temporary or permanent mental or physical disability.

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

Statutory rape is intercourse with a person who is under the statutory age of consent.

Dating violence means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a

relationship shall be determined based on a consideration of the following factors: (i) the length of a relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship.

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

Stalking is a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for their safety or the safety of others; or (ii) suffer substantial emotional distress.

The University's definitions above are adopted from the Title IX's regulations, promulgated by the Department of Education, and from the FBI's Uniform Crime Reporting Program.

Sexual exploitation: Includes but is not limited to:

Non-consensual videotaping, audiotaping, or photographing of sexual activity even if the sexual act is consensual

Non-consensual posting, publishing, sharing, or displaying photo, audio, or video of sexual activity even if the activity was originally recorded with effective consent

Voyeurism, which is a form of sexual exploitation in which one individual engages in secretive observation or non-consensual video or audio taping of another for personal sexual pleasure,

Any disrobing of another or exposure to another without effective consent.

Any collecting, creating, viewing, and/or distributing of pornography/sexual images of those under the age of eighteen (18)

Consent

For the purposes of this Policy, **consent** between two or more people is defined as an affirmative agreement – through clear actions or words – to engage in sexual activity. The person giving the consent must act knowingly, freely, voluntarily, and with an understanding of their actions when giving the consent. This definition of consent is premised on the idea that all persons in our University community have the right to feel respected, acknowledged, and safe during sexual activity.

Nonconsensual sexual activity is prohibited under this Policy and requires a showing that a

participant knew or reasonably should have known that the other party did not consent to the sexual activity.

A person who willingly participates in sexual activity is responsible for obtaining consent for that sexual activity. Consent must be present throughout the entire sexual activity. Consent can be withdrawn by any participant at any time during the sexual activity. Accordingly, a participant to sexual activity can revoke consent through actions, conduct, or behavior, that communicates that they no longer wish to continue the existing sexual activity. Once consent is withdrawn, the sexual activity must cease immediately. Although consent can be non-verbal (e.g. nodding), consent should never be assumed or inferred from silence, passiveness, or a lack of resistance. A lack of protest or the failure to resist does not constitute consent. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion can be clearly resolved and consent is obtained. No sexual activity should occur without consent.

Consent to engage in a particular sexual activity with an individual is not consent to engage in all sexual activity with that individual. Consent to engage in sexual activity with an individual on one occasion is not consent to engage in sexual activity at a later time.

Consent to engage in sexual activity with one person is not consent to engage in sexual activity with any other person.

Consent cannot result from force, or threat of force, coercion, fraud, or intimidation. The use of force or threat of force to induce consent violates this Policy, whether the force is physical in nature, violent, or involves threats, intimidation, or coercion.

Physical force includes but is not limited to: hitting, kicking, and restraining. Physical force may also involve physically exerting control of another person through any form of violence.

Threats or threatening behavior exist where a reasonable person would have been compelled by the words or actions of another to give permission to sexual activity to which he or she otherwise would not have consented.

Intimidation is an implied threat. Intimidation exists when a reasonable person would feel threatened or coerced even though there may not be any threat made explicitly or physical force used. Intimidation is evaluated based on the intensity, frequency, or duration of the comments or actions.

Incapacitation and Age of Consent

An incapacitated person lacks the ability make a voluntary, informed, rational decision about whether to consent to sexual activity. A person may be incapacitated as a result of the consumption of alcohol or other drugs, because of sleep, unconsciousness, or due to a physical or mental impairment or health condition. It is a violation of this Policy if the initiator of a sexual activity has sex with someone the initiator knows or reasonably should know, is incapacitated.

A person who is unconscious, unaware, or otherwise physically helpless cannot give effective

consent to sexual activity. Someone is incapacitated when he or she engages in sexual activity when he or she cannot understand or appreciate who, what, when, where, why, or how with respect to the sexual interaction.

People manifest signs of incapacitation differently. Signs of incapacity may include but are not limited to: slurred or incomprehensible speech, a fixed gaze, incoherence, an unsteady manner of walking, or the inability to walk or stand up straight, combativeness or emotional volatility, vomiting, or incontinence.

Age can be a form of incapacitation that renders a person unable to give consent. Under state law, a person between the ages of fourteen (14) and sixteen (16) lacks the legal capacity to consent to sexual intercourse with an individual seventeen (17) years or older, where that individual is at least thirty-six (36) months older than the person. Similarly, a student under the age of eighteen (18) lacks the legal capacity to consent to sexual activity with a person in a position of trust or authority over the student, including, without limitation, the student's teacher, counselor, physician, psychiatrist, psychologist, minister, priest, physical therapist, chiropractor, legal guardian, parent, stepparent, aunt, uncle, scout leader or coach.

If a person is unsure about the presence of consent or incapacitation, the safe thing to do, with respect to a sexual interaction is to forego the sexual activity. A party may not assert their own intoxication as grounds for being unable to recognize that another person was either incapacitated or did not otherwise give consent.

Reporting an Alleged Policy Violation

Community members who believe they have, or believe someone they know has, experienced a potential Policy violation may submit a report in writing, in person, by mail, by telephone, by electronic mail, or by any other means that results in the Assistant Director of Equal Opportunity & Regulatory Compliance (EORC)/Title IX Coordinator receiving the report. Reports can be made at any time, including after business hours and on weekends, and by any person. The Assistant Director of EORC/Title IX Coordinator can be reached by telephone at (662) 915- 7045, by emailing the Title IX Office at titleix@olemiss.edu, or on campus at 120 Lester Hall. Additional contact information for the Assistant Director of EORC/Title IX Coordinator is provided at the end of this Policy.

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Assistant Director of EORC/Title IX Coordinator, or by any other means that results in the Assistant Director of EORC/Title IX Coordinator receiving the report. Such a report may be made at any time.

The **complainant** is an individual who is alleged to be the victim of conduct that could constitute sexual harassment. The **respondent** is an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. Reporting a Policy violation is not the same thing as filing a formal complaint. For more information on how to file a formal complaint, please see the Filing a Formal Complaint section below.

Employees who are notified of an alleged incident involving a Policy violation or allegations of sexual harassment *must* report the incident to the Assistant Director of EORC/Title IX Coordinator immediately (no later than two calendar days). Employees include all University faculty and staff, except those who work or volunteer in the on campus U Matter: Student Support and Advocacy Office or VIP: Survivor Support, the University Ombudsperson, and those with a statutory privilege, including but not limited to those providing counseling or healthcare services through the University Counseling Center, Student Health Services, and/or Psychological Services Center. University employees who work or volunteer in the University Counseling Center, Student Health Services and/or Psychological Services Center are considered confidential employees for the purposes of this Policy. Confidential employees are not required to report an alleged incident to the Assistant Director of EORC/Title IX Coordinator unless there is a reasonable threat to campus safety. However, those employees with a mandatory obligation under University policy or applicable law to report Policy violation allegations to the Assistant Director of EORC/Title IX must do so, even where an individual requests confidentiality.

While maintaining confidentiality, employees and staff within VIP: Survivor Support or the U Matter: Student Support and Advocacy Office must report the nature, date, and general location of an incident to Assistant Director of EORC/Title IX Coordinator along with a list of any supportive measures that were provided. This limited report-which includes no information that would directly or indirectly identify the student – helps keep the Assistant Director of EORC/Title IX Coordinator informed of the general extent and nature of the alleged sexual violence on and off-campus so the Assistant Director of EORC/Title IX Coordinator can track patterns, evaluate the scope of the problem, if any, and formulate appropriate campus-wide responses, if necessary.

Although the VIP: Survivor Support staff and the U Matter: Student Support and Advocacy staff generally maintain a person's confidentiality and privacy within the University, they may have certain reporting or other obligations under state or federal law, including an obligation to respond to lawfully issued subpoenas. If the VIP: Survivor Support staff or U Matter: Student Support and Advocacy staff believe that an individual may pose a serious and immediate threat to the University community, the University Police Department should be informed so that it can determine if a timely warning to the University community is appropriate. Any such warning should not include any information that identifies the person reporting the information.

Public awareness events such as "Take Back the Night," the Clothesline Project, candlelight vigils, protests, "survivor speak-outs," or other forums in which students disclose incidents of sexual violence, are not considered reports or formal complaints for the purposes of this Policy, nor are such events and forums notice to the University of sexual violence for purposes of triggering its obligation to investigate any particular incident(s). Such events may, however, inform the need for campus-wide education and prevention efforts, and the University will provide information about students' rights at these events.

Students are encouraged to immediately seek medical attention and contact the University Police Department at (662) 915-7234 if they believe they have been sexually assaulted. Students are strongly encouraged to seek medical attention even if they do not wish to pursue criminal charges or otherwise pursue a complaint under this Policy.

Supportive Measures

Supportive measures are non-disciplinary, non-punitive, individualized services offered by the University as appropriate, as reasonably available, and without fee or charge, to either party before or after filing a formal complaint, or where no formal complaint has been filed. Such measures are designed to restore or preserve access to the University's educational programs or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties and the University's educational environment, and deter sexual harassment.

Supportive measures may include, but are not limited to:

- Counseling
- Extensions of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Campus escort services
- Mutual restrictions on contact between the parties
- Changes in work or housing locations
- Leaves of absence
- Temporary residence in a University safe room
- Parking accommodations
- Increased security and monitoring of certain areas of the campus
- Other similar measures

The University must maintain as confidential any measures provided to the complainant or the respondent to the extent that maintaining such confidentiality would not impair the ability of the University to offer the supportive measures. Any potential party seeking supportive measures from the University may contact the Assistant Director of EORC/Title IX Coordinator. Alternatively, an individual who has filed a formal complaint or is considering filing a complaint may seek supportive measures through VIP: Survivor Support, while an individual responding to a formal complaint may seek supportive measures through UMatter: Student Support and Advocacy.

VIP: Survivor Support

VIP: Survivor Support at the University of Mississippi is an on-campus resource that promotes awareness of the realities of sexual assault, relationship violence, stalking, and other forms of sexual misconduct. This program also provides education and training to students, faculty, and staff concerning these topics. Additionally, VIP: Survivor Support serves as a confidential advocate to assist complainants and potential complainants of sexual misconduct and other interpersonal violence, and as a liaison between the University of Mississippi and local resource groups.

The University is committed to an environment where all members utilize bystander intervention to prevent and end violence on campus and in the community. The University presents programming on prevention of sexual misconduct, relationship violence, and stalking to all students, staff and faculty at orientation and throughout the year. The University also educates

all its members on awareness and intervention related to sexual misconduct, relationship violence, and stalking. Education includes University policy, state criminal laws, Title IX and federal laws, the impact of trauma, how to recognize and respond to incidents, and the importance of reporting incidents. The University mandates training for all incoming students to increase awareness and foster prevention. The University also mandates training for all staff and faculty.

Individuals who work or volunteer in VIP: Survivor Support, including front desk staff and students, can generally talk to a complainant without revealing any personally identifying information about an incident to the University. A complainant can seek assistance and support from these individuals without triggering a University investigation that could reveal complainant's identity or that the complainant has disclosed the incident.

For a listing of available resources, please visit the website <http://umsafe.olemiss.edu>. To request an educational program or for further assistance, please contact VIP: Survivor Support at (662) 915-1059.

UMatter: Student Support and Advocacy

The U Matter: Student Support and Advocacy Office at the University of Mississippi is an on-campus resource that serves as the official office for finding resources and information on how students can care for themselves and their peers when in distress. The U Matter: Student Support and Advocacy Office also serves as a confidential advocate to assist respondents and those alleged to have committed sexual misconduct and as a liaison between the University of Mississippi and local resource groups. The U Matter: Student Support and Advocacy Office operates under the presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of this Policy's grievance process.

For a listing of available resources, please visit the website <http://umsafe.olemiss.edu>. Please contact the U Matter: Student Support and Advocacy Office for further assistance at (662) 915-7248.

Filing a Formal Complaint

The **complainant** is an individual who is alleged to be the victim of conduct that could constitute sexual harassment. The **respondent** is an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. Under this Policy, a complainant may file a formal complaint for sexual harassment against a respondent.

A **formal complaint** is a document alleging sexual harassment against a respondent and requesting that the University investigate the allegation of sexual harassment. For the purposes of this Policy, "document" means a document or electronic submission (such as by electronic mail) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.

A formal complaint may be filed with the Assistant Director of EORC/Title IX Coordinator in person, by mail, or by electronic mail, by using the following contact information provided for

the Assistant Director of EORC/Title IX Coordinator:

Honey Ussery
Assistant Director of EORC/Title IX Coordinator
Office of Equal Opportunity & Regulatory Compliance (EORC)
University of Mississippi
Post Office Box 1848
120 Lester Hall
P: (662) 915-7045
hbussery@olemiss.edu
titleix@olemiss.edu

Complainants may file a formal complaint without meeting with the Assistant Director of EORC/Title IX Coordinator in person, so long as the complaint: (i) contains the complainant's physical or digital signature or otherwise indicates that the complainant is the person filing the formal complaint, (ii) alleges a violation of this Policy against the respondent, and (iii) requests that the University investigate the allegations.

Any individual seeking to file a formal complaint or looking to explore the option of filing a formal complaint should contact the Assistant Director of EORC/Title IX Coordinator.

For information on how to make a report of sexual misconduct or relationship violence with the Assistant Director of EORC/Title IX Coordinator, please see the Reporting an Alleged Policy Violation section above.

There are two situations in which the University may initiate its grievance procedures: (i) where a formal complaint has been filed by a complainant, or (ii) where the Assistant Director of EORC has decided to initiate the grievance process on behalf of the University after deciding that an investigation is objectively warranted.

A Formal Complaint Signed by the Assistant Director of EORC/Title IX Coordinator

The Assistant Director of EORC/Title IX Coordinator may sign a formal complaint against a respondent. Where the Assistant Director of EORC/Title IX Coordinator signs a formal complaint, the Assistant Director of EORC/Title IX Coordinator is not a complainant or otherwise a party to the grievance process and must comply with the requirements of the grievance process outlined in this Policy.

Any decision to initiate this Policy's grievance process in situations where the complainant does not want an investigation or where the complainant intends not to participate is made thoughtfully and intentionally by the Assistant Director of EORC/Title IX Coordinator, taking into account the circumstances of the situation, including the reasons why the complainant wants or does not want the University to investigate. The Assistant Director of EORC/Title IX Coordinator is trained with the special responsibilities that involve interacting with complainants, enabling the Assistant Director of EORC/Title IX Coordinator to make these decisions. Other University administrators and community members may report sexual harassment incidents to the Assistant Director of EORC/Title IX Coordinator and may express to the Assistant Director of EORC/Title IX Coordinator reasons why the administrator or

community member believes that an investigation is warranted, but the decision to initiate a grievance process is one that the Assistant Director of EORC/Title IX Coordinator must make. As such, the Assistant Director of EORC/Title IX Coordinator may determine that a fair, impartial investigation is objectively warranted as part of the University's obligation to respond to sexual harassment allegations.

Dismissal of a Formal Complaint

The University may dismiss a Formal Complaint at any point during the investigation or adjudication process prior to a determination on responsibility if the Assistant Director of EORC/Title IX Coordinator determines that any one or more of the following apply:

- The conduct alleged by the complainant would not constitute sexual harassment as defined in this Policy even if proven;
- The complainant provides the Assistant Director of EORC/Title IX Coordinator written notice voluntarily withdrawing the Formal Complaint or any allegations in the complaint;
- The respondent is not (or is no longer) enrolled in or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint, or allegations therein.

The University will give careful consideration to a Complainant's request to dismiss a Formal Complaint but may determine that dismissal is inappropriate if it would impair the University's ability to ensure a safe and non-discriminatory environment. Factors considered in making this determination include, but are not limited to:

- The risk of the accused committing other acts of sexual misconduct, such other complaints have been made against the same person;
- The risk of sexual misconduct of a similar nature, such as where multiple assaults occurred at the same location or involving the same group;
- The use of physical violence and/or weapons;
- The involvement of multiple alleged perpetrators;
- The allegations of threats or retaliation by the accused against the Complainant or others; and
- The extent of danger or disruption posed to the University community.

If the Assistant Director of EORC/Title IX Coordinator determines that a Formal Complaint should be dismissed, the Assistant Director of EORC/Title IX Coordinator will provide simultaneous, written notice of dismissal to the Complainant and the Respondent (if the Respondent has received a Notice of Allegations). The notice of dismissal will advise the parties of the basis for the dismissal and their right to appeal. The Assistant Director of EORC/Title IX Coordinator may refer the subject matter of the Formal Complaint to other University offices, as appropriate. If the Formal Complaint is not dismissed in its entirety, the dismissal is not subject to appeal until the adjudication process is completed. Dismissal under this policy does not prevent or preclude action under other appropriate campus procedures.

Appeal of Dismissal of IVSM Complaint

Parties may appeal the dismissal of a complaint by notifying the Assistant Director of

EORC/Title IX Coordinator in writing of their appeal within ten (10) business days of the dismissal of the complaint. The other party will be notified of the appeal of the dismissal decision. Appeals of a dismissal decision will be reviewed by the Appellate Consideration Board for the University. Parties will be notified of the outcome of the appeal in writing. The outcome of a dismissal decision appeal can either uphold or reverse the dismissal decision. If the appeal upholds the dismissal, the basis of the dismissal decision will be implemented. If the dismissal decision is reversed, either an investigative or informal resolution process will resume. Any dismissal decision appeal outcome is final.

The Right to an Advisor

The complainant and the respondent have the right to have an advisor of their choice, who may be, but is not required to be, an attorney, present throughout the entire grievance process. At any time during the grievance process, both parties may choose their own advisors or may request that the University provide them with an advisor at no cost or fee.

An advisor for either the complainant or respondent may: (i) accompany the party to any meeting or proceeding during this Policy's grievance process; (ii) assist the party with the gathering of evidence during an investigation into a violation of this Policy; (iii) assist the party with inspecting and reviewing evidence gathered by the Investigator(s); (iv) be asked by the respective party to assist in making meaningful written responses to the information gathered throughout the investigative process; (v) attend the live hearing; and (vi) may be asked by the respective party to assist in submitting a written statement in support of, or challenging, the outcome of the live hearing, if necessary.

The University will not limit the choice or presence of the advisor for either the complainant or respondent in any meeting or grievance proceeding but may impose restrictions on the extent to which the advisor may participate in the proceedings. Any and all such restrictions will apply equally to complainants and respondents. The Investigation Process and Hearing Process sections of this Policy further discuss the roles and responsibilities of advisors with additional specificity.

Advisors During A Live Hearing

The right to have an advisor present throughout the hearing process extends to live hearings as well, if one occurs. If a party does not have an advisor present at the hearing, the University will provide that party with an advisor.

The Investigation Process

The EORC Office at the University operates in an impartial and unbiased manner and does not advocate on behalf of the individualized interests of the complainant or the respondent. Throughout the information gathering process, the Assistant Director of EORC/Title IX Coordinator and Investigator(s) maintain objectivity. The Investigator(s) conduct any investigation resulting from a formal complaint under the presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Receipt of A Formal Complaint

The University will promptly conduct an investigation of the allegations involved in a formal complaint, and such complaints are investigated by the Title IX Investigator(s).

Upon receipt of a formal complaint, the EORC Office will provide written notice to the parties of the allegations contained in the complaint, along with the notice of the University's grievance procedures. The **notice of allegations** will include sufficient details about the allegations potentially constituting sexual harassment under this Policy and will provide the parties sufficient time to prepare a response before any initial interview. These details will include, to the extent known, the identities of the parties involved in the incident, the conduct allegedly constituting a Policy violation, and the date and location of the alleged incident.

The notice of allegations will also specify that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process. The notice will additionally inform the parties that they may have an advisor of their choice who may be, but is not required to be, an attorney, and that the parties may inspect and review evidence as provided for in this Policy.

If, after the initial notice is disseminated, the University decides to investigate allegations about the complainant or the respondent that are not included in the initial notice of allegations, or if new details about the allegations are discovered, all known parties will be given notice of the additional allegations or the newly discovered details.

Information Gathering

The Investigator(s) will attempt to interview the complainant and the respondent of the alleged incident. Additionally, the Investigator(s) will request from both parties any information and evidence that is directly related to the allegations under investigation, including the names of potential witnesses to interview. The complainant and respondent will also be given equal opportunity to present witnesses during the investigation process, including fact and expert witnesses and other inculpatory and exculpatory evidence. Both parties will also have the ability to discuss the allegations under investigation with the Investigator(s) and to gather and present relevant evidence, and the EORC Office will not restrict these abilities. Similarly, the complainant and the respondent will be given the same opportunity to have others present during any meeting during the investigation process, which includes the opportunity to be accompanied by an advisor of their choice or an advisor provided by the University. While gathering information, the Investigator(s) will not make determinations regarding the credibility of the parties or witnesses, and will objectively evaluate evidence.

The Investigator(s) will also provide both parties an equal opportunity to inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source so that each party can meaningfully respond to the evidence before the conclusion of the investigation.

The Investigative Report

Prior to the completion of the investigative report, the Investigator(s) will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will have ten (10) business days to submit a written response, which the Investigator will consider prior to the completion of the investigative report. The EORC Office will make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing.

Once the Investigator(s) have considered the parties' written responses, if any, and the investigation process has concluded, the Investigator(s) will create an **investigative report** that fairly summarizes relevant evidence. The report will not contain findings of fact as to whether a Policy violation did or did not occur but will instead contain a summary of the investigation and all relevant documents submitted by the parties and potential witnesses. The Assistant Director of EORC/Title IX Coordinator and/or Investigator(s) will determine whether a piece of evidence is relevant and thus included in the investigative report.

At least five (5) business days prior to a hearing, if a hearing is required or provided, or other time of determination regarding responsibility, the EORC Office will send to each party and the party's advisor, if any, the final investigative report in an electronic format or hard copy, for their review and written response.

Timeframes

The University is committed to the reasonably prompt resolution of a formal complaint of sexual harassment so that parties to an Interpersonal Violence and Sexual Misconduct case are not required to wait longer than necessary to know the resolution of a formal complaint of sexual harassment.

The Investigator(s) will make every effort to investigate the allegations raised in a formal complaint but will not allow speed to interfere with the quality of the investigation. The time required to conduct a thorough and complete investigation will vary depending upon, among other things, the complexity of the allegations, the availability or absence of the parties or witnesses, the number of witnesses, the volume of documentary evidence that must be reviewed or gathered, break periods and periods where the University is either on break or closed, or concurrent law enforcement activity that may require the University to suspend its investigation or other proceedings in deference to law enforcement activity.

The timeframe for the resolution of a formal complaint may be extended for good cause with written notice to the parties and an explanation for the delay. **Good cause** includes, but is not limited to, considerations such as the absence of a party, a party's advisor, or a witness, concurrent law enforcement activity, or the need for language assistance or accommodation or disabilities.

Informal Resolution Process

At any time prior to the Independent Decision-Maker reaching a determination regarding the respondent's responsibility, the Assistant Director of EORC/Title IX Coordinator may offer to coordinate an informal resolution process, such as **mediation**, that does not involve a full investigation and adjudication of the complainant's allegations. The informal resolution process is only available after a formal complaint has been filed.

If the complainant and respondent are interested in pursuing informal resolution of a complaint, both parties will be notified of the allegations, the requirements of the informal resolution process, including any circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, and any consequences resulting from participation in the informal resolution process, including what records will be maintained and shared. Before an informal resolution process may proceed, the complainant and the respondent must voluntarily agree to the process in writing. The parties cannot be compelled to participate. Before reaching an agreement through the mediation process, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint. If, however, the parties reach an agreement during this process, the terms of the **mediation agreement** will be memorialized in writing and will be upon the parties. Violation of the written agreement will result in the student being charged with Disregard for University Authority, DSA.SC.200.010, and may result in the agreement being voided.

If the parties are unable to reach an agreement through the informal resolution process, the investigation and/or adjudication process will resume.

Pre-Hearing Conference

Once the investigative report has been made available to the parties and their advisors, if any, the EORC Office will schedule an individual pre-hearing conference with both the complainant and the respondent. During the pre-hearing conference the parties will be informed of their rights and will be instructed on the remainder of the grievance process. In addition, both parties will be asked to provide the names of any advisors and witnesses who they anticipate will participate in the live hearing, should a hearing take place. Additional meetings with the complainant or respondent will be scheduled if necessary.

The Hearing Process

If the parties have not agreed to the informal resolution process, and other circumstances do not prevent a case from moving forward, the matter will be resolved by the University's designated Independent Decision-Maker through a live hearing.

The Independent Decision-Maker reaches a determination as to the respondent's responsibility but operates under the presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Determining the Time and Location Of The Hearing

After the pre-hearing conference, the designated Hearing Clerk will work with the complainant, respondent, advisors, witnesses, and the Independent Decision-Maker for the University to determine the time and location of the live hearing.

The Live Hearing

The live hearing will take place on the date and time agreed to by the complainant and

respondent. A **live hearing** does not require that the parties, the Independent Decision-Maker, or other individuals participating in the hearing process meet face to face at the same geographic location. Live hearings may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. Additionally, at the request of either the complainant or the respondent, the University will facilitate the live hearing with the parties located in separate rooms with technology enabling the Independent Decision-Maker and the parties to simultaneously see and hear the party or witness answering questions. Live hearings are closed proceedings and not open to the public. Live hearings may be conducted entirely virtually at the discretion of the Assistant Director of EORC/Title IX Coordinator.

The **Independent Decision-Maker** will preside over the live hearing and is vested with the authority to maintain the order of the parties, participants, and proceedings. At the beginning of the live hearing, the Independent Decision-Maker will give an overview of the hearing process. During the hearing, the complainant and respondent will have the opportunity to present and challenge evidence. If the Independent Decision-Maker makes any credibility determinations about a hearing participant, those determinations will not be based on a person's status as a complainant, respondent, or witness.

The complainant and the respondent are permitted to make an **opening statement** to the Independent Decision-Maker at the beginning of the live hearing. Similarly, both parties are permitted to make a **closing argument** to the Independent Decision-Maker at the conclusion of the live hearing. Either party may elect to have their advisor make their opening statement, closing argument, or both. The opening statement must not exceed ten (10) minutes in length. The closing statement must not exceed twenty (20) minutes in length.

The EORC Office will make any such evidence that are subject to the parties' inspection and review prior to the completion of the investigative report available at any hearing to give each party equal opportunity to refer to such evidence during the hearing.

Relevance of Evidence

All evidence presented during the live hearing, as well as all questions submitted to be asked during the live hearing must be relevant. A piece of evidence is **relevant** if: (i) it has any tendency to make a fact more or less probable than it would be without the evidence, and (ii) the fact is of consequence in determining the case.

The Independent Decision-Maker may ask questions and will permit each party's advisor to submit questions and follow up questions, including those that challenge credibility, but all questions asked must be relevant. If a party does not have an advisor present at the hearing, the University will provide the party an advisor of the University's choice at no cost to that party. If the Independent Decision-Maker makes any credibility determinations about a hearing participant, those determinations cannot be based on a person's status as a complainant, respondent, or witness.

All questions and evidence about the complainant's sexual behavior or predisposition are irrelevant and therefore must be excluded from evidence during the live hearing, unless (i) such

evidence about the complainant's sexual behavior is offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or (ii) the evidence concerns specific incidents of the complainant's sexual behavior with respect to the respondent and is offered to prove consent.

Investigator as A Witness

The Investigator(s) may be called as a witness by either party or the Independent Decision-Maker to present information regarding the investigation. As with any witness, the Investigator(s) will not testify whether a Policy violation occurred nor be asked their opinion about the respondent's responsibility or lack thereof but will only testify to their first-hand knowledge of the facts gathered during the investigation. In addition, the Investigator(s) may testify as to any factual inconsistencies found during the investigation.

Standard of Evidence to Be Applied

In reaching a determination regarding responsibility, the Independent Decision-Maker will apply a **preponderance of the evidence standard**. This standard requires a showing that a particular party's evidence is more credible or convincing than that presented by the other party, or a showing that the fact to be proven is more probable than not.

The Decision of The Independent Decision-Maker

The decision of the Independent Decision-Maker regarding the respondent's responsibility as well as possible sanctions will be determined within five (5) business days of the completion of the live hearing.

The Independent Decision-Maker will issue a **written determination regarding responsibility**, which will include: (i) identification of the allegations potentially constituting a violation of this Policy, (ii) findings of fact supporting the determination; (iii) conclusions regarding the application of the University's Policy to the facts; (iv) a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the University will impose on the respondent, if any, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the complainant; and (v) the University's procedures and permissible bases for the complainant or the respondent to appeal the decision. The complainant and the respondent will be notified of the Independent Decision-Maker's determination simultaneously.

The determination regarding responsibility becomes final on the date that the University provides the parties with the written decision of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Recording the Live Hearing

The Independent Decision-Maker will create an audio recording, audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

Disciplinary Sanctions

The University's Interpersonal Violence and Sexual Misconduct Policy encompasses a wide range of prohibited conduct. As such, depending upon the facts and circumstances of a particular Policy violation, sanctions resulting from a finding of responsibility may range from a verbal reprimand to expulsion from the University. Sanctions are enforced immediately upon the determination of the violation.

The following list encompasses all possible sanctions that may be imposed by the University:

- **Oral reprimand:** An oral statement of disapproval with or without written follow-up communication.
- **Written reprimand:** A written notice to the respondent of the inappropriate nature of the conduct.
- **Disciplinary probation:** Probation accompanied by a written reprimand to the respondent for violation of the Interpersonal Violence and Sexual Misconduct Policy. Probation is for a definite period of time and includes the possibility of more severe sanctions if the respondent is found responsible for violating any other University rules and regulations during the probationary period.
- **Loss of privileges:** Denial of specified privileges for a designated period of time. This may include, but is not limited to, loss of visitation rights, denial of participation in specific programs, denial of participation in University-related organizations or groups, denial of the right to attend University-sponsored events, and denial of access to campus resources or facilities.
- **Restitution:** Reasonable compensation for loss, damage, or injury to the appropriate party. Restitution may take any form of community service, monetary compensation, or material replacement.
- **Community service:** Assignment for the benefit of the University or community. Community service assignments must be approved by the Assistant Director of EORC/Title IX Coordinator.
- **Assessment:** A respondent may be required to attend sessions with a counselor for an assessment, either through the University's Counseling Center, Student Health Services, or an outside provider.
- **Substance abuse education:** A respondent may be required to meet with a substance abuse educator or attend programs designed to help the student deal with substance abuse issues and learn from the experience.
- **Wellness education:** A respondent may be required to undergo mental health and well-being education (such as anger management, impulse control, etc.) or attend programs designed to help the student with mental health and learn from the experience.
- **Educational project(s):** A respondent may be required to participate in educational projects that will enhance the educational impact of the grievance process on the respondent, which may include oral or written reports to the Assistant Director of EORC/Title IX Coordinator. Educational sanctions are designed to increase the respondent's understanding of how his or her behavior affects others. Educational projects may include, but are not limited to, completion of an alcohol or drug education course, an integrity course, remedial training on sexual misconduct issues, essays, reports, etc.

- **Suspension:** Separation of the respondent from the University for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
- **Expulsion:** Permanent separation of the respondent from the University community without the possibility of readmission. This sanction will be noted on the academic transcript of the respondent.
- A **combination** of any of the above sanctions.

Other remedies: Though not a disciplinary sanction, the Independent Decision-Maker may order remedies which are designed to restore or preserve equal access to the University's education program or activity to the complainant.

Appeals

If a party wishes to appeal a determination regarding responsibility, including sanctions, or a dismissal of a formal complaint or any allegations therein, that party may submit a written appeal to the Appellate Consideration Board for the University within ten (10) business days of the receipt of the decision from the Independent Decision-Maker or notice of dismissal.

The appeal must articulate which one or more of the three grounds for appeal are being asserted, explain in detail why the appealing party believes the appeal should be granted, and articulate what specific relief the appealing party seeks.

If the appeal is based upon discovery of new information, a description/documentation of the new information and reason it was not discoverable prior to the hearing must be included in the written appeal. The appeal is not intended to re-hear or re-argue the same case. Arguments are limited to the specific grounds outlined in the appeal bases below.

Bases for An Appeal

The University will offer both parties an appeal from a determination regarding responsibility, including sanctions, and from the University's dismissal of a formal complaint or any allegations therein, on the following bases:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter; or
- The Assistant Director of EORC/Title IX Coordinator, Investigator(s), or Independent Decision-Maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter and/or affected the determination of the sanction.

After an Appeal Has Been Filed

The non-appealing party will be notified in writing when an appeal is filed. The complainant and respondent will be provided a reasonable, equal opportunity to submit a written statement in

support of, or challenging, the outcome of the grievance proceeding giving rise to the appeal. The non-appealing party will have ten (10) business days to submit a response to the appeal. The decision-maker for the appeal will not be the Assistant Director of EORC/Title IX Coordinator, Investigator(s), nor the Independent Decision-Maker that reached the determination regarding responsibility or dismissal of a complaint giving rise to the appeal.

Review by The Appellate Consideration Board

The Chancellor of the University has delegated the final authority of review of the Interpersonal Violence and Sexual Misconduct cases to the Appellate Consideration Board. The Appellate Consideration Board will review the written request for appellate consideration, the case file, and any audio recording, audiovisual recording, or transcript of the live hearing. The Appellate Consideration Board may request new information or material from the complainant, respondent, Independent Decision-Maker, conduct officers, Assistant Director of EORC/Title IX Coordinator, Investigator(s), or witnesses.

In determining the merit of an appeal, the Appellate Consideration Board will not substitute its judgment for the decision of the Independent Decision-Maker that presided over the live hearing with respect to a finding of responsibility. The appeal is not a rehearing of the case.

The Decision of the Appellate Consideration Board

After reviewing the appeal and the documents related to a case, the Appellate Consideration Board will decide based upon the basis or bases of the appeal.

For appeals based on a claim of **procedural irregularity** that affected the outcome of the matter, the Appellate Consideration Board may: (i) remand the case to the Independent Decision-Maker with specific questions and/or instructions to consider, or (ii) remand the case to a new designated Independent Decision-Maker for a new live hearing.

For appeals based on a claim of **new evidence** that was not reasonably available at the time the determination regarding responsibility was made, which affected the outcome of the matter, the Appellate Consideration Board may: (i) uphold the decision and/or sanction as the new evidence would not affect the rationale of a designated Independent Decision-Maker, or (ii) remand to the Independent Decision-Maker with specific instructions concerning the review of the new material.

For appeals based on a claim that the Assistant Director of EORC/Title IX Coordinator, Investigator(s), or Independent Decision-Maker had a **conflict of interest or bias** for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter, the Appellate Consideration Board may: (i) uphold the decision and/or sanction as the conflict of interest or bias did not affect the outcome of the matter, or (ii) remand the case to a new designated Independent Decision-Maker for a new hearing.

The Appellate Consideration Board will issue a written decision describing the appeal and the rationale for the result, which will be provided to the parties simultaneously. Although the length of each appeal will vary depending on the totality of the circumstances, the Appellate Considerations Board's written decision will typically be issued within twenty (20) business

days of the Appellate Consideration Board's receipt of the appeal and responses, if any. The decision of the Appellate Consideration Board is final and not subject to further appeal. In the event of remand for rehearing, the subsequent Independent Decision Maker outcome may be appealed in accordance with the provisions of this policy. Otherwise, any appeal right exercised under this policy will complete the process.

Emergency Removal of a Respondent

The University maintains the authority to remove a respondent from its education programs or activities on an emergency basis if, after undertaking an individualized safety and risk analysis, it is determined that a respondent poses an immediate threat to the physical health or safety of any students or other individual arising from the allegations of sexual harassment that justifies removal, and the University provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.

Amnesty

To encourage University community members to timely seek medical care and to promptly report allegations of sexual harassment and other conduct prohibited by this Policy, the University offers amnesty to those individuals the EORC Office learns have voluntarily consumed alcohol or other drugs relating to the alleged incident under investigation. Students who have consumed or possessed alcohol or drugs during the circumstances related to or involving the incident alleged in an Interpersonal Violence and Sexual Misconduct report or formal complaint will not face conduct proceedings nor be otherwise sanctioned for such conduct under the University's drug and alcohol policies. This amnesty extends to complainants, respondents, and any witnesses making a report, formal complaint, or participating in an investigation or proceeding in any manner pursuant to this Policy.

The University may require an individual to undergo non-punitive alcohol or drug education or training if it appears to the Assistant Director of EORC/Title IX Coordinator that the individual may be at risk with regard to the health and safety and/or social complications that accompany the repeated and excessive use of alcohol or drugs.

Retaliation

Retaliation against an individual who initiates a complaint alleging a violation of this Policy, participates in an investigation or pursues legal action, is prohibited. Retaliation under this policy is defined as any adverse action, including intimidation, taken against an individual who has participated in any manner in an investigation, proceeding, or hearing under the University's policies and procedures. This definition applies to all parties and potential witnesses.

Accordingly, the University nor any person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by law or this Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of

interfering with any right or privilege secured by law or this Policy, constitutes retaliation.

The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this provision. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this provision does not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Any person, whether a complainant, respondent, or witness who is concerned they have experienced retaliation, may file a complaint under this Policy, which the EORC Office will promptly investigate. The Assistant Director of EORC/Title IX Coordinator may implement supportive measures or take other remedial action in response to allegations or threats of retaliation prohibited by this Policy. These measures may include but are not limited to academic accommodations. No Contact directives, changes in course schedules, and modifications to housing assignments.

Disciplinary sanctions may be issued against anyone determined to have engaged in retaliation, including individuals acting on behalf of the respondent or complainant, with or without the Knowledge of the complainant or respondent.

Confidentiality and Privacy

The University will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant under this Policy, and individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness in an Interpersonal Violence and Sexual Misconduct grievance process. Confidentiality will be maintained, except where disclosure is required by applicable law or necessary for the conduct of any investigation, hearing, or proceeding under this Policy.

Even where an individual requests privacy or confidentiality, employees who receive a report of sexual misconduct must share that information with the Assistant Director of EORC/Title IX Coordinator unless otherwise exempt by state or federal law or other University Policy. This disclosure is necessary because the employee may have a continuing obligation to maintain campus safety. The Assistant Director of EORC/Title IX Coordinator will then determine whether further investigation is warranted, notwithstanding the request for privacy or confidentiality.

A complainant has the autonomy to decide whether or not to file a complaint and whether or not to participate in an Interpersonal Violence and Sexual Misconduct grievance process. However, the Assistant Director of EORC/Title IX Coordinator may determine that the circumstances of an alleged incident are so severe or that the allegations otherwise indicate there is an ongoing danger to the complainant and/or members of the University community such that action must be taken on the part of the University beyond the action requested by the complainant. The Assistant Director of EORC/Title IX Coordinator has the discretion to proceed with an investigation into a potential violation of this Policy, without the complainant's involvement, by signing a formal complaint against the respondent.

When determining whether to proceed without cooperation from the complainant, the Assistant Director of EORC/Title IX Coordinator will weigh a number of factors. Examples of factors the Assistant Director of EORC/Title IX Coordinator will consider include:

- the risk of the respondent committing additional acts;
- if the respondent has threatened to commit additional acts;
- if other complaints have been reported about the same respondent;
- if the complaint involves multiple respondents;
- the respondent's history of arrests or other conduct records,
- the involvement of a weapon,
- the ages of the complainant and respondent,
- whether the respondent is in a position of authority over the complainant,
- whether the allegations involve violence or serial predatory conduct
- and/or the University's ability to move forward with the investigation without the complainant.

If the Assistant Director of EORC/Title IX Coordinator moves forward with the investigation, with or without the complainant's participation, information will only be shared with those individuals who are responsible for handling the school's response to the complaint and those necessary to the investigation. The Assistant Director of EORC/Title IX Coordinator will inform the complainant, to the extent possible, of individuals with whom information about the complaint will be shared.

Contact Information

The University's Assistant Director EORC/Title IX Coordinator oversees policies and procedures that apply to reports and formal complaints alleging sex discrimination (including sexual harassment, sexual assault, and sexual violence) by employees, students or third parties.

Responsibilities performed in this Policy by "the Assistant Director of EORC/Title IX Coordinator" may be performed by the Assistant Director of EORC/Title IX Coordinator, or by another University employee trained by, and acting under the supervision of, the Assistant Director of EORC/Title IX Coordinator. Contact information for the University of Mississippi's Assistant Director of EORC/Title IX Coordinator is listed below.

Honey Ussery
Assistant Director of Equal Opportunity and Regulatory Compliance and Title IX Coordinator
P.O. Box 1848
120 Lester Hall
(662) 915-7045
Email: titleix@olemiss.edu or hbusser@olemiss.edu

Title IX Policy

Policy Statement

The University of Mississippi adheres to the guidelines set forth by Title IX of the Education Amendments of 1972. Title IX prohibits discrimination based on sex in educational programs and activities. Prohibited conduct

under Title IX also includes sexual harassment and sexual assault. Title IX protects students, faculty, and staff alike, and applies to all genders. This Policy is implemented and enforced in compliance with applicable law including: Title IX of the Education Amendments of 1972; the relevant provisions of the Violence Against Women Reauthorization Act of 2013; Title VII of the Civil Rights Act of 1964; the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act; and other applicable federal and state laws. The University also follows all intervention and crime reporting requirements for Title IX violations under applicable law.

Title IX violations in any form will not be excused or tolerated. The University adheres to effective, equitable, and fair procedures to investigate and adjudicate Title IX complaints. The University reinforces its Title IX Policy by educating the University community on the importance of recognizing, reporting, and effectively responding to all forms of prohibited conduct. Special emphasis is placed on the rights, needs, and privacy of both parties to a Title IX complaint. The University's Title IX Office operates in an impartial and unbiased manner and does not advocate on behalf of either party. The University also adheres to all federal, state, and local requirements for intervention and crime reporting related to Title IX violations.

The University employs a Title IX grievance process that rests on fundamental notions of fairness and due process protections so that determinations as to responsibility made at the conclusion of its grievance process are founded on facts and evidence. There is a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Purpose of Policy

The University of Mississippi is committed to fostering an environment that prevents sex-based discrimination, sexual harassment, and other unwelcome sexual conduct involving its employees, students, applicants for admission or employment, visitors to campus, or third parties who are participants in an educational program or activity of the University. Students, faculty, and staff should be able to live, study, and work in an environment free from sexual misconduct. The purpose of this Policy is to provide students, faculty, and staff notice of the rights and protections afforded to them under Title IX and their continuing obligation to respect the dignity of each person by refraining from prohibited behaviors. This Policy outlines prohibited conduct, including unlawful discrimination based on sex and sexual harassment.

Discrimination and Disparate Treatment

Title IX prohibits discrimination based on sex that effectively denies an individual access to an educational program or activity of the University. All genders are protected from sex-based discrimination and sex-based harassment.

Prohibited sex-based discrimination and harassment includes, without limitation, discrimination or harassment based on gender, pregnancy, or childbirth. As mandated by Title IX and its implementing regulations, the University does not discriminate on the basis of sex in its educational programs or activities, admissions, or employment. Educational decisions that cannot be based on sex include, without limitation, decisions relating to admission; financial aid; academic advising and instruction; class assignments; evaluation and grading; discipline; housing; athletics; health and counseling services; recreational, residential, or extracurricular services or programs; and participation and status in any University program or activity, whether on or off campus.

Employees, students, applicants for admission or employment, or other participants in University educational programs or activities who believe they have been discriminated against are entitled to seek relief through the Equal Opportunity and Regulatory Compliance Office. Individuals who believe they have experienced disparate treatment should refer to the University's Non-Discrimination and Sexual Harassment Policy and Complaint Procedure. Questions about the application of Title IX should be referred to the Assistant Director of EORC/Title IX Coordinator.

Sexual Harassment and Other Sexual Misconduct

Pursuant to Title IX, the University of Mississippi prohibits sexual harassment and other forms of unwelcome sexual conduct that occurs within the University's educational programs or activities in order to protect students, faculty, staff, and the University community as a whole. Sexual misconduct may vary in its severity and consists of a wide range of behaviors. These behaviors are serious violations and represent a threat to the safety of the University community.

The requirements of this Policy apply regardless of the sexual orientation and/or sexual identity of the individuals engaging in sexual activity. The following sexual misconduct violates Title IX, as well as the University's community standards and values of respect, civility, and personal integrity. The conduct may also be unlawful under applicable state or federal law.

Under Title IX, **sexual harassment** means either: (1) an employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; (2) unwelcome sexual conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to an educational program or activity of the University; or (3) sexual assault, dating violence, domestic violence, or stalking, as defined below.

- **Rape** is the carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity. Carnal knowledge exists if there is the slightest penetration of the sexual organ of the female (vagina) by the sexual organ of the male (penis).
- **Sodomy** is oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity.
- **Sexual assault with an object** is the use of an object or instrument to penetrate, without the consent of the victim, however slightly, the genital or anal opening of the body of another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical disability. An "object" or "instrument" is anything used by the offender other than the offender's genitalia, e.g. a finger, bottle, stick.
- **Fondling** is the touching of the private body part 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 their age or because of their temporary or permanent mental or physical disability.
- **Incest** is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

- **Statutory rape** is intercourse with a person who is under the statutory age of consent.
- **Dating violence** means violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship.
- **Domestic violence** includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the applicable jurisdiction, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.
- **Stalking** is a course of conduct directed at a specific person that would cause a reasonable person to: (i) fear for their safety or the safety of others; or (ii) suffer substantial emotional distress.

The University's definitions are adopted from the Title IX regulations, promulgated by the Department of Education, and from the FBI's Uniform Crime Reporting Program.

Consent

For the purposes of this Policy, **consent** between two or more people is defined as an affirmative agreement – through clear actions or words – to engage in sexual activity. The person giving the consent must act knowingly, freely, voluntarily, and with an understanding of their actions when giving the consent. This definition of consent is premised on the idea that all persons in our University community have the right to feel respected, acknowledged, and safe during sexual activity.

Nonconsensual sexual activity is prohibited under Title IX and this Policy and requires a showing that a participant knew or reasonably should have known that the other party did not consent to the sexual activity.

A person who willingly participates in sexual activity is responsible for obtaining consent for that sexual activity. Consent must be present throughout the sexual activity. Consent can be withdrawn by any participant at any time during the sexual activity. Accordingly, a participant to sexual activity can revoke consent through actions, conduct, or behavior that communicates that they no longer wish to continue the existing sexual activity. Once consent is withdrawn, the sexual activity must cease immediately.

Although consent can be non-verbal (e.g. nodding), consent should never be assumed or inferred from silence, passiveness, or a lack of resistance. A lack of protest or the failure to resist does not constitute consent. If there is confusion as to whether anyone has consented or continues to consent to sexual activity, it is essential that the participants stop the activity until the confusion can be clearly resolved and consent is obtained. No sexual activity should occur without consent.

Consent to engage in a particular sexual activity with an individual is not consent to engage in all sexual activity with that individual. Consent to engage in a sexual activity with an individual on one occasion is not consent to engage in sexual activity at a later time.

Consent to engage in sexual activity with one person is not consent to engage in sexual activity with any other person.

Consent cannot result from force, or threat of force, coercion, fraud, or intimidation. The use of force or threat of force to induce consent violates this Policy whether the force is physical in nature, violent, or involves threats, intimidation, or coercion.

- Physical force includes but is not limited to hitting, kicking, and restraining. Physical force may also involve physically exerting control of another person through any form of violence.
- Threats or threatening behavior exist where a reasonable person would have been compelled by the words or actions of another to give permission to sexual activity to which they otherwise would not have consented.
- Intimidation is an implied threat. Intimidation exists when a reasonable person would feel threatened or coerced even though there may not be any threat made explicitly or physical force. Intimidation is evaluated based on the intensity, frequency, or duration of the comments or actions.

Incapacitation and Age of Consent

An incapacitated person lacks the ability to make a voluntary, informed, rational decision about whether to consent to sexual activity. A person may be incapacitated as a result of the consumption of alcohol or other drugs, because of sleep, unconsciousness, or due to a physical or mental impairment or health condition. It is a violation of this Policy to engage in sexual activity with someone that you know, or reasonably should know, is incapacitated.

A person who is unconscious, unaware, or otherwise physically helpless cannot give effective consent to sexual activity. Someone who is incapacitated when they engage in sexual activity when they cannot understand or appreciate who, what, when, where, why, or how with respect to the sexual interaction.

People manifest signs of incapacitation differently. Signs of incapacity may include but are not limited to slurred or incomprehensible speech, a fixed gaze, incoherence, an unsteady manner of walking or the inability to walk or stand up straight, combativeness or emotional volatility, vomiting, or incontinence.

Age can be a form of incapacitation that renders a person unable to give consent. Under state law, a person between the ages of fourteen (14) and sixteen (16) lacks the legal capacity to consent to sexual intercourse with an individual seventeen (17) years or older, where that individual is at least thirty-six (36) months older than the person. Similarly, a student under the age of eighteen (18) lacks the legal capacity to consent to sexual activity with a person in a position of trust or authority over the student, including, without limitation, the student's teacher, counselor, physician, psychiatrist, psychologist, minister, priest, physical therapist, chiropractor, legal guardian, parent, stepparent, aunt, uncle, scout leader or coach.

If a person is unsure about the presence of consent or incapacitation, the safe thing to do, with respect to a sexual interaction, is to forego the sexual activity. A party may not assert their own intoxication as grounds for being unable to recognize that another person was either incapacitated or did not otherwise give consent.

Reporting an Alleged Title IX Violation

Community members who believe they have, or believe someone they know has, experienced a potential Title IX violation may submit a report in writing, in person, by mail, by telephone, by electronic mail, or by any other means that results in the Assistant Director of EORC/Title IX Coordinator receiving the report. Title IX reports can be made at any time, including after business hours and on weekends, and by any person. The Assistant Director of EORC/Title IX Coordinator can be reached by telephone at (662) 915-7045, by emailing the Title IX Office at titleix@olemiss.edu, or on campus at 120 Lester Hall. Additional contact information for the Assistant Director of EORC/Title IX Coordinator is provided at the end of this Policy.

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Assistant Director of EORC/Title IX Coordinator, or by any other means that results in the Assistant Director of EORC/Title IX Coordinator receiving the report. Such a report may be made at any time.

The **complainant** is an individual who is alleged to be the victim of conduct that could constitute sexual harassment. The **respondent** is an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. Reporting a Title IX violation is not the same thing as filing a formal complaint. For more information on how to file a formal complaint, please see the Filing a Formal Complaint section below.

Employees who are notified of an alleged Title IX incident or allegations of sexual harassment *must* report the incident to the Assistant Director of EORC/Assistant Director of EORC/Title IX Coordinator immediately (no later than two calendar days). Employees include all University faculty and staff, except those who work or volunteer in the on campus U Matter: Student Support and Advocacy Office, VIP: Survivor Support, the University Ombudsperson, and those with a statutory privilege, including but not limited to those providing counseling or healthcare services through the University Counseling Center, Student Health Services, and/or Psychological Services Center. University employees who work or volunteer in the University Counseling Center, Student Health Services, and/or Psychological Services Center are considered confidential employees for the purposes of this Policy. Confidential employees are not required to report an alleged incident to the Assistant Director of EORC/Title IX Coordinator unless there is a reasonable threat to campus safety. However, those employees with a mandatory obligation under University policy or applicable law to report Title IX allegations to the Assistant Director of EORC/Title IX Coordinator must do so, even where an individual requests confidentiality.

While maintaining confidentiality, employees and staff within VIP: Survivor Support or the U Matter: Student Support and Advocacy Office must report the nature, date, and general location of an incident to the Assistant Director of EORC/Title IX Coordinator, along with a list of any supportive measures that were provided. This limited report – which includes no information that would directly or indirectly identify the student – helps keep the Assistant Director of EORC/Title IX Coordinator informed of the general extent and nature of the alleged sexual violence on and off campus so the Assistant Director of EORC/Title IX Coordinator can track patterns, evaluate the scope of the problem, if any, and formulate appropriate campus-wide responses, if necessary. This limited report also helps ensure that the University is in compliance with Title IX.

Although the VIP: Survivor Support staff and the U Matter: Student Support and Advocacy staff generally maintain a person's confidentiality and privacy within the University, they may have certain reporting or other obligations under state or federal law, including an obligation to respond to lawfully issued subpoenas. If the VIP: Survivor Support staff or U Matter: Student Support and Advocacy staff believe that an individual

may pose a serious and immediate threat to the University community, the University Police Department should be informed so that it can determine if a timely warning to the University community is appropriate. Any such warning should not include any information that identifies the person reporting the information.

Public awareness events such as “Take Back the Night,” the Clothesline Project, candlelight vigils, protests, “survivor speak outs,” or other forums in which students disclose incidents of sexual violence, are not considered reports or formal complaints for the purposes of Title IX, nor are such events and forums notice to the University of sexual violence for purposes of triggering its obligation to investigate any particular incident(s). Such events may, however, inform the need for campus-wide education and prevention efforts, and the University will provide information about students’ Title IX rights at these events.

Students are encouraged to immediately seek medical attention and contact the University Police Department at (662) 915-7234 if they believe they have been sexually assaulted. Students are strongly encouraged to seek medical attention even if they do not wish to pursue criminal charges or otherwise pursue a complaint under this Policy.

Supportive Measures

Supportive measures are non-disciplinary, non-punitive, individualized services offered by the University as appropriate, as reasonably available, and without fee or charge, to either party before or after the filing of a formal Title IX complaint, or where no formal complaint has been filed. Such measures are designed to restore or preserve access to the University’s educational programs or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties and the University’s educational environment, and deter sexual harassment.

Supportive measures may include, but are not limited to:

- Counseling
- Extensions of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Campus escort services
- Mutual restrictions on contact between the parties
- Changes in work or housing locations
- Leaves of absence
- Temporary residence in a University safe room
- Parking accommodations
- Increased security and monitoring of certain areas of the campus
- Other similar measures

The University must maintain as confidential any measures provided to either party to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures. The Assistant Director of EORC/Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. As such, any potential party seeking supportive measures from the University may contact the Assistant Director of EORC/Title IX Coordinator. Alternatively, an individual who has filed a formal complaint or is considering filing a complaint may seek supportive measures through VIP: Survivor Support, while an individual who is responding to a formal complaint may seek supportive measures through U Matter: Student Support and Advocacy.

VIP: Survivor Support

VIP: Survivor Support at the University of Mississippi is an on-campus resource that promotes awareness of the realities of sexual assault, relationship violence, stalking, and other forms of sexual misconduct. This program also provides education and training to students, faculty, and staff concerning these topics. Additionally, VIP: Survivor Support serves as a confidential advocate to assist Title IX complainants and potential complainants of sexual misconduct and other interpersonal violence, and as a liaison between the University of Mississippi and local resource groups.

The University is committed to an environment where all members utilize bystander intervention to prevent and end violence on campus and in the community. The University presents programming on prevention of sexual misconduct, relationship violence, and stalking to all students, staff, and faculty at orientation and throughout the year. The University also educates all its members on awareness and intervention related to sexual misconduct, relationship violence and stalking. Education includes University policy, state criminal laws, Title IX and federal laws, the impact of trauma, how to recognize and respond to incidents, and the importance of reporting incidents. The University mandates training for all incoming students to increase awareness and foster prevention. The University also mandates training for all staff and faculty.

Individuals who work or volunteer in VIP: Survivor Support, including front desk staff and students, can generally talk to a complainant without revealing any personally identifying information about an incident to the University. A complainant can seek assistance and support from these individuals without triggering a reporting obligation or a university investigation that could reveal the complainant's identity or that the complainant has disclosed the alleged incident.

For a listing of available resources, please visit the website <http://umsafe.olemiss.edu>. To request an educational program or for further assistance, please contact VIP: Survivor Support at (662) 915-1059.

UMatter: Student Support and Advocacy

The U Matter: Student Support and Advocacy Office at the University of Mississippi is an on-campus resource that serves as the official office for finding resources and information on how students can care for themselves and their peers when in distress. The U Matter: Student Support and Advocacy Office also serves as a confidential advocate to assist respondents and those alleged to have committed sexual misconduct, and as a liaison between the University of Mississippi and local resource groups. The U Matter: Student Support and Advocacy Office operates under the presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Title IX grievance process.

For a listing of available resources, please visit the website <http://umsafe.olemiss.edu>. For further assistance, please contact the U Matter: Student Support and Advocacy Office at (662) 915-7248.

The Grievance Process for Sexual Harassment

The following grievance process is to be used only for Title IX complaints involving sexual harassment and not for complaints involving disparate treatment. For complaints of disparate treatment, please see the University's Non-Discrimination and Sexual Harassment Policy at ACA.EO.100.005

Filing a Formal Complaint

The **complainant** is an individual who is alleged to be the victim of conduct that could constitute sexual harassment. The **respondent** is an individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. Under this Policy, a complainant may file a formal complaint for sexual harassment against a respondent.

A **formal complaint** is a document alleging sexual harassment against a respondent and requesting that the University investigate the allegation of sexual harassment. For the purposes of this Policy, “document” means a document or electronic submission (such as by electronic mail) that contains the complainant’s physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.

A formal complaint may be filed with the Assistant Director of EORC/Title IX Coordinator in person, by mail, or by electronic mail, by using the following contact information provided for the Assistant Director of EORC/Title IX Coordinator:

Honey Ussery

Assistant Director of EORC/Title IX Coordinator

Office of Equal Opportunity & Regulatory Compliance (EORC) University of Mississippi

Post Office Box 1848

120 Lester Hall

P: (662) 915-7045

hbussery@olemiss.edu

titleix@olemiss.edu

Complainants may file a formal complaint without meeting with the University’s Assistant Director of EORC/Title IX Coordinator in person, so long as the complaint: (i) contains the complainant’s physical or digital signature or otherwise indicates that the complainant is the person filing the formal complaint, (ii) alleges sexual harassment against the respondent, and (iii) requests that the University investigate the allegations. Additionally, at the time of filing a formal complaint with the University’s Title IX Office, the complainant must be participating in or attempting to participate in a University of Mississippi educational program or activity.

Any individual seeking to file a formal complaint or looking to explore the option of filing a formal complaint should contact the Assistant Director of EORC/Title IX Coordinator.

For information on how to make a report of sexual misconduct or relationship violence with the Assistant Director of EORC/Title IX Coordinator, please see the Reporting an Alleged Title IX Violation section above.

There are two situations in which the University may initiate its grievance procedures: (i) where a formal complaint has been filed by a complainant, or (ii) where the Assistant Director of EORC/Title IX Coordinator has decided to initiate the grievance process on behalf of the University after making a determination that an investigation is objectively warranted.

A Formal Complaint Signed by the Assistant Director of EORC/Title IX Coordinator

The Assistant Director of EORC/Title IX Coordinator may sign a formal complaint against a respondent. Where the Assistant Director of EORC/Title IX Coordinator signs a formal complaint, the Assistant Director of EORC/Title IX Coordinator is not a complainant or otherwise a party to the grievance process contemplated by Title IX and must comply with the requirements of the grievance process outlined in this Policy.

Any decision to initiate the Title IX grievance process in situations where the complainant does not want an investigation or where the complainant intends not to participate is made thoughtfully and intentionally by the Assistant Director of EORC/Title IX Coordinator, taking into account the circumstances of the situation, including the reasons why the complainant wants or does not want the University to investigate. The Assistant Director of EORC/Title IX Coordinator is trained with the special responsibilities that involve interacting with complainants, enabling the Assistant Director of EORC/Title IX Coordinator to make these decisions. Other University administrators and community members may report sexual harassment incidents to the Assistant Director of EORC/Title IX Coordinator and may express to the Assistant Director of EORC/Title IX Coordinator reasons why the administrator or community member believes that an investigation is warranted, but the decision to initiate a grievance process is one that the Assistant Director of EORC/Title IX Coordinator must make. As such, the Assistant Director of EORC/Title IX Coordinator may determine that a fair, impartial investigation is objectively warranted as part of the University's obligation to respond to sexual harassment allegations.

Dismissal of A Formal Complaint

The University must dismiss a Formal Complaint at any point during the investigation or adjudication process if the Assistant Director of EORC/Title IX Coordinator determines that any one or more of the following apply:

- If the conduct alleged by the complainant would not constitute sexual harassment as defined in this Policy even if proven;
- If the conduct alleged did not occur within the University's educational programs or activities; or
- If the conduct alleged did not occur against a person in the United States.

If circumstances arise where the University must terminate its Title IX grievance process with regard to specific conduct, the alleged conduct may still be a violation of the Interpersonal Violence and Sexual Misconduct Policy or other University policy. In such a case, affected individuals may be able to utilize the grievance process specified in another University policy, if any.

The University may dismiss a Formal Complaint at any point during the investigation or adjudication process prior to a determination on responsibility if the Assistant Director of EORC/Title IX Coordinator determines that any one or more of the following apply:

- The complainant provides the Assistant Director of EORC/Title IX Coordinator written notice voluntarily withdrawing the Formal Complaint or any allegations in the complaint; or
- The respondent is not (or is no longer) enrolled in or employed by the University; or
- Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint, or any allegations therein.

The University will give careful consideration to a Complainant's request to dismiss a Formal Complaint but may determine that dismissal is inappropriate if it would impair the University's ability to ensure a safe and non-discriminatory environment. Factors considered in making this determination include, but are not limited to:

- The risk of the accused committing other acts of sexual misconduct, such as where other reports or

- complaints have been made against the same person;
- The risk of sexual misconduct of a similar nature, such as where multiple assaults occurred at the same location or involving the same group;
- The use of physical violence and/or weapons;
- The involvement of multiple alleged perpetrators;
- The allegations of threats or retaliation by the accused against the Complainant or others; and
- The extent of danger or disruption posed to the University community.

If the Assistant Director of EORC/Title IX Coordinator determines that a Formal Complaint should be dismissed, the Assistant Director of EORC/Title IX Coordinator will provide simultaneous, written notice of dismissal to the Complainant and the Respondent (if the Respondent has received a Notice of Allegations). The notice of dismissal will advise the parties of the basis for the dismissal and their right to appeal. The Assistant Director of EORC/Title IX Coordinator may refer the subject matter of the Formal Complaint to other University offices, as appropriate. If the Formal Complaint is not dismissed in its entirety, the dismissal is not subject to appeal until the adjudication process is completed. Dismissal under this policy does not prevent or preclude action under other appropriate campus procedures.

Appeal of Dismissal of a Title IX Complaint

Parties may appeal the dismissal of a complaint by notifying the Assistant Director of EORC/Title IX Coordinator in writing of their appeal within ten (10) business days of the dismissal of the complaint. The other party will be notified of the appeal of the dismissal decision if the party has received a Notice of Allegations. Appeals of a dismissal decision will be reviewed by the Appellate Consideration Board or the Provost for the University. Parties will be notified of the outcome of the appeal in writing. The outcome of a dismissal decision appeal can either uphold or reverse the dismissal decision. If the appeal upholds the dismissal, the basis of the dismissal decision will be implemented. If the dismissal decision is reversed, either an investigative or informal resolution process will resume. Any dismissal decision appeal outcome is final.

The Right to An Advisor

The complainant and the respondent have the right to have an **advisor** of their choice, who may be, but is not required to be, an attorney, present throughout the entire grievance process. At any time during the grievance process, both parties may choose their own advisors or may request that the University provide them with an advisor at no cost or fee.

An advisor for either the complainant or respondent may: (i) accompany the party to any meeting or proceeding during the Title IX grievance process; (ii) assist the party with the gathering of evidence during a Title IX investigation; (iii) assist the party with inspecting and reviewing evidence gathered by the Title IX Investigator(s); (iv) be asked by the respective party to assist in making meaningful written responses to the information gathered throughout the investigative process; (v) attend the live hearing and conduct cross-examination, orally and in real time; and (vi) may be asked by the respective party to assist in submitting a written statement in support of, or challenging, the outcome of the live hearing, if necessary.

The University will not limit the choice or presence of the advisor for either the complainant or respondent in any meeting or grievance proceeding but may impose restrictions on the extent to which the advisor may participate in the proceedings. Any and all such restrictions will apply equally to complainants and respondents. The Investigation

Process and Hearing Process sections of this Policy further discuss the roles and responsibilities of advisors with additional specificity.

Advisors During a Live Hearing

The right to have an advisor present throughout the hearing process extends to live hearings as well, if one occurs. If a party does not have an advisor present at the hearing, the University will provide that party with an advisor. At the live hearing, each party's advisor will be permitted to ask the other party and any witnesses all relevant questions and follow-up questions, including those that challenge credibility.

The Investigation Process

The Title IX Office operates in an impartial and unbiased manner and does not advocate on behalf of the individualized interests of the complainant or the respondent. Throughout the information gathering process, the Assistant Director of EORC/Title IX Coordinator and the Title IX Investigator(s) maintain objectivity. The Investigators conduct any Title IX investigation resulting from a formal complaint under the presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Title IX grievance process.

Receipt of a Formal Complaint

The University will promptly conduct an investigation of the allegations contained in a formal complaint, and such complaints are investigated by the Title IX Investigator(s).

Upon receipt of a formal complaint, the Title IX Office will provide written notice to the parties of the allegations contained in the complaint, along with notice of the University's grievance procedures. The **notice of allegations** will include sufficient details about the allegations potentially constituting sexual harassment under this Policy and will provide the parties sufficient time to prepare a response before any initial interview. These details will include, to the extent known, the identities of the parties involved in the incident, the conduct allegedly constituting a Title IX violation, and the date and location of the alleged incident.

The notice of allegations will also specify that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process. The notice

will additionally inform the parties that they may have an advisor of their choice who may be, but is not required to be, an attorney, and that the parties may inspect and review evidence as provided for in this Policy.

If, after the initial notice is disseminated, the University decides to investigate allegations about the complainant or the respondent that are not included in the initial notice of allegations, or if new details pertaining to the allegations are discovered, all known parties will be given notice of the additional allegations or the newly discovered details.

Information Gathering

The Title IX Investigator(s) will attempt to interview the complainant and the respondent of the alleged incident. Additionally, the Title IX Investigator(s) will request from both parties any information and evidence that is directly related to the allegations under investigation, including the names of potential witnesses to interview. The

complainant and respondent will also be given equal opportunity to present witnesses during the investigation process, including fact and expert witnesses, and other inculpatory and exculpatory evidence. Both parties will also have the ability to discuss the allegations under investigation with the Title IX Investigator(s), to gather and present relevant evidence, and the Title IX Office will not restrict these abilities. Similarly, the complainant and the respondent will be given the same opportunity to have others present during any meeting that takes place during the investigation process, which includes the opportunity to be accompanied by an advisor of their choice or an advisor provided by the University. While gathering information, the Title IX Investigator(s) will not make determinations regarding credibility of the parties or witnesses, and will objectively evaluate evidence.

With respect to parties or witnesses whose participation in the investigation is invited or expected, the Title IX Office will provide them written notice of the date, time, location, participants, and purpose of the investigative interview or other meeting, and will provide sufficient time for these individuals to prepare to participate.

The Title IX Investigator(s) will also provide both parties an equal opportunity to inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint, including evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence before the conclusion of the investigation.

The Investigative Report

Prior to completion of the investigative report, the Title IX Investigator(s) will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will have ten (10) business days to submit a written response, which the Investigator will consider prior to completion of the investigative report. The Title IX Office will make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing.

Once the Title IX Investigator(s) have considered the parties' written responses, if any, and the investigation process has concluded, the Title IX Investigator(s) will create an **investigative report** that fairly summarizes relevant evidence. The report will not contain findings of fact as to whether a Title IX violation did or did not occur but will instead contain a summary of the investigation and all relevant documents submitted by the parties and potential witnesses. The Assistant Director of EORC/Title IX Coordinator and/or Title IX Investigator(s) will determine whether a piece of evidence is relevant and thus included in the investigative report.

At least ten (10) business days prior to a hearing, if a hearing is required or provided, or other time of determination regarding responsibility, the Title IX Office will send to each party and the party's advisor, if any, the final investigative report in an electronic format or hard copy, for their review and written response.

Timeframes

The University is committed to the reasonably prompt resolution of a formal complaint of sexual harassment so that parties to a Title IX case are not required to wait longer than necessary to know the resolution of a formal complaint of sexual harassment.

The Title IX Investigator(s) will make every effort to investigate the allegations raised in a formal complaint but will not allow speed to interfere with the quality of the investigation. The time required to conduct a thorough and complete investigation will vary depending upon, among other things, the complexity of the allegations, the availability or absence of the parties or witnesses, the number of witnesses, the volume of documentary evidence that

must be reviewed or gathered, break periods and periods where the University is either on break or closed, or concurrent law enforcement activity that may require the University to suspend its investigation or other Title IX proceedings in deference to law enforcement activity.

The timeframe for the resolution of a formal complaint may be extended for good cause with written notice to the parties and an explanation for the delay. **Good cause** includes, but is not limited to, considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

Informal Resolution Process

At any time prior to the Independent Decision-Maker reaching a determination regarding the respondent's responsibility, the Assistant Director of EORC/Title IX Coordinator may offer to coordinate an informal resolution process, such as **mediation**, that does not involve a full investigation and adjudication of the complainant's allegations. The informal resolution process is only available after a formal complaint has been filed and cannot be used to resolve allegations that a University employee sexually harassed a student.

If the complainant and respondent are interested in pursuing informal resolution of a complaint, both parties will be notified of the allegations, the requirements of the informal resolution process, including any circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, and any consequences resulting from participation in the informal resolution process, including what records will be maintained and shared. Before an informal resolution process may proceed, the complainant and the respondent must voluntarily agree to the process in writing. The parties cannot be compelled to participate. Before reaching an agreement through the mediation process, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint. If, however, the parties reach an agreement during this process, the terms of the **mediation agreement** will be memorialized in writing and will be binding upon the parties. Violation of the written agreement will result in the student being charged with Disregard for University Authority, DSA.SC.200.010, and may result in the agreement being voided.

If the parties are unable to reach an agreement through the informal resolution process, the investigation and/or adjudication process will resume.

Pre-Hearing Conference

Once the investigative report has been made available to the parties and their advisors, if any, the Title IX Office will schedule an individual **pre-hearing conference** with both the complainant and the respondent. During the pre-hearing conference, the parties will be informed of their rights and will be instructed on the remainder of the Title IX grievance process. In addition, both parties will be asked to provide the names of any advisors and witnesses who they anticipate will participate in the live hearing, should a hearing take place. Additional meetings with the complainant or respondent will be scheduled if necessary.

The Hearing Process

If the respondent to a Title IX case is a University employee and thus not given the opportunity to participate in the informal resolution process, or the parties have not agreed to the informal resolution process, and other circumstances do not prevent a Title IX case from moving forward, the matter will be resolved by the University's designated Independent Decision-Maker through a live hearing.

The Independent Decision-Maker reaches a determination as to the respondent's responsibility, but operates under the presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Title IX grievance process.

Determining the Time and Location of The Hearing

After the pre-hearing conference, the designated Hearing Clerk will work with the complainant, respondent, advisors, witnesses, and the Independent Decision-Maker to determine the time and location of the live hearing.

The Live Hearing

The live hearing will take place on the date and time agreed to by the complainant and respondent. A **live hearing** does not require that the parties, the Independent Decision-Maker, or other individuals participating in the hearing process meet face to face at the same geographic location. Live hearings may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. Additionally, at the request of either the complainant or the respondent, the University will facilitate the live hearing with the parties located in separate rooms with technology enabling the Independent Decision-Maker and the parties to simultaneously see and hear the party or witness answering questions. Live hearings are closed proceedings and not open to the public. Live hearings may be conducted entirely virtually at the discretion of the Assistant Director of EORC/Title IX Coordinator.

The **Independent Decision-Maker** will preside over the live hearing and is vested with the authority to maintain the order of the parties, participants, and proceedings. At the beginning of the live hearing, the Independent Decision-Maker will give an overview of the hearing process. During the hearing, the complainant and respondent will have the opportunity to present and challenge evidence. If the Independent Decision-Maker makes any credibility determinations about a hearing participant, those determinations will not be based on a person's status as a complainant, respondent, or witness.

The complainant and the respondent are permitted to make an **opening statement** to the Independent Decision-Maker at the beginning of the live hearing. Similarly, both parties are permitted to make a **closing argument** to the Independent Decision-Maker at the conclusion of the live hearing. Either party may elect to have their advisor make their opening statement, closing argument, or both. The opening statement must not exceed ten (10) minutes in length. The closing statement must not exceed twenty (20) minutes in length.

The Title IX Office will make any such evidence that was subject to the parties' inspection and review prior to the completion of the investigative report available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for the purposes of cross-examination.

Cross Examination and Relevance of Evidence

All evidence presented during the live hearing, as well as all questions asked during the cross-examination portions of the live hearing, must be relevant. A piece of evidence or a cross-examination question is **relevant** if (i) it has any tendency to make a fact more or less probable than it would be without the evidence; and (ii) the fact is of consequence in determining the case.

The Independent Decision-Maker may ask questions and will permit each party's advisor to ask questions, and follow up questions, including those that challenge credibility, but all questions asked during such **cross-examination** must be relevant. Cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor and never by a party personally. If a party does not have an advisor present at the hearing, the University will provide that party an advisor of the University's choice at no cost to that party. If the Independent Decision-Maker makes any credibility determinations about a hearing participant, those determinations cannot be based on a person's status as a complainant, respondent, or witness.

Before a complainant, respondent, or witness answers a cross-examination or other question, the Independent Decision-Maker must first determine whether the question is relevant and will explain any decision to exclude a question as not relevant. All questions and evidence about the complainant's sexual behavior or predisposition are irrelevant and therefore must be excluded from evidence during the live hearing, unless: (i) such evidence about the complainant's sexual behavior is offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or (ii) the evidence concerns specific incidents of the complainant's sexual behavior with respect to the respondent and is offered to prove consent.

Title IX Investigator as A Witness

The Title IX Investigator(s) may be called as a witness by either party or the Independent Decision-Maker to present information regarding the investigation. As with any witness, the Title IX Investigator(s) will not testify as to whether a Title IX violation occurred nor be asked their opinion about the respondent's responsibility or lack thereof but will only testify to their first-hand knowledge of the facts gathered during the investigation. In addition, the Title IX Investigator(s) may testify as to any factual inconsistencies found during the investigation.

Standard of Evidence to Be Applied

In reaching a determination regarding responsibility, the Independent Decision-Maker will apply a **preponderance of the evidence standard**. This standard requires a showing that a particular party's evidence is more credible or convincing than that presented by the other party, or a showing that the fact to be proven is more probable than not.

The Decision of The Independent Decision-Maker

The decision of the Independent Decision-Maker regarding the respondent's responsibility as well as possible sanctions will be determined within five (5) business days of the completion of the live hearing.

The Independent Decision-Maker will issue a **written determination regarding responsibility**, which will include: identification of the allegations potentially constituting sexual harassment;

- i. a description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence, and hearings held;
- ii. findings of fact supporting the determination;
- iii. conclusions regarding the application of the University's Title IX Policy to the facts;
- iv. a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the University will impose on the respondent, if any, and

- whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the complainant; and
- v. the University's procedures and permissible bases for the complainant or the respondent to appeal the decision. The complainant and the respondent will be notified of the Independent Decision-Maker's determination simultaneously.

The determination regarding responsibility becomes final on the date that the University provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Recording the Live Hearing

The Independent Decision-Maker will create an audio recording, audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review.

Disciplinary Sanctions

Title IX encompasses a wide range of prohibited conduct. As such, depending upon the facts and circumstances of a particular Title IX Policy violation, sanctions resulting from a finding of responsibility may range from a verbal reprimand to expulsion from the University. Sanctions are enforced immediately upon determination of the violation.

The following list encompasses all possible sanctions that may be imposed by the University:

- **Oral reprimand:** An oral statement of disapproval with or without written follow-up communication.
- **Written reprimand:** A written notice to the respondent of the inappropriate nature of the conduct.
- **Disciplinary probation:** Probation accompanied by a written reprimand to the respondent for violation of the Title IX Policy. Probation is for a definite period of time and includes the possibility of more severe sanctions if the respondent is found responsible for violating any other University rules and regulations during the probationary period.
- **Loss of privileges:** Denial of specified privileges for a designated period of time. This may include, but is not limited to, loss of visitation rights, denial of participation in specific programs, denial of participation in University-related organizations or groups, denial of the right to attend University-sponsored events, and denial of access to campus resources or facilities.
- **Restitution:** Reasonable compensation for loss, damage, or injury to the appropriate party. Restitution may take the form of community service, monetary compensation, or material replacement.
- **Community service:** Assignments for the benefit of the University or community. Community service assignments must be approved by the Assistant Director of EORC/Title IX Coordinator.
- **Assessment:** A respondent may be required to attend sessions with a counselor for an assessment, either

through the University's Counseling Center, Student Health Services, or an outside provider.

- **Substance abuse education:** A respondent may be required to meet with a substance abuse educator or attend programs designed to help the student deal with substance abuse issues and learn from the experience.
- **Wellness education:** A respondent may be required to undergo mental health and well-being education (such as anger management, impulse control, etc.) or attend programs designed to help the student with mental health and learn from the experience.
- **Educational project(s):** A respondent may be required to participate in educational projects that will enhance the educational impact of the Title IX grievance process on the respondent, which may include oral or written reports to the Assistant Director of EORC/Title IX Coordinator. Educational sanctions are designed to increase the respondent's understanding of how their behavior affects others. Educational projects may include, but are not limited to, completion of an alcohol or drug education course, an integrity course, remedial training on sexual misconduct issues, essays, reports, etc.
- **Suspension:** Separation of the student respondent from the University for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.
- **Demotion:** A reduction in an employee's job title, responsibilities, and/or salary.
- **Expulsion:** Permanent separation of the student respondent from the University community without the possibility of readmission. This sanction will be noted on the academic transcript of the respondent.
- **Termination:** Permanent termination of the respondent's employment with the University.
- A **combination** of any of the above sanctions.

Other remedies: Though not a disciplinary sanction, the Independent Decision-Maker may order remedies which are designed to restore or preserve equal access to the University's education program or activity by the University to the complainant.

Appeals

If a party wishes to appeal a determination regarding responsibility, including sanctions, or a dismissal of a formal complaint or any allegations therein, that party may submit a written appeal. For cases involving a student respondent, appeals must be filed with the Appellate Consideration Board for the University within ten (10) business days of the receipt of the decision from the Independent Decision-Maker or notice of dismissal. For cases involving a faculty respondent, appeals must be filed with the Office of the Provost within five (5) business days of the receipt of the decision from the Independent Decision-Maker or notice of dismissal. The decision of both the Appellate Consideration Board and the Provost is final.

The appeal must articulate which one or more of the three grounds for appeal are being asserted, explain in detail why the appealing party believes the appeal should be granted, and articulate what specific relief the appealing party seeks.

If the appeal is based upon discovery of new information, a description/documentation of the new information and reason it was not discoverable prior to the hearing must be included in the written appeal. The appeal is not intended to re-hear or re-argue the same case. Arguments are limited to the specific grounds outlined in the appeal bases below.

Bases for An Appeal

The University will offer both parties an appeal from a determination regarding responsibility, including sanctions, and from the University's dismissal of a formal complaint or any allegations therein, on the following bases:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or
- The Assistant Director of EORC/Title IX Coordinator, Investigator(s), or Independent Decision-Maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter and/or affected the determination of the sanction.

After an Appeal Has Been Filed

The non-appealing party will be notified in writing when an appeal is filed. The complainant and respondent will be provided a reasonable, equal opportunity to submit a written statement in support of, or challenging, the outcome of the grievance proceeding giving rise to the appeal. The non-appealing party will have ten (10) business days to submit a response to the appeal. The decision-maker for the appeal will not be the Assistant Director of EORC/Title IX Coordinator, Title IX Investigator(s), nor the Independent Decision-Maker that reached the determination regarding responsibility or dismissal of a complaint giving rise to the appeal.

Review by The Appellate Consideration Board or The Provost

The Chancellor of the University has delegated final authority of review of Title IX cases involving a student respondent to the Appellate Consideration Board. Final authority of review of Title IX cases involving an employee respondent has been given to the Provost.

The Appellate Consideration Board or the Provost will review the written request for appellate consideration, the case file, and any audio recording, audiovisual recording, or transcript of the live hearing. The Appellate Consideration Board or the Provost may request new information or materials from the complainant, respondent, Independent Decision-Maker, conduct officers, Assistant Director of EORC/Title IX Coordinator, Title IX Investigator(s), or witnesses.

In determining the merit of an appeal, the Appellate Consideration Board or the Provost will not substitute its judgment for the decision of the Independent Decision-Maker that presided over the live hearing with respect to a finding of responsibility. The appeal is not a rehearing of the case.

The Decision of The Appellate Consideration Board or The Provost

After reviewing the appeal and the documents related to a case, the Appellate Consideration Board or the Provost will make a decision based upon the basis or bases of the appeal.

For appeals based on a claim of **procedural irregularity** that affected the outcome of the matter, the Appellate Consideration Board or the Provost may: (i) remand the case to the Independent Decision-Maker with specific questions and/or instructions to consider, or (ii) remand the case to a new designated Independent Decision-Maker for a new live hearing.

For appeals based on a claim of **new evidence** that was not reasonably available at the time the determination regarding responsibility was made, which affected the outcome of the matter, the Appellate Consideration Board or the Provost may: (i) uphold the decision and/or sanction as the new evidence would not affect the rationale of a designated Independent Decision-Maker, or (ii) remand to the Independent Decision-Maker with specific instructions concerning the review of the new material.

For appeals based on a claim that the Assistant Director of EORC/Title IX Coordinator, Investigator(s), or Independent Decision-Maker had a **conflict of interest or bias** for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter and/or affected the determination of the sanction, the Appellate Consideration Board or the Provost may: (i) uphold the decision and/or sanction as the conflict of interest or bias did not affect the outcome of the matter, or (ii) remand the case to a new designated Independent Decision-Maker for a new hearing.

The Appellate Consideration Board or the Provost will issue a written decision describing the appeal and the rationale for the result, which will be provided to the parties simultaneously. Although the length of each appeal will vary depending on the totality of the circumstances, the Appellate Consideration Board or the Provost's written decision will typically be issued within twenty (20) business days of the Appellate Consideration Board's or the Provost's receipt of the appeal and responses, if any. The decision of the Appellate Consideration Board or the Provost is final and not subject to further appeal. In the event of remand for rehearing, the subsequent Independent Decision-Maker's outcome may be appealed in accordance with the provisions of this policy. Otherwise, any appeal right exercised under this policy will complete the process.

Emergency Removal of a Respondent

The University maintains the authority to remove a respondent from its educational programs or activities on an emergency basis if, after undertaking an individualized safety and risk analysis, it is determined that a respondent poses an immediate threat to the physical health or safety of any students or other individual arising from the allegations of sexual harassment that justifies removal, and the University provides the respondent with notice and an opportunity to challenge the decision immediately following the removal.

Administrative Leave

The University may place a non-student employee respondent on administrative leave during the pendency of the Title IX grievance process. Under this Policy, **administrative leave** consists of separation of an employee from the University, with or without pay, pending the conclusion of the Title IX grievance process. Upon the conclusion of the grievance process, the employee may or may not be able to continue their employment with the University, and conditions for continued employment, if any, may be specified.

Amnesty

To encourage University community members to timely seek medical care and to promptly report allegations of

sexual harassment and other conduct prohibited by this Policy, the University offers amnesty to those individuals who the Title IX Office learns has voluntarily consumed alcohol or other drugs relating to the alleged incident under investigation. Students who have consumed or possessed alcohol or drugs during the circumstances related to or involving the incident alleged in a Title IX report or formal complaint will not face conduct proceedings nor be otherwise sanctioned for such conduct under the University's drug and alcohol policies. This amnesty extends to complainants, respondents, and any witnesses making a report, formal complaint, or participating in an investigation or proceeding in any manner pursuant to this Policy.

The University may require an individual to undergo non-punitive alcohol or drug education or training if it appears to the Assistant Director of EORC/Title IX Coordinator that the individual may be at risk with regard to the health and safety and/or social complications that accompany the repeated and excessive use of alcohol or drugs.

Retaliation

Retaliation against an individual who initiates a Title IX complaint, participates in an investigation, or pursues legal action, is prohibited. Retaliation under this policy is defined as any adverse action, including intimidation, taken against an individual who has participated in any manner in an investigation, proceeding, or hearing under the University's policies and procedures. This definition applies to all parties and potential witnesses. Accordingly, the University nor any person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this Policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Policy. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this Policy, constitutes retaliation.

The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this provision. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this provision does not constitute retaliation, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Any person, whether a complainant, respondent, or witness, who is concerned they have experienced retaliation may file a complaint under this Policy, which the Title IX Office will promptly investigate. The Assistant Director of EORC/Title IX Coordinator may implement supportive measures or take other remedial action in response to allegations or threats of retaliation prohibited by this Policy. These measures may include, but are not limited to academic accommodations, No Contact directives, changes in course schedules, and modifications to housing assignments.

Disciplinary sanctions may be issued against anyone determined to have engaged in retaliation, including individuals who are acting on behalf of the respondent or complainant, with or without the knowledge of the complainant or respondent.

Consensual Relationships

The University's policy concerning consensual relationships can be found at ACA.EO.100.011.

Confidential and Privacy

The University will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual harassment, any complainant under this Policy, and individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness in a Title IX grievance process. Confidentiality will be maintained, except where a disclosure is required by applicable law or necessary for the conduct of any investigation, hearing, or proceeding under this Policy.

Even where an individual requests privacy or confidentiality, employees who receive a report of sexual misconduct must share that information with the Assistant Director of EORC/Title IX Coordinator unless otherwise exempt by state or federal law or other University policy. This disclosure is necessary because the employee may have a continuing obligation to maintain campus safety. The Assistant Director of EORC/Title IX Coordinator will then determine whether further investigation is warranted, notwithstanding the request for privacy or confidentiality.

A complainant has the autonomy to decide whether or not to file a complaint and whether or not to participate in a Title IX grievance process. However, the Assistant Director of EORC/Title IX Coordinator may determine that the circumstances of an alleged incident are so severe or that the allegations otherwise indicate there is an ongoing danger to the complainant and/or members of the University community such that action must be taken on the part of the University beyond the action requested by the complainant. The Assistant Director of EORC/Title IX Coordinator has the discretion to proceed with a Title IX investigation, without the complainant's involvement, by signing a formal complaint against the respondent.

When determining whether to proceed without cooperation from the complainant, the Assistant Director of EORC/Title IX Coordinator will weigh a number of factors. Examples of factors the Assistant Director of EORC/Title IX Coordinator will consider include:

- the risk of the respondent committing additional acts;
- if the respondent has threatened to commit additional acts;
- if other complaints have been reported about the same respondent;
- if the complaint involves multiple respondents;
- the respondent's history of arrests or other conduct records;
- the involvement of a weapon;
- the ages of the complainant and respondent;
- whether the respondent is in a position of authority over the complainant;
- whether the allegations involve violence or serial predatory conduct; and/or
- the University's ability to move forward with the investigation without the complainant.

If the Assistant Director of EORC/Title IX Coordinator moves forward with the investigation, with or without the complainant's participation, information will only be shared with those individuals who are responsible for handling the school's response to the complaint and those necessary to the investigation. The Assistant Director of EORC/Title IX Coordinator will inform the complainant, to the extent possible, of individuals with whom information about the complaint will be shared.

Contact Information

The University's Assistant Director of EORC/Title IX Coordinator oversees policies and procedures that apply to reports and formal complaints alleging sex discrimination (including sexual harassment, sexual assault, and sexual violence) by employees, students or third parties. Responsibilities performed in this Policy by "the Assistant Director of EORC/Title IX Coordinator" may be performed by the Assistant Director of EORC/Title IX Coordinator, or by another University employee trained by, and acting under the supervision of, the Assistant Director of EORC/Title IX Coordinator. Contact information for The University of Mississippi's Assistant Director of EORC/Title IX Coordinator is listed below.

Honey Ussery
P.O. Box 1848
Assistant Director of Equal Opportunity
120 Lester Hall
& Regulatory Compliance and Title IX Coordinator
Phone: (662) 915-7045 titleix@olemiss.edu or hbussery@olemiss.edu

Policy Regarding Weapons on Campus

Except under the narrow circumstances outlined in the [Campus Weapons Policy](#), the possession of firearms and other weapons on campus is prohibited and may constitute a felony in certain circumstances.

Mississippi State Law Related to Prohibited Conduct

Rape: M.S. Code §97-3-71

Every person who shall be convicted of an assault with intent of forcible sexual penetration of any person shall be punished by imprisonment in the penitentiary for life, or for such shorter time as may be fixed by the jury, or by the court upon the entry of a plea of guilty.

Sexual Battery: M.S. Code §97-3-95

A person is guilty of sexual battery if he or she engages in sexual penetration with: another person without his or her consent; a mentally defective, mentally incapacitated, or physically helpless person; a child at least fourteen (14) but under sixteen (16) years of age, if the person is thirty-six (36) or more months older than the child; or a child under the age of fourteen (14) years of age, if the person is twenty-four (24) or more months older than the child.

A person is guilty of sexual battery if he or she engages in sexual penetration with a child under the age of eighteen (18) years if the person is in a position of trust or authority over the child including without limitation of the child's teacher, counselor, physician, psychiatrist, psychologist, minister, priest, physical therapist, chiropractor, legal guardian, parent, stepparent, uncle, aunt, scout leader or coach.

Consent: M.S. Code §97-3-97 (c)-(d)

A “mentally incapacitated person” is one rendered incapable of knowing or controlling his or her conduct or incapable of resisting an act due to the influence of any drug, narcotic, anesthetic, or other substance administered to that person without his or her consent.

A “physically helpless person” is one who is unconscious or one who for any other reason is physically incapable of communicating an unwillingness to engage in an act.

Domestic Violence Simple Assault: M.S. Code §97-3-7(3)

(a) When the offense is committed against a current or former spouse of the defendant or a child of that person, a person living as a spouse, or who formerly lived as a spouse with the defendant or a child of that person, a parent, grandparent, child, grandchild, or someone similarly situated to the defendant, a person who has a current or former dating relationship with the defendant, or a person with whom the defendant has had a biological or legally adopted child, a person is guilty of simple domestic violence who: attempts to cause or purposely, knowingly, or recklessly causes bodily injury to another, negligently causes bodily injury to another with a deadly weapon or other means likely to produce death or serious bodily harm; or attempts by physical menace to put another in fear of imminent serious bodily harm. Upon conviction, the defendant shall be punished by a fine of not more than Five Hundred Dollars (\$500) or by imprisonment in the county jail for not more than six (6) months, or both.

(b) **Simple domestic violence: third.** A person is guilty of the felony of simple domestic violence third who commits simple domestic violence as defined in this subsection (3) and who, at the time of the commission of the offense in question, has two (2) prior convictions, whether against the same or another victim, within seven (7) years, for any combination of simple domestic violence under this subsection (3) or aggravated domestic violence as defined in subsection (4) of this section or substantially similar offenses under the law of another state, of the United States, or of a federally recognized Native American tribe. Upon conviction, the defendant shall be sentenced to a term of imprisonment not less than five (5) nor more than ten (10) years.

Aggravated Assault: M.S. Code §97-3-7(4)

(a) When the offense is committed against a current or former spouse of the defendant or a child of that person, a person living as a spouse or who formerly lived as a spouse with the defendant or a child of that person, a parent, grandparent, child, grandchild, or someone similarly situated to the defendant, a person who has a current or former dating relationship with the defendant, or a person with whom the defendant has had a biological or legally adopted child, a person is guilty of aggravated domestic violence who: attempts to cause serious bodily injury to another, or causes such an injury purposely, knowingly, or recklessly under circumstances manifesting extreme indifference to the value of human life; attempts to cause or purposely or knowingly causes bodily injury to another with a deadly weapon or other means likely to produce death or serious bodily harm; or strangles, or attempts to strangle another. Upon conviction, the defendant shall be punished by imprisonment in the custody of the Department of Corrections for not less than two (2) nor more than twenty (20) years.

(b) **Aggravated domestic violence; third.** A person is guilty of aggravated domestic violence

third, who at the time of the commission of that offense, commits aggravated domestic violence as defined in this subsection (4) and who has two (2) prior convictions within the past seven (7) years, whether against the same or another victim, for any combination of aggravated domestic violence under this subsection (4) or simple domestic violence third as defined in subsection (3) of this section, or substantially similar offenses under the laws of another state, of the United States or a federally recognized Native American tribe. Upon conviction for aggravated domestic violence third, the defendant shall be sentenced to a term of imprisonment of not less than ten (10) nor more than twenty (20) years.

Sentencing for fourth or subsequent domestic violence offense (M.S. Code §97-3-7(5))

(c) Any person who commits an offense defined in subsection (3) or (4) of this section and who, at the time of the commission of that offense, has at least three (3) previous convictions, whether against the same or different victims, for any combination of offenses defined in subsections (3) and (4) of this section or substantially similar offenses under the law of another state, of the United States, or of a federally recognized Native American tribe, shall, upon conviction, be sentenced to imprisonment for not less than fifteen (15) years nor more than twenty (20) years. In sentencing under subsections (3), (4), and (5) of this section, the court shall consider as an aggravating factor whether the crime was committed in the physical presence or hearing of a child under sixteen (16) years of age who was, at the time of the offense, living within either the residence of the victim, the residence of the perpetrator, or the residence where the offense occurred.

Stalking: M.S. Code §97-3-107

(1)(a) Any person who purposefully engages in a course of conduct directed at a specific person, or who makes a credible threat, and who knows or should know that the conduct would cause a reasonable person to fear for his or her own safety, to fear for the safety of another person, or to fear damage or destruction of his or her property, is guilty of the crime of stalking.

(b) A person who is convicted of the crime of stalking under this section shall be punished by imprisonment in the county jail for not more than one (1) year or by a fine of not more than One Thousand Dollars (\$1,000.00), or by both such fine and imprisonment.

(c) Any person who is convicted of a violation of this section when there is in effect at the time of the commission of the offense a valid temporary restraining order, ex parte protective order, protective order after hearing, court approved consent agreement, or an injunction issued by a municipal, justice, county, circuit or chancery court, federal or tribal court or by a foreign court of competent jurisdiction prohibiting the behavior described in this section against the same party, shall be punished by imprisonment in the county jail for not more than one (1) year and by a fine of not more than One Thousand Five Hundred Dollars (\$1,500.00).

(2)(a) A person who commits acts that would constitute the crime of stalking as defined in this section is guilty of the crime of aggravated stalking if any of the following circumstances exist:

(i) At least one (1) of the actions constituting the offense involved the use or display of a deadly weapon with the intent to place the victim of the stalking in reasonable fear of death or great bodily injury to self or a third person;

(ii) Within the past seven (7) years, the perpetrator has been previously convicted of stalking or aggravated stalking under this section or a substantially similar law of another state, political subdivision of another state, of the United States, or of a federally recognized Indian tribe, whether against the same or another victim; or

(iii) At the time of the offense, the perpetrator was a person required to register as a sex offender pursuant to state, federal, military or tribal law and the victim was under the age of eighteen (18) years.

(b) Aggravated stalking is a felony punishable as follows:

(i) Except as provided in subparagraph (ii), by imprisonment in the custody of the Department of Corrections for not more than five (5) years and a fine of not more than Three Thousand Dollars (\$3,000.00).

(ii) If, at the time of the offense, the perpetrator was required to register as a sex offender pursuant to state, federal, military or tribal law, and the victim was under the age of eighteen (18) years, by imprisonment for not more than six (6) years in the custody of the Department of Corrections and a fine of Four Thousand Dollars (\$4,000.00).

(3) Upon conviction, the sentencing court shall consider issuance of an order prohibiting the perpetrator from any contact with the victim. The duration of any order prohibiting contact with the victim shall be based upon the seriousness of the facts before the court, the probability of future violations, and the safety of the victim or another person.

(4) Every conviction of stalking or aggravated stalking may require as a condition of any suspended sentence or sentence of probation that the defendant, at his own expense, submit to psychiatric or psychological counseling or other such treatment or behavioral modification program deemed appropriate by the court.

(5) In any prosecution under this section, it shall not be a defense that the perpetrator was not given actual notice that the course of conduct was unwanted or that the perpetrator did not intend to cause the victim fear

(6) When investigating allegations of a violation of this section, law enforcement officers shall utilize the Uniform Offense Report prescribed by the Office of the Attorney General in consultation with the sheriffs' and police chiefs' associations. However, failure of law enforcement to utilize the Uniform Offense Report shall in no way invalidate the crime charged under this section.

(7) For purposes of venue, any violation of this section shall be considered to have been committed in any county in which any single act was performed in furtherance of a violation of this section. An electronic communication shall be deemed to have been committed in any county from which the electronic communication is generated or in which it is received.

For the purposes of this section:

- "Course of conduct" means a pattern of conduct composed of a series of two (2) or more acts over a period of time, however short, evidencing a continuity of purpose and that would cause a reasonable person to fear for his or her own safety, to fear for the safety of another person, or to fear damage or destruction of his or her property. Such acts may include, but are not limited to, the following or any combination thereof, whether done directly or indirectly:
 - (i) following or confronting the other person in a public place or on private property against

the other person's will; (ii) contacting the other person by telephone or mail, or by electronic mail or communication as defined in [Section 97-45-1](#); or (iii) threatening or causing harm to the other person or a third party.

- “Credible threat” means a verbal or written threat to cause harm to a specific person or to cause damage to property that would cause a reasonable person to fear for the safety of that person or damage to the property.

- “Reasonable person” means a reasonable person in the victim's circumstances.

(8) The incarceration of a person at the time the threat is made shall not be a bar to prosecution under this section. Constitutionally protected activity is not prohibited by this section.

Resources

VIP: Survivor Support

Shelli Poole

Assistant Director and Confidential Advocate
Violence Intervention and Prevention: Survivor
Support

309 Longstreet (across from the Rebel Market)

Office: (662) 915-1059

Email: sapoole@olemiss.edu

Provides support advocacy for survivors, educates the campus on awareness and prevention, serves as a liaison between university departments and local resources.

UMatter: Student Support & Advocacy

Student Union Suite H

Office: (662) 915-7248

Fax: (662) 915-5735

Umatter@olemiss.edu

Support for every student.

Office of Equal Opportunity & Regulatory Compliance (EORC)

Honey Ussery

Assistant Director of EORC and Title IX Coordinator

Office of Equal Opportunity & Regulatory Compliance

120 Lester Hall

Office: (662) 915-7045

Fax: (662) 915-1229

Email: hbusser@olemiss.edu or titleix@olemiss.edu

Students, faculty, or staff who believe they have been victims of sex discrimination, including sexual assault, may submit a complaint. This office is required to investigate any allegations of sex discrimination of which it is made aware and may contact you to ask for more information.

University Counseling Center (Confidential)

220 Lester Hall

Office: (662) 915-3784

Fax: (662) 915-7831

Email: counslg@olemiss.edu

Offers free individual and group counseling for students, faculty, and staff; can help with issues including depression and anxiety.

UM Psychological Services Center (Confidential)

382 Kinard Hall

Office: (662) 915-7385

Offers therapy and assessment for students, faculty, and staff coping with issues including depression and anxiety; reasonable fees may apply.

Clinic for Outreach and Personal Enrichment (COPE)

Clinical Coordinator

2301 S. Lamar Blvd.

Office: (662) 915-7197

Office of Conflict Resolution and Student Conduct

Tracy Murry

100 Sommerville Hall

Office: (662) 915-1387

Email: temurry@olemiss.edu

University Police Department

Kinard Hall – Wings C & D

(662) 915-4911 for emergencies

(662) 915-7234 for non-emergencies

To report a crime or to file criminal charges.

Timely reports of criminal victimization and preservation of the crime scene are critical to the successful investigation and eventual prosecution. In particular, victims of any sexual assault are strongly encouraged to report the offense to UPD immediately. Victims should attempt to preserve all physical evidence carefully; do not change clothes, shower, wash hands, drink or eat, or touch anything the violator handled. Victims are encouraged to seek immediate medical attention at:

On-Campus

Student Health Center in the V.B. Harrison Health Center

400 Rebel Drive

Open M-F 8AM-5PM

Office: (662) 915-7274

Offers sexual assault examinations, a.k.a. “rape kits” by SANE-trained health care providers; testing for STIs, HIV, and pregnancy; emergency medications and follow-up health care.

Off-Campus

Baptist Memorial Hospital-North Mississippi

Belk Blvd.

(662) 236- 112.

Oxford Police Department

715 Molly Barr Road

911 for emergencies

(662) 232-2400 for non-emergencies

To report a crime or to file criminal charges for incidents occurring in the city.

Lafayette County Sheriff's Office

711 Jackson Avenue East

911 for emergencies

(662) 234-6421

To report a crime or to file criminal charges for incidents occurring in the county.

Family Crisis Services of Northwest Mississippi

(662) 234-9929 (available 24/7)

For support, counseling, and advice off-campus.

Policy for Reporting the Annual Disclosure of Crime Statistics

UPD has been designated as the compliance office for ensuring the requirements of the Clery/Minger Acts are met and prepares the combined Annual Security and Fire Safety Report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act and the Higher Education Opportunity Act. This will transition next year to the newly created Clery Compliance Coordinator within the Equal Opportunity and Regulatory Compliance Office.

This report is prepared in cooperation with the Oxford Police Department, Lafayette County Sheriff's Department, Department of Student Housing, Office of Conflict Resolution and Student Conduct, Office of Human Resources, Office of Admissions, University Health Services, Office of Leadership and Advocacy, Fire Services, and other University departments. Each entity provides updated information on its educational efforts and programs to comply with the Act. Campus crime, arrest, and referral statistics include those reported to UPD, designated campus security authorities, and local law enforcement agencies.

All students, staff, and faculty are notified annually via email of the availability of the Annual Security and Fire Safety Report on the University website. All prospective employees and students are also advised of this report's availability and location via the Office of Human Resources or the Office of Admissions (through application processes). Copies of the Annual Security Report and Fire Safety Report also may be obtained at the University Police Department located in Kinard Hall – Wing C.

Campus Security Authorities include the following:

- A campus police department or campus security department of the university;
- Any individual who has responsibility for campus security but who is not a member of the campus police department or the campus security department;
- Any individual specified in the university's statement of campus security policy as an individual to whom students and employees should report criminal offenses;
- Any individual of the university who has significant responsibility for student and

campus activities.

Vice-Chancellor for Student Affairs
Assistant Vice Chancellor for Student Affairs
Director of Admissions
Director of the Ole Miss Union
Director of Campus Recreation
Director of Career Center
Director of the Center for Student Success and First-Year Experience
Director of the Center for Inclusion and Cross-Cultural Engagement
Director of University Counseling Center Dean of Students
Director of Financial Aid
Director of Luckyday Scholarship Programs
Director of Student Housing
Director of University Health Services
Director of Police and Campus Safety
Director of the Office of Conflict Resolution and Student Conduct
Director of Student Disability Services
Director of Leadership and Advocacy
Director of Fraternal Leadership and Learning
Director of Wellness Education
Student Organizations Coordinator
Office of Equal Opportunity and Compliance
Assistant Director of EORC
Violence Prevention Program Case Manager
Director of Athletic Programs
Assistant Director of Athletic Programs
Associate Directors of Athletic Programs
Head Coaches for Athletic Teams
Assistant Coaches for Athletic Teams
Department of Student Housing Associate Directors
Department of Student Housing Assistant Directors
Department of Student Housing Area Coordinators
Department of Student Housing Hall Directors
Department of Student Housing Community Assistants
Facilities Management: Fire Services
Office of the Provost
Academic Advisors
Commanding Officers of Military Studies

The Campus Security Authority Reporting Form can be found [here](#). To assist the University in complying with the federal Clery Act, this form should be utilized by Campus Security Authorities (CSAs) to report crimes to UPD as soon as possible after a crime has been reported to the CSA. Under the Clery Act, a crime is reported to a CSA when a student, employee, or third party brings information about an alleged crime to the attention of the CSA and the CSA believes the report was made in good faith. UPD will use the information provided in this form to classify the crime for inclusion in the University's annual crime statistics. If you report the incident to the police, please do not fill out this form.

Crime Statistics Location Definitions:

The crime statistics reported are broken down geographically according to the following categories: On Campus, Residential Facility, Non-campus Property, and Public Property. The following definitions apply to these geographic categories:

On-Campus: All academic, administrative, and athletic buildings on the main Oxford campus and all common outdoor areas on the University of Mississippi property.

Residential Facilities: Buildings on campus where people live. These numbers are reflected in the On-Campus totals.

Non-Campus Buildings and Properties: Includes all University of Mississippi buildings and properties not within the same reasonably contiguous geographic area of the main campus. (This includes the Golf Course, Airport, Biological Field Station, and Rowan Oak)

Public Properties: All public property such as thoroughfares, streets, sidewalks, and parking facilities within the campus or immediately adjacent to and accessible from the campus.

Campus map: Map.olemiss.edu.

Definitions of Crimes

Pursuant to the Clery Act, crimes must be classified based on the Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting Handbook (UCR).

Criminal Offenses

Murder/Non-Negligent Manslaughter: The willful (non-negligent) killing of one human being by another.

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

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

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the victim's consent.

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

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

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

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

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

Burglary: The unlawful entry of a structure to commit a felony or 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 the surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category.

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

Hate Crimes

Any criminal offense (as listed above) committed against a person or property which is motivated, in whole or part, by the offender's bias. Bias is a negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, or ethnicity/national origin.

The Clery Act Categories of Bias:

Race: A preformed negative attitude towards a group of persons who possess common physical characteristics (e.g., the color of skin, eyes, and hair; facial features, etc.) genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind.

Gender: A performed negative opinion or attitude toward a group of persons because those persons are male or female.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.

Sexual Orientation: A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex.

Ethnicity/national origin: A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs, and traditions.

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age, or illness. In conjunction

with the Clery Act, hate crimes include any of the offenses listed above and the offenses motivated by bias below:

Larceny/Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Larceny and theft mean the same thing in the UCR). Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Intimidation: To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the owner's consent or the person having custody or control of it.

Arrests and Referrals for Disciplinary Actions

The Clery Act requires reporting of arrests and referrals for disciplinary actions for the following violations:

Liquor Law Violations: State and local liquor law violations except drunkenness and driving under the influence. Federal violations are excluded.

Drug Law Violations: State and local offenses relating to the unlawful possession, sale, use, growing, and manufacturing of narcotic drugs. The following drug categories are specified: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics – manufactured narcotics that can cause true addiction.

Weapons Law Violations: All violations of regulations or statutes controlling the carrying, using, possessing, furnishing, and manufacturing of deadly weapons or silencers. Attempts are included.

Crimes Reported to UPD:


**The University of Mississippi
Department of Police & Campus Safety**



Offense Type	Year	On Campus	Residential Facilities A subset of On Campus	Non-Campus Building & Property	Public Property	Total	Unfounded
Murder & Non-negligent Manslaughter	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Rape	2020	3	3	1	0	4	0
	2021	4	3	0	0	4	0
	2022	1	1	0	0	1	0
Fondling	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	1	0	0	0	1	0
Incest	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Robbery	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	1	0	0	0	1	0
Aggravated Assault	2020	0	0	1	0	1	0
	2021	0	0	0	0	0	0
	2022	2	2	0	0	2	0

Burglary	2020	1	0	1	0	2	0
	2021	1	1	0	0	1	0
	2022	7	4	0	0	7	2
Motor Vehicle Theft	2020	1	0	0	0	1	0
	2021	0	0	0	0	0	0
	2022	1	0	0	0	0	0
Arson	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0

Number of Arrests by University Police Department for Select Offenses:

<p>The University of Mississippi</p> <p>Department of Police & Campus Safety</p> 					
Incident	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property
Liquor Law Arrests	2020	0	0	0	0
	2021	3	0	0	0
	2022	4	0	0	0
Drug Law Arrests	2020	15	7	1	1
	2021	27	14	0	0
	2022	16	9	0	0
Weapons Arrests	2020	0	0	0	0
	2021	0	0	0	0
	2022	1	1	0	0

Does not include DUI and Public Drunk

Referrals:

The University of Mississippi
Department of Police & Campus Safety



Incident	Year	On Campus	Residential Facilities	Non-Campus Buildings	Public Property
Liquor Law Violations	2020	276	249	0	0
	2021	143	104	1	0
	2022	110	79	0	0
Drug Violations	2020	23	18	0	0
	2021	51	33	0	0
	2022	92	78	0	0
Weapons Violations	2020	1	1	0	0
	2021	0	0	0	0
	2022	4	4	0	0

Hate Crimes on Campus:

The University of Mississippi
Department of Police & Campus Safety



Offense Type	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total	Unfounded
Murder & Non-negligent Manslaughter	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0

	2022	0	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Rape	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Fondling	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Incest	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Robbery	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Aggravated Assault	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Burglary	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0

Arson	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0


Hate Crimes on Campus

None of the criminal offenses from the above chart manifested evidence of prejudice based on race, gender, religion, sexual orientation, ethnicity, or disability, nor were there any reported criminal incidents involving bodily injury which manifested similar prejudice.

Hate Crimes Reported on Campus Other Offenses:

There were zero reported incidents involving the Destruction/Damage/Vandalism of Property.


Crimes Reported to Other University Officials:

<div> The University of Mississippi Department of Police & Campus Safety </div> <div>  </div>						
Offense Type	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total
Murder & Non-negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0

Rape	2020	3	0	1	0	4
	2021	11	2	1	0	12
	2022	14	5	0	0	14
Fondling	2020	3	3	0	0	3
	2021	0	0	1	0	1
	2022	1	0	0	1	2
Incest	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Robbery	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Aggravated Assault	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Burglary	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0	0
	2021	0	0	1	0	1
	2022	0	0	1	0	1
Arson	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0


*The above crimes were not officially reported to or investigated by UPD. These statistics may also include statistics associated with specific trips made by students, which UPD requests from other law enforcement agencies with jurisdiction over the location of the trips. *

Crimes Reported to the University Police Department relating to the Violence Against Women Act

The University of Mississippi Department of Police & Campus Safety					
					
Incident	Year	On-Campus	Residential Facilities	Non-Campus Buildings	Public Property
Domestic Violence	2020	2	2	0	0
	2021	4	3	0	0
	2022	3	2	0	0
Stalking	2020	6	3	0	0
	2021	13	6	0	0
	2022	13	10	0	2
Dating Violence	2020	7	0	0	0
	2021	6	2	0	0
	2022	5	0	0	0

*Numbers also include reports to the Title IX Office and the VIP: Support Services.

Programs and Educational Events:

The University of Mississippi Department of Police & Campus Safety		
		
University Police Department		
Number of Programs	2020	162
	2021	502
	2022	585
Attendance	2020	3,681
	2021	16,667

	2022	24,725
Violence Intervention and Prevention		
Number of Programs	2020	62
	2021	97
	2022	85
Attendance	2020	15,753
	2021	14,713
	2022	16,016
Wellness Education		
Number of Programs	2020	152
	2021	187
	2022	244
Attendance	2020	9,862
	2021	12,427
	2022	6,698
Title IX		
Number of Programs	2020	60
	2021	95
	2022	73
Attendance	2020	4,989
	2021	8,202
	2022	8,517
Student Housing		
Number of Programs	2020	1
	2021	0
	2022	4
Attendance	2020	15
	2021	0
	2022	94

Other Local Agencies:**Crimes Reported to the Oxford Police Department, Three Year Comparison**

Offense Type	Year	Total Reported
Murder & Non-negligent Manslaughter	2020	1
	2021	2
	2022	3
Negligent Manslaughter	2020	1
	2021	1
	2022	1
Rape	2020	4
	2021	15
	2022	10
Fondling	2020	0
	2021	2
	2022	0
Incest	2020	0
	2021	0
	2022	0
Statutory Rape	2020	0
	2021	2
	2022	2
Robbery	2020	9
	2021	5
	2022	6
Aggravated Assault	2020	8
	2021	22
	2022	17
Burglary	2020	79
	2021	190
	2022	107
Motor Vehicle Theft	2020	16
	2021	13
	2022	14
Arson	2020	0

2021	2
2022	1

Hate Crimes Reported to the Oxford Police Department

None of the criminal offenses from the above chart manifested evidence of prejudice based on race, gender, religion, sexual orientation, ethnicity, or disability, nor were there any reported criminal incidents involving bodily injury which manifested similar prejudice.

Number of Arrests by the Oxford Police Department for Selected Offenses, Three-Year Comparison

Incident	Year	Totals
Liquor Law Violations	2020	66
	2021	115
	2022	137
Drug Violations	2020	377
	2021	289
	2022	338
Weapons Violations	2020	34
	2021	37
	2022	46

Does not include DUI and Public Drunk

Crimes Reported to the Oxford Police Department relating to the Violence Against Women Act:

Incident	Year	On-Campus
Domestic Violence	2020	137
	2021	106
	2022	103
Stalking	2020	5
	2021	6
	2022	6

Dating Violence	2020	0
	2021	0
	2022	0

Crimes Reported to the Lafayette County Sheriff's Department, Three Year Comparison

Offense Type	Year	Total Reported
Murder & Non-negligent Manslaughter	2020	1
	2021	1
	2022	0
Negligent Manslaughter	2020	0
	2021	0
	2022	0
Rape	2020	3
	2021	2
	2022	2
Fondling	2020	2
	2021	2
	2022	1
Incest	2020	0
	2021	0
	2022	0
Statutory Rape	2020	1
	2021	0
	2022	0
Robbery	2020	3
	2021	1
	2022	0
Aggravated Assault	2020	19
	2021	8
	2022	11
Burglary	2020	46
	2021	64
	2022	46
Motor Vehicle Theft	2020	0

	2021	12
	2022	9
Arson	2020	1
	2021	0
	2022	0

Hate Crimes Reported to the Lafayette County Sheriff's Department

None of the criminal offenses from the above chart manifested evidence of prejudice based on race, gender, religion, sexual orientation, ethnicity, or disability, nor were there any reported criminal incidents involving bodily injury which manifested similar prejudice.

Crimes Reported to the Lafayette County Sheriff's Department relating to the Violence Against Women Act:

Incident	Year	On-Campus
Domestic Violence	2020	62
	2021	42
	2022	51
Stalking	2020	2
	2021	2
	2022	2
Dating Violence	2020	0
	2021	0
	2022	0

Number of Arrests by the Lafayette County Sheriff Department for Selected Offenses, Three-Year Comparison

Incident	Year	Totals
Liquor Law Violations	2020	49
	2021	0
	2022	0

Drug Law Violations	2020	29
	2021	32
	2022	36
Weapons Law Violations	2020	5
	2021	4
	2022	3

Does not include DUI and Public Drunk

Regional Campuses

The above policies and notification procedures are applicable to the University's regional campuses identified below.

Crimes Reported to Desoto Center Regional Campus (Northwest Community College)

2020	Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON-CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
	CRIMINAL HOMICIDE					
	MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
	NEGLIGENT MANSLAUGHTER	0	0	0	0	0
	SEX OFFENSES					
	SEX OFFENSE: FONDLING	0	0	0	0	0
	SEX OFFENSE: INCEST	0	0	0	0	0
	SEX OFFENSE: RAPE	0	0	0	0	0
	SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
	ROBBERY	0	0	0	0	0
	AGGRAVATED ASSAULT	0	0	0	0	0
	BURGLARY	0	0	0	0	0
	MOTOR VEHICLE THEFT	0	0	0	0	0
	ARSON	0	0	0	0	0
	UNFOUNDED CRIMES TOTAL: 0					

2021 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON-CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2022 Criminal Offenses	ON CAMPUS		ON CAMPUS (TOTAL)	NON-CAMPUS	PUBLIC PROPERTY
	Student Housing	Other			
CRIMINAL HOMICIDE					
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2020	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON- CAMPUS	PUBLIC PROPERTY
		Student Housing	Oth er			
ARRESTS						
	LIQUOR LAW VIOLATIONS	0	0	0	0	0
	DRUG LAW VIOLATIONS	0	0	0	0	0
	ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
JUDICIAL REFERRALS						
	LIQUOR LAW VIOLATIONS	0	0	0	0	0
	DRUG LAW VIOLATIONS	0	0	0	0	0
	ILLEGAL WEAPONS POSSESSION	0	0	0	0	0

2021	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON- CAMPUS	PUBLIC PROPERTY
		Student Housing	Oth er			
ARRESTS						
LIQUOR LAW VIOLATIONS		0	0	0	0	0
DRUG LAW VIOLATIONS		0	0	0	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0
JUDICIAL REFERRALS						
LIQUOR LAW VIOLATIONS		0	0	0	0	0
DRUG LAW VIOLATIONS		0	0	0	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0

2022	Arrest and Judicial Referrals	ON CAMPUS		ON CAMPUS (TOTAL)	NON- CAMPUS	PUBLIC PROPERTY
		Student Housing	Oth er			
ARRESTS						
LIQUOR LAW VIOLATIONS		0	0	0	0	0
DRUG LAW VIOLATIONS		0	0	0	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0
JUDICIAL REFERRALS						
LIQUOR LAW VIOLATIONS		0	0	0	0	0
DRUG LAW VIOLATIONS		0	0	0	0	0
ILLEGAL WEAPONS POSSESSION		0	0	0	0	0

ON CAMPUS

Clery Hate Crime Statistics

2020 ON CAMPUS		Category of Hate Crime						National	Gender
Clery Act	Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	Origin	Identity
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals		0	0	0	0	0	0	0	0

2021 ON CAMPUS		Category of Hate Crime						National	Gender
Clery Act	Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	Origin	Identity
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals		0	0	0	0	0	0	0	0

2022 ON CAMPUS		Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity	
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

NON CAMPUS

Clery Hate Crime Statistics

2020 NON-CAMPUS		Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity	
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

2021 NON-CAMPUS		Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity	

MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0

2022 NON-CAMPUS		Category of Hate Crime						National	Gender
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	Origin	Identity	
MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0
ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

PUBLIC PROPERTY

Clery Hate Crime Statistics

2020 PUBLIC PROPERTY		Category of Hate Crime							National Origin	Gender Identity
Clery Act	Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability			
	MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	
	NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	
	SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	
	SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	
	SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	
	SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	
	ROBBERY	0	0	0	0	0	0	0	0	
	AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	
	BURGLARY	0	0	0	0	0	0	0	0	
	MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	
	ARSON	0	0	0	0	0	0	0	0	
	ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	
	SIMPLE ASSAULT	0	0	0	0	0	0	0	0	
	INTIMIDATION	0	0	0	0	0	0	0	0	
	LARCENY	0	0	0	0	0	0	0	0	
	DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	
Totals		0	0	0	0	0	0	0	0	

2021	PUBLIC PROPERTY	Category of Hate Crime							National Origin	Gender Identity
		Clery Act	Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity		
	MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0	0
	NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0
	SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0	0
	SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0	0
	SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0	0
	SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0	0
	ROBBERY	0	0	0	0	0	0	0	0	0
	AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0
	BURGLARY	0	0	0	0	0	0	0	0	0
	MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0
	ARSON	0	0	0	0	0	0	0	0	0
	ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0	0
	SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0
	INTIMIDATION	0	0	0	0	0	0	0	0	0
	LARCENY	0	0	0	0	0	0	0	0	0
	DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0	0
	Totals	0	0	0	0	0	0	0	0	0

2022	PUBLIC PROPERTY	Category of Hate Crime							National Origin	Gender Identity
		Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability		
		MURDER/NONNEGLIGENT	0	0	0	0	0	0	0	0
		NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
		SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
		SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
		SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
		SEX OFFENSE: STATUTORY	0	0	0	0	0	0	0	0
		ROBBERY	0	0	0	0	0	0	0	0
		AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
		BURGLARY	0	0	0	0	0	0	0	0
		MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
		ARSON	0	0	0	0	0	0	0	0
		ANY OTHER CRIME INVOLVING	0	0	0	0	0	0	0	0
		SIMPLE ASSAULT	0	0	0	0	0	0	0	0
		INTIMIDATION	0	0	0	0	0	0	0	0
		LARCENY	0	0	0	0	0	0	0	0
		DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0
		Totals	0	0	0	0	0	0	0	0

2020	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON-CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
	VAWA Crimes					
	Dating Violence	0	0	0	0	0
	Domestic Violence	0	0	0	0	0
	Stalking	0	1	1	0	0

2021	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON-CAMPUS	PUBLIC PROPERTY
		Student Housing	Other			
	VAWA Crimes					
	Dating Violence	0	0	0	0	0
	Domestic Violence	0	0	0	0	0
	Stalking	0	0	0	0	0

2022	VAWA	ON CAMPUS		ON CAMPUS (TOTAL)	NON- CAMPUS	PUB LIC PROP ERTY	
		Student Housing	Oth er				
		VAWA Crimes					
		Dating Violence	0	0	0	0	0
		Domestic Violence	0	0	0	0	0
		Stalking	0	0	0	0	0

Crimes Reported to Booneville Regional Campus (Northeast Community College)

2020 Criminal Offenses	On Campus		On Campus Total	Non-Campus	Public Property
	Student Housing	Other			
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2021 Criminal Offenses	On Campus		On Campus Total	Non-Campus	Public Property
	Student Housing	Other			
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES	0	0	0	0	0
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0
UNFOUNDED CRIMES TOTAL: 0					

2022 Criminal Offenses	On Campus		On Campus Total	Non-Campus	Public Property
	Student Housing	Other			
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0
SEX OFFENSES					
SEX OFFENSE: FONDLING	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0
ROBBERY	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0
BURGLARY	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0
ARSON	0	0	0	0	0

UNFOUNDED CRIMES TOTAL: 0				

2020 Arrest and Judicial Referrals	On Campus		On Campus Total	Non-Campus	Public Property
	Student Housing	Other			
ARRESTS					
LIQUOR LAW VIOLATIONS	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
JUDICIAL REFERRALS					
LIQUOR LAW VIOLATIONS	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0	0	0

2021 Arrest and Judicial Referrals	On Campus		On Campus Total	Non-Campus	Public Property
	Student Housing	Other			
ARRESTS					
LIQUOR LAW VIOLATIONS	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0
ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
JUDICIAL REFERRALS					
LIQUOR LAW VIOLATIONS	0	0	0	0	0
DRUG LAW VIOLATIONS	0	0	0	0	0

ILLEGAL WEAPONS POSSESSION	0	0	0	0	0
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2022 Arrest and Judicial Referrals	On Campus		On Campus Total	Non-Campus	Public Property
	Student Housing	Other			
ARRESTS					
LIQUOR LAW VIOLATIONS	0		0	0	0
DRUG LAW VIOLATIONS	0		0	0	0
ILLEGAL WEAPONS POSSESSION	0		0	0	0
JUDICIAL REFERRALS					
LIQUOR LAW VIOLATIONS	0		0	0	0
DRUG LAW VIOLATIONS	0		0	0	0
ILLEGAL WEAPONS POSSESSION	0		0	0	0

2020 On Campus	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLECT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSES								
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0

AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0

2021 On Campus	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLECT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSES								
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0

2022 On Campus	Category of Hate Crime							
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Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLECT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSES								
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0

2020 Non-Campus	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLECT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSES								
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0

SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0

2021 Non-Campus	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLECT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSES								
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0

MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0

2022 Non-Campus	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSES								
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0

2020 Public Property	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSES								
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0

2021 Public Property	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSES								
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0

SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0

2022 Public Property	Category of Hate Crime							
Clery Act Reportable Offenses	Race	Gender	Religion	Sexuality	Ethnicity	Disability	National Origin	Gender Identity
MURDER/NONNEGLECT MANSLAUGHTER	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0
SEX OFFENSES								
SEX OFFENSE: FONDLING	0	0	0	0	0	0	0	0
SEX OFFENSE: INCEST	0	0	0	0	0	0	0	0
SEX OFFENSE: RAPE	0	0	0	0	0	0	0	0
SEX OFFENSE: STATUTORY RAPE	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0
LARCENY	0	0	0	0	0	0	0	0
DESTRUCTION OF PROPERTY	0	0	0	0	0	0	0	0

2020 VAWA Offenses	On Campus		On Campus Total	Non-Campus	Public Property
	Student Housing	Other			
Dating Violence	0	0	0	0	0
Domestic Violence	0	0	0	0	0
Stalking	0	0	0	0	0

2021 VAWA Offenses	On Campus		On Campus Total	Non-Campus	Public Property
	Student Housing	Other			
Dating Violence	0	0	0	0	0
Domestic Violence	0	0	0	0	0
Stalking	0	0	0	0	0

2022 VAWA Offenses	On Campus		On Campus Total	Non-Campus	Public Property
	Student Housing	Other			
Dating Violence	0	0	0	0	0
Domestic Violence	0	0	0	0	0
Stalking	0	0	0	0	0

Crimes Reported to Grenada Center (Holmes Community College)

Crimes Reported – Holmes CC (Grenada Campus)						
Offense Type	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total
Murder & Non-negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Rape	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Fondling	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Incest	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Robbery	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Aggravated Assault	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Burglary	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Arson	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0

Number of Arrests – Holmes CC (Grenada Campus)					
Incident	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property
Liquor Law Arrests	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Drug Law	2020	1	0	0	0

Arrests	2021	1	0	0	0
	2022	0	0	0	0
Weapons Arrests	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Does not include DUI and Public Drunk

Number of Referrals Selected Offenses -Holmes CC (Grenada Campus)						
Incident	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total
Liquor Law Violations	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Drug Violations	2020	1	0	0	0	1
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Weapons Law Violations	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0

Does not include incidents which involved arrest

Crimes Reported Relating to VAWA Act- Holmes CC (Grenada Campus)					
Incident	Year	On Campus	Residential Facilities	Non-Campus Buildings	Public Property
*Domestic Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
*Stalking	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
*Dating Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Crimes Reported to Other University Officials – Holmes CC (Grenada Campus) (Not officially reported to or investigated by the police)						
Offense Type	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total
Murder & Non-negligent	2020	0	0	0	0	0
	2021	0	0	0	0	0

Manslaughter	2022	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Rape	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Fondling	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Incest	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Robbery	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Aggravated Assault	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Burglary	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Arson	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0

Crimes Reported to Tupelo Center (Itawamba Community College)

Crimes Reported – Itawamba Community College Tupelo Campus						
Offense Type	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total
Murder & Non-negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Rape	2020	0	0	0	0	0

	2021	0	0	0	0	0
	2022	0	0	0	0	0
Fondling	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Incest	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Robbery	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Aggravated Assault	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Burglary	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Arson	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0

Number of Arrests-Itawamba Community College Tupelo Campus					
Incident	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property
Liquor Law Arrests	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Drug Law Arrests	2020	1	0	0	0
	2021	1	0	0	0
	2022	0	0	0	0
Weapons Arrests	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Does not include DUI and Public Drunk

Number of Referrals Selected Offenses - Itawamba Community College Tupelo Campus						
Incident	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total
Liquor Law	2020	0	0	0	0	0

Violations	2021	0	0	0	0	0
	2022	0	0	0	0	0
Drug Violations	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Weapons Violations	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0

Does not include incidents which involved arrest*

Crimes Reported relating to VAWA Act- Itawamba Community College Tupelo Campus					
Incident	Year	On Campus	Residential Facilities	Non-Campus Buildings	Public Property
Domestic Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Stalking	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Dating Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

Crimes Reported to Rankin Campus (Hinds Community College)

Crimes Reported – Hinds Community College Rankin Campus						
Offense Type	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total
Murder & Non-negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Rape	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Fondling	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0

Incest	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Robbery	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Aggravated Assault	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Burglary	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Arson	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0

Number of Arrests-Hinds Community College Rankin Campus					
Incident	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property
Liquor Law Arrests	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Drug Law Arrests	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
Weapons Arrests	2020	0	0	0	0
	2021	0	0	0	0
	2022	1	0	0	1

Does not include DUI and Public Drunk

Number of Referrals Selected Offenses - Hinds Community College Rankin Campus

Incident	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total
Liquor Law Violations	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Drug Law Violations	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Weapons Violations	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0

Does not include incidents which involved arrest

Crimes Reported relating to VAWA - Hinds Community College Rankin Campus					
Incident	Year	On Campus	Residential Facilities	Non-Campus Buildings	Public Property
*Domestic Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
*Stalking	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0
*Dating Violence	2020	0	0	0	0
	2021	0	0	0	0
	2022	0	0	0	0

2020 On Campus- Category of Bias for Crimes – Hinds Community College Rankin Campus								
	Race	Ethnicity	Gender	Gender Identity	Sexual Orientation	Religion	Disability	National Origin
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0

Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Larceny-Theft	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

2020 Student Housing --Category of Bias for Crimes – Hinds Community College Rankin Campus								
	Race	Ethnicity	Gender	Gender Identity	Sexual Orientation	Religion	Disability	National Origin
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

2020 Non-Campus --Category of Bias for Crimes – Hinds Community College Rankin Campus								
	Race	Ethnicity	Gender	Gender Identity	Sexual Orientation	Religion	Disability	National Origin

Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

2020 Public Property - Category of Bias for Crimes – Hinds Community College Rankin Campus								
	Race	Ethnicity	Gender	Gender Identity	Sexual Orientation	Religion	Disability	National Origin
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0

Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0
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2021 On Campus-Category of Bias for Crimes – Hinds Community College Rankin Campus

	Race	Ethnic ty	Gender	Gender Identity	Sexual Orientation	Religion	Disability	Natio nal OrigIn
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

2021 Student Housing - Category of Bias for Crimes – Hinds Community College Rankin Campus

	Rac e	Ethnici ty	Gend er	Gender Identit y	Sexual Orientati on	Religio n	Disability	Natio nal Orig in
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0

Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny- Theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

2021 Non-Campus -Category of Bias for Crimes – Hinds Community College Rankin Campus

	Race	Ethnicity	Gender	Gender Identity	Sexual Orientation	Religion	Disability	National Origin
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

2021 Public Property- Category of Bias for Crimes – Hinds Community College Rankin Campus

	Race	Ethnicity	Gender	Gender Identity	Sexual Orientation	Religion	Disability	National Origin

Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

2022 On Campus -Category of Bias for Crimes – Hinds Community College Rankin Campus								
	Race	Ethnicity	Gender	Gender Identity	Sexual Orientation	Religion	Disability	National Origin
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0

Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

2022 Student Housing – Category of Bias for Crimes – Hinds Community College Rankin Campus								
	Race	Ethnicity	Gender	Gender Identity	Sexual Orientation	Religion	Disability	National Origin
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

2022 Non-Campus - Category of Bias for Crimes – Hinds Community College Rankin Campus								
	Race	Ethnicity	Gender	Gender Identity	Sexual Orientation	Religion	Disability	National Origin
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0

Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

2022 Public Property - Category of Bias for Crimes – Hinds Community College Rankin Campus

	Race	Ethnicity	Gender	Gender Identity	Sexual Orientation	Religion	Disability	National Origin
Murder/non-negligent manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

Campus Fire Safety Annual Compliance Report

The Higher Education Opportunity Act (Public Law 110-315) became law in August 2008. This Act requires the University to produce an annual fire safety report outlining fire safety practices, standards, and fire-related on-campus statistics. The University of Mississippi produces an annual report (The Michael Minger Act) that addresses these issues and statistics.

Student Housing - Fire Safety Policy

Summary/Purpose: This policy defines the fire safety expectations for residents in University owned or managed residence halls, residential colleges, and apartments. The policy also provides a list of prohibited items that pose fire safety threats.

Flammable items are not permitted due to inherent fire hazards. Because of the potential hazard that all candles pose, whether burned or unburned, ordinary or decorative, they are not permitted in University owned or managed residence halls, residential colleges, and apartments. Students will be notified to remove any candles found in residential halls, residential colleges, and apartments and any candles not removed within 48 hours will be confiscated by Student Housing staff and the student may incur a fine.

Students are asked to bring permitted small appliances and hair equipment (curling irons and strengtheners) with an automatic turn-off feature. In addition, the following items are not allowed in University owned or managed residence halls, residential college, and apartments due to the risk of fire:

- Candles or wax warmers
- Incense
- Deep fryers or air fryers
- Electric skillets
- Toaster ovens or toasters
- Convection ovens
- Oil popcorn poppers
- Crockpots or Instant Pots
- Space heaters
- Live Christmas trees/wreaths/pine boughs
- Fireworks
- Grills (indoor and outdoor)
- Motorized vehicles including scooters, electronic skateboards, self-balancing boards/scooters and other similar equipment
- Hazardous, flammable materials (gas, propane, lighter fluid, chemicals, etc.)
- Paper or fabric covering more than 30% of the wall
- Halogen lamps
- Any appliance with an open coil or open flame
- Microwaves over 1,000 watts
- Refrigerators over 4.2 cubic feet

Students found responsible for violation of this policy will be assessed for all damages that occur as a result of

their actions and subject to disciplinary action.

See also Fire and Safety Equipment and Fire Alarm Policies.

Fire Services Policy

Summary/Purpose: To provide guidance to the University Community on issues regarding fire safety.

General

The Facilities Management Department manages University Fire Services. University Fire Services will inspect all buildings, conduct fire drills at dormitories and Greek houses, conduct training as requested, assist in determining fire origination and cause involving University owned property and advise on issues regarding fires safety.

Enforcement of any policies, standards or fire codes will be conducted by the University Administration and/or the State Fire Marshal's Office.

Fire Fighting Services

On the University of Mississippi campus, firefighting services are contracted with the City of Oxford.

Responsibility of Building Occupants in the Event of a Fire Alarm

All occupants are required to leave the building when a fire alarm sounds or during a fire drill. Occupants evacuating a building should not use elevators. Occupants should use the stairwells. No one should re-enter the building until authorized to do so by fire officials. Once out of the building, report the fire location by dialing 911 or by notifying University Police by dialing 662-915-7234 on a cell phone or by using a phone in another building. Malicious tampering with building fire alarms, fire protection systems or fire extinguishers is prohibited. Violators are subject to disciplinary action, monetary fine or both.

Fire Safety Inspections

University Fire Inspectors conduct fire safety inspections on Academic, Auxiliary and Athletic buildings once each year. Inspections at UM Housing Facilities and Greek houses are conducted once in the fall semester by the State Fire Marshal's Office. Any violations of the University Policy on Fire Safety, International Fire Code, or of the National Fire Protection Association Codes and Standards, found at the time of inspection, will be documented and reported to the appropriate individual(s) for correction.

Greek House Corporations are responsible for correcting deficiencies within their respective houses and maintaining current certification of fire alarm and sprinkler systems to meet existing state laws, university policies and fire codes.

If the Fire Inspectors find any violation that they believe represents a danger to life and limb,

they may advise that the building be vacated and closed until the violation is corrected. In some cases, the Fire Inspectors may determine that posting a “Fire Watch” may be an acceptable alternative to closing a building.

Fire Drills

Drills will be conducted once in the fall semester and once in the spring semester for all dormitories and Greek houses.

Fire Drills will be conducted at any other building upon written request by the respective deans/chairs/directors/building mayors.

Fire Alarms at Greek Houses

State law requires each Greek House on University property to have an NFPA 72 operational and monitored fire alarm system. The Greek organization’s responsibility is to be in compliance with the National Fire Code (NFPA) Standard 72 as published by the National Fire Protection Association. Greek organizations are required by the University of Mississippi, to have their fire alarm systems inspected and tested annually to ensure the systems are operating properly.

Greek Houses are responsible for any maintenance, repairs, phone line expenses, and testing that is related to their systems. University Fire Services and Facilities Management Department are unable to provide maintenance on Greek fire alarm systems. Greeks are required to contact their alarm monitoring and maintenance companies for periodic testing of systems as required by University policy. Greeks are encouraged to purchase maintenance contracts on fire alarm systems from certified service providers.

Greek Houses assume full responsibility for any circumstances resulting from the fire alarm systems’ failure to meet University Policy, State Laws, or fire codes as established.

Fire Alarm Monitoring Service

The Facilities Management Department has a 24-hour, 7 day per week Dispatch Office that monitors automated fire alarms in academic, auxiliary and athletic buildings. Not all campus buildings have automated fire alarm systems.

The Facilities Management Department does not monitor Greek fire alarm systems.

Arson, Explosive Devices, and Emergency Equipment Policy

Summary/Purpose: To promote good stewardship of resources and respect for the dignity of others by protecting property and people from harm as the result of fire and inherently dangerous activities.

The unauthorized setting of fires, use of explosive devices, and misuse of emergency equipment are prohibited at the University of Mississippi. Below is a nonexclusive list of prohibited action

under this policy.

The University prohibits the attempt to set, the setting of, or the adding to unauthorized fires on University property.

Any student found willfully to have tampered with, damaged, or misused any fire protection equipment, initiated a false alarm, negligently discharged a fire extinguisher, or set fire in a residence hall or any other facility on the University campus may be expelled from the University and held responsible for the cost of all damages. In addition to disciplinary action through the University conduct system, students and/or their non-student guests who engage in such activity may be subject to criminal prosecution and civil liability.

Occupants of all University facilities have a responsibility to follow the directions and directives of the Chief of the Oxford Fire Department, or a designated representative, and University personnel during fire emergencies as well as unannounced fire drills and practice evacuations. The failure or refusal to cooperate will constitute a breach of regulations and is subject to disciplinary action.

The University prohibits the possession, use, or threatened use of explosive devices, materials, or chemicals, including, but not limited to, firecrackers, cherry bombs, bottle rockets, and dynamite.

Any student found willfully to have tampered with, damaged, or misused any campus emergency protection equipment or initiated a false alarm may be expelled from the University and held responsible for the cost of all damages. In addition to disciplinary action through the University conduct system, students and/or their non-student guests who engage in such activity may be subject to criminal prosecution and civil liability.

Students who act inconsistently with this policy and the values identified in this policy will be subject to conduct charges and proceedings.

Student Housing - Fire Alarms Policy

Summary/Purpose: This policy outlines expectations for students when fire alarms sound in University owned or managed residence halls, residential colleges, and apartments, addresses avoiding setting off alarms accidentally, and also describes the sanctions involved for anyone who intentionally sets off an alarm.

Fire alarms have been installed throughout the residence halls and apartments for student safety. In the event that a fire alarm should sound, students must leave the building immediately through the nearest exit. Students should become familiar with the evacuation route posted in each hallway. Residents are instructed to remain outside of the building in the designated waiting area until the Oxford Fire Department gives the order that the building is safe and residents may return to their rooms.

Smoking, cooking, and aerosols sprayed near smoke detectors or sprinklers may result in an accidental false fire alarm. An intentional false fire alarm may result in arrest, University disciplinary action, and removal from Student Housing. A fine of up to \$500 will be assessed to

anyone responsible for setting off a fire alarm. If no one person or persons are found responsible, the cost will be assessed to the entire floor or building as common area damage.

Each semester, one planned fire drill will be scheduled. This will provide an opportunity for residents to practice evacuating the building. All alarms that sound should be treated as a potentially life-threatening situation.

When a fire alarm sounds, students should:

- Leave their room immediately.
- Leave the wall or overhead light on.
- Close the room door and lock it.
- Walk quietly and quickly to the nearest exit. Do not use the elevators.
- Once outside, go to the designated waiting area.
- Remain outside until the signal is given by building staff to return to their room.

Residents who remain in the residence halls after an alarm has sounded are subject University disciplinary action. Student Housing staff, the University Police Department, and the Oxford Fire Department reserve the right to enter student rooms to locate the source of the problem and to ensure that everyone has evacuated the building.

Student Housing Fire & Safety Policy

Summary/Purpose: This policy defines tampering with fire and safety equipment in the University owned or managed residential halls, residential colleges, and apartments, and describes the possible sanctions for any person who violates the policy.

All residence halls, residential colleges, and apartments are equipped with fire detection systems and alarms and are connected to the appropriate safety personnel. Safety equipment including sprinklers, smoke detectors, emergency doors, exit signs, fire extinguishers, pull stations, alarm bells, and any other safety equipment is necessary to safeguard students.

Oxford City Fire Code prohibits anyone from tampering with fire and safety equipment in the residence halls, apartments, or in any other campus building. Tampering includes, but is not limited to, pulling false fire alarms, discharging fire extinguishers, removing exit signs, and covering or disconnecting smoke detectors and sprinklers. Students found responsible for any form of tampering with fire and safety equipment will be assessed for all damages that occur as a result of their actions and for the hourly rate of the repair person's labor. All violators are subject to disciplinary action and possible criminal prosecution.

Fire Statistics

Residential Housing Fire Alarm Systems

Location/Building	Number of Beds	Number of Fires	Number of Injuries	Number of Deaths	**Fire Drills Per Semester	Sprinkled	Fire Alarm System
Brown	154	0	0	0	1	Yes	Yes
Burns	270	1	0	0	1	Yes	Yes
Campus Walk	416	0	0	0	1	Yes	Yes
Crosby	734	0	0	0	1	Yes	Yes
Deaton	97	0	0	0	1	Yes	Yes
Hefley	136	0	0	0	1	Yes	Yes
Luckyday Residential College	315	0	0	0	1	Yes	Yes
Martin	470	0	0	0	1	Yes	Yes
Minor	246	0	0	0	1	Yes	Yes
Northgate	61	0	0	0	1	Yes	Yes
Pittman	338	0	0	0	1	Yes	Yes
Residential College South	442	0	0	0	1	Yes	Yes
Stewart	330	0	0	0	1	Yes	Yes
Stockard	470	1	0	0	1	Yes	Yes
RH1	300	0	0	0	1	Yes	Yes
RH2	296	0	0	0	1	Yes	Yes
RH3	305	0	0	0	1	Yes	Yes
The Village 134	12	0	0	0	1	Yes	Yes

Fire Alarm System Residential Area

Location/Building	Number of Panels	Number of Pull Stations	Number of Other Initiation Devices	Number of Strobes	Number of Supervising Stations
Brown	1	14	164	24	University of Mississippi
Burns	1	18	191	223	University of Mississippi
Campus Walk	1	59	10	40	University of Mississippi
Crosby	2	57	179	0	University of Mississippi
Deaton	1	15	123	29	University of Mississippi
Hefley	1	12	169	19	University of Mississippi
Luckyday Residential College	1	32	543	204	University of Mississippi
Martin	1	28	426	98	University of Mississippi
Minor	1	20	209	229	University of Mississippi
Northgate	3	7	220	111	University of Mississippi
Pittman	1	19	244	264	University of Mississippi
Residential College South	1	32	543	204	University of Mississippi
Stewart	1	32	342	71	University of Mississippi
Stockard	1	28	436	115	University of Mississippi
RH1	1	18	191	223	University of Mississippi

RH2	1	21	316	230	University of Mississippi
RH3	1	19	297	228	University of Mississippi
The Village 134	1	3	68	27	University of Mississippi

Fire Alarm Residential Area (Cont.)

	Sprinkler System			Fire Pumps				Standpipe		
Location/Building	Type	Floors Protected	Square Footage	Manufactured	Brand	Maximum Rate of Discharge	Backup Power Supplied	Type	No. Floors	No. Risers
Brown	N/A	N/A	N/A	N/A	N/A	1000gpm	N/A	N/A	N/A	N/A
Burns	Wet	4.5	72,370	N/A	N/A	N/A	N/A	N/A	4.5	2
Campus Walk	Wet	28	21,035	N/A	N/A	N/A	N/A	N/A	28	N/A
Crosby	Wet/Dry	11	167,990	2007	ITT	N/A	Generator	Wet	11	3
Deaton	Wet	5	30,192	Unknown	Peerless	1000gpm	No Backup	Wet	5	2
Hefley	Wet/Dry	5	40,657	Unknown	Peerless	1000gpm	Generator	Wet	5	2
Luckyday Residential College	Wet/Dry	5	N/A	2008	N/A	N/A	Generator	Wet	5	2
Martin	Wet/Dry	11	223,500	2007	Aurora	1000gpm	Generator	Wet	11	2
Minor	Wet	5	83,297	2011	Aurora	1000gpm	Generator	Wet	5	2

Northgate	Wet	6	5400 4	N/A	N/A	N/A	N/A	N/ A	N/ A	N/ A
Pittman	Wet	5	88, 173	N/A	N/A	N/A	N/A	W et	5	2
Residential College South	Wet/ Dry	5	150, 905	2008	Aurora	750gp	Gener ator	W et	5	2
Stewart	Wet	7	N/A	N/A	Peerles s	1000g pm	Gener ator	W et	7	3
Stockard	Wet/ Dry	11	223, 500	2007	Aurora	1000g pm	Gener ator	W et	11	2
RH1	Wet	4.5	N/A	N/A	N/A	N/A	Gener ator	W et	4.5	2
RH2	Wet	6	26,0 59	N/A	N/A	N/A	Gener ator	W et	5	2
RH3	Wet	5	84,9 12	N/A	N/A	N/A	Gener ator	W et	5	2
Village 134	Wet	2	5940	N/A	N/A			N/A		

Fire Log Residential Halls

Location/Building	Number of Beds	Number of Fires	Number of Injuries	Number of Deaths	Fire Drills Per Semester	Sprinkled	Fire Alarm System
Brown	154	0	0	0	1	Yes	Yes
Burns	270	0	0	0	1	Yes	Yes
Campus Walk	416	1	0	0	1	Yes	Yes

Crosby	734	0	0	0	1	Yes	Yes
Deaton	97	0	0	0	1	Yes	Yes
Hefley	136	0	0	0	1	Yes	Yes
Luckyday Residential College	315	0	0	0	1	Yes	Yes
Martin	470	0	0	0	1	Yes	Yes
Minor	246	0	0	0	1	Yes	Yes
Northgate	61	0	0	0	1	No	No
Pittman	338	0	0	0	1	Yes	Yes
Residential College South	442	0	0	0	1	Yes	Yes
Stewart	330	0	0	0	1	Yes	Yes
Stockard	470	0	0	0	1	Yes	Yes
RH1	300	0	0	0	1	Yes	Yes
RH2	296	0	0	0	1	Yes	Yes
RH3	305	0	0	0	1	Yes	Yes
Village 134	12	0	0	0	1	Yes	Yes

Fire Log
Greek Residential Area

Building	Number of Fires	Number of Injuries	Number of Deaths	Fire Drills Per Semester	Fire Alarm System
Alpha Omicron Pi Sorority	0	0	0	1	Yes

Alpha Tau Omega Fraternity	0	0	0	1	Yes
Chi Omega Sorority	0	0	0	1	Yes
Delta Gamma Sorority	0	0	0	1	Yes
Delta Delta Delta Sorority	0	0	0	1	Yes
Pi Kappa Phi Fraternity	0	0	0	1	Yes
Alpha Chi Omega Sorority	0	0	0	1	Yes
Kappa Delta Sorority	0	0	0	1	Yes
Kappa Kappa Gamma Sorority	0	0	0	0	Yes
Pi Beta Phi Sorority	0	0	0	2	Yes
Delta Kappa Epsilon Fraternity	0	0	0	0	Yes
Sigma Nu Fraternity	0	0	0	2	Yes
Phi Delta Theta Fraternity	0	0	0	1	Yes
Phi Mu Sorority	0	0	0	2	Yes
Alpha Delta Pi Sorority	0	0	0	1	Yes

Beta Theta Pi Fraternity	0	0	0	1	Yes
Sigma Alpha Epsilon Fraternity	0	0	0	8	Yes
Sigma Pi Fraternity	0	0	0	1	Yes
Delta Tau Delta Fraternity	0	0	0	1	Yes
Kappa Alpha Fraternity	0	0	0	1	Yes
Phi Kappa Tau Fraternity	0	0	0	2	Yes
Sigma Chi Fraternity	0	0	0	0	Yes
Phi Kappa Psi Fraternity	0	0	0	2	Yes
Delta Psi Fraternity	0	0	0	2	Yes
Kappa Sigma Fraternity	0	0	0	1	Yes
Alpha Phi Sorority	0	0	0	1	Yes

Greek House Sprinkler Systems

Building	Type of System	Number of Floors Protected	Square Footage
Alpha Omicron Pi Sorority	Wet/Dry	2	~15,910
Alpha Tau Omega Fraternity	Wet	3	~25,000
Chi Omega Sorority	Wet	2	~25,000
Delta Gamma Sorority	Wet	3	~42,000
Delta Delta Delta Sorority	Wet	3	~43,000
Pi Kappa Phi Fraternity	Wet	3	~16,300
Alpha Chi Omega Sorority	Wet	2	~25,000
Kappa Delta Sorority	Wet	3	~43,000
Kappa Kappa Gamma Sorority	Wet	3	~30,000
Pi Beta Phi Sorority	Wet	5	~37,369
Delta Kappa Epsilon Fraternity	Wet	Entire Facility	~8,900
Sigma Nu Fraternity	Wet	2	~38,138
Phi Delta Theta Fraternity	Dry	3	~16,512
Phi Mu Sorority	Wet	3	~33,000
Alpha Delta Pi Sorority	Wet/Dry	2	~18,800
Beta Theta Pi Fraternity	Wet	2	~12,817
Sigma Alpha Epsilon Fraternity	Wet/Dry	2	~10,000

Sigma Pi Fraternity	Wet/Dry	4	~11,000
Delta Tau Delta Fraternity	Wet/Dry	3 plus attic	~11,526
Kappa Alpha Fraternity	N/A	N/A	N/A
Phi Kappa Tau Fraternity	Wet/Dry	3	~8,000
Sigma Chi Fraternity	Wet/Dry	4	~24,000
Phi Kappa Psi Fraternity	Wet	4	~13,400
Delta Psi Fraternity	Wet	2	~10,000
Kappa Sigma Fraternity	Wet	2	~23,000
Alpha Phi Sorority	Wet	4	~28,000

Greek House Fire Alarm Systems

Building	Number of Panels	Number of Pull Stations	Number of Other Initiation Devices	Number of Strobes
Alpha Omicron Pi Sorority	1	15	50	12
Alpha Tau Omega Fraternity	2	9	33	11

Chi Omega Sorority	1	12	22	11
Delta Gamma Sorority	1	12	77	38
Delta Delta Delta Sorority	2	20	136	48
Pi Kappa Phi Fraternity	1	8	31	11
Alpha Chi Omega Sorority	1	12	22	11
Kappa Delta Sorority	1	12	36	17
Kappa Kappa Gamma Sorority	1	9	8	13
Pi Beta Phi Sorority	1	23	41	40
Delta Kappa Epsilon Fraternity	1	7	1	10
Sigma Nu Fraternity	2	09	31	64
Phi Delta Theta Fraternity	8	9	8	5
Phi Mu Sorority	1	10	38	17
Alpha Delta Pi Sorority	2	7	52	32
Beta Theta Pi Fraternity	2	3	20	8
Sigma Alpha Epsilon Fraternity	1	6	44	11
Sigma Pi Fraternity	1	5	7	5

Delta Tau Delta Fraternity	1	9	N/A	46
Kappa Alpha Fraternity	1	11	53	15
Phi Kappa Tau Fraternity	1	6	N/A	13
Sigma Chi Fraternity	1	12	N/A	3
Phi Kappa Psi Fraternity	1	12	34	11
Delta Psi Fraternity	1	6	44	11
Kappa Sigma Fraternity	5	8	7	8
Alpha Phi Sorority	N/A	N/A	N/A	N/A