



# BEACON COLLEGE

## Annual Fire Safety and Security Report 2021

### **Introduction**

Your safety and security is extremely important to us at Beacon College. The following information is provided to you to share our commitment to the security of our College family and to inform you about the steps you can take to ensure a safe and secure campus.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act is a federal law that requires colleges and universities to collect crime data, report and disseminate this information to the campus community and the Department of Education on an annual basis.

The Beacon College Department of Safety is responsible for preparing and distributing this report. We work with the Leesburg Police Department, The Lake County Sheriff's Office and the Beacon College Office of Student Engagement and Success as well as all of the Beacon College Campus Security Authorities (CSA) to prepare this report. Statistics policies and practices from these offices and agencies are gathered for inclusion in the report.

### **Campus Law Enforcement Policies**

The Department of Safety provides 24-hour patrol protection to the campus. The Department is a non-sworn private security entity. Officers do not have the authority to make arrests. The department consists of a director, and seven patrol officers. Many of the officers have prior police, security, and or military training. The College also provides an ongoing program of in-service and on-the-job training for patrol officers in the area of patrol procedures, emergency response, CPR, first aid, AED, report writing, etc. Patrol officers are not armed and no one is allowed to possess a weapon on campus.

Beacon College Safety works with the Leesburg Police Department, and other state and regional law enforcement agencies, such as Lake County Sherriff's department and Federal Agencies such as the FBI. Arrests of individuals on College property are made by the police with the assistance of the Department of Safety. Criminal incidents on campus are reported to the Department of Education as required through the Clery Act.

## **Reporting Procedures**

We encourage all members of the college community to report all crimes and emergencies, no matter how small, to the Department of Safety immediately. The Department of Safety can be reached 352-638-9799 to report all criminal activity and/or emergencies. The business phone number for the Office is 352-638-9723. Local Police Departments may be reached via 911.

Upon receipt of any complaint (criminal or otherwise), an officer will respond to take a report and include crimes in our crime statistics. A follow-up investigation will be conducted in appropriate situations. Anyone who is the victim of a crime is encouraged to call and report the crime to the appropriate Law Enforcement Agency. The Department of Safety can assist with this process but we cannot report a crime for them. If deemed necessary, municipal police may conduct an investigation and potentially work with Beacon Safety. There is no memorandum of understanding between Beacon College and any municipal police department relative to investigations of crime. Investigations are done following law enforcement jurisdictional boundaries for each department.

Beacon College works with the Leesburg Police in an attempt to monitor student behavior off campus. Beacon College has no student organizations officially recognized by the institution with non-campus housing facilities.

To the extent possible, confidentiality and anonymity are respected; however, no formal confidential reporting process is in place. Beacon College has no formal procedure in place to require pastoral and professional counselors, to inform those they counsel, of procedures for reporting crimes voluntarily and confidentially for inclusion in the institution annual security report and Web based report to the department of Education.

A Daily Fire and Crime Log is available at the Safety office. This log includes the incident type, date incident is reported, and date and time of occurrence and general location of each reported incident type, as well as the disposition of the incident if this information is known. The department of Safety posts information to the Daily Crime and Fire Log within two business days of receiving the report.

## **Campus Security Authority**

The law defines “Campus Security Authority” as: “An official of an institution who has significant responsibility for student and campus activities, including, but not limited to: student housing, student discipline and campus judicial proceedings.” An example would be a dean of students who oversees student housing, a student center, or student extra-curricular activities and has significant responsibility for student and campus activities. Similarly, a director of athletics

and faculty advisor to a student group also has significant responsibility for student and campus activities. A single teaching faculty member is unlikely to have significant responsibility for student and campus activities, except when serving as an advisor to a student group. Clerical staff, as well, is unlikely to have significant responsibility for student and campus activities.

### **Timely Warning Procedures**

Crime reports at Beacon College will be evaluated by the Director of Safety or his designee for an ongoing or continuous threat to students, faculty, and staff. If, in the judgment of the Director or designee a threat exists a timely warning will be issued. The warning will be provided to all students and employees in a manner that is timely, withholds the names of victims as confidential, and will aid in the prevention of similar occurrences. The Department of Safety is responsible for developing the content with assistance noted below. The warning will be sent by The Director of Safety, Associate Dean of Students, Associate Vice President for Student Engagement and Success or members of the College Critical Response Team. Time permitting the Department of Safety will seek assistance and consultation with Student Engagement and Success Staff, College Communications, or Leesburg Police. The warning will be provided by e-mail or text message.

### **Emergency Notification and Evacuation Procedures**

Beacon College's Emergency Guide and Emergency Operations Manuals include information about the Emergency Resource Team and College operating status parameters; incident priorities and performance expectations; evacuation guidelines; and contingency planning. College departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility. The Colleges emergency guide can be seen at:

[Emergency Preparedness | Beacon College](#)

In the event of an immediate threat to health or safety of students or employees on campus Beacon College will immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation. The Department of Safety is responsible for confirming a significant emergency or dangerous situation exists. Confirmation will be obtained through consultation with Student Engagement and Success Staff, College Critical Response Team (CRT), Leesburg Police, Leesburg Fire, Public Health, National Oceanic and Atmospheric Administration (NOAA), State or Federal Emergency Response, or Law Enforcement Agencies. The process the college would use to consider a segment of campus to be notified would include the type of emergency, section of campus affected and consultation with emergency responders. Content of the notification will be developed by the Department of Safety with consultation with authorities listed above. The Department of Safety or Student Engagement Staff Leaders will

initiate a text message, with the assistance of the Critical Response Team time permitting. In the event of an immediate threat to the health or safety of students and employees occurring on campus, follow-up information will be provided through the use of email, text message, signs, posters or web page postings. This action will take place without delay and take into account the safety of the community.

The notification system will not be used if, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The College will conduct emergency response exercises each year such as table top exercises, task specific drills, and internal and external tests of the emergency notification system. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution. On November 9, 2020 Beacon College conducted a communications test of the emergency notification system with operations evaluations done within the Information Technology division of campus.

### **Security of and Access to Campus Facilities**

The various options in campus residence halls results in a variety of security features based on the type and style of housing. Traditional style residence halls such as Resnick Alpern Plung (RAP) and R-2 (New Residence Hall 2) have card access exterior doors that are locked between the hours of 8pm and 8am. Each suite door is card access. The Village Apartments have a key lock on each apartment door. Beacon Commons is surrounded by locking exterior gates and provides card access to each unit. Woodward Street Apartments have card access to each unit.

Resident Directors (RD's) conduct rounds and Safety officers routinely patrol the outside and inside of residence halls. Security education and awareness programs are presented annually at orientation sessions. Each student is provided with security information and enforcement procedures for housing policies.

During low-occupancy periods, the residence halls are locked and students not staying must turn in their keys. Students who stay on campus during these periods must register with the Department of Housing and Residence Life. The Department of Safety is made aware of the students' location. Undergraduate student housing is available on campus in the form of apartments and suites with one to five residents. All students have same sex roommates and accommodations are made for students in transition. All students, after advising and mediation, may apply for changes in room assignments when necessary.

The academic buildings are locked after evening classes/studio time and unlocked in the morning when classes are scheduled. The buildings are patrolled by the Department of Safety on a regular basis. Building uses may be adjusted based on academic needs. This is done through the Provost's office in consultation with the Department of Safety.

The College is private property and is only open to students, faculty, staff, guests, and those with business at the College. Campus boundaries are defined through marked entrances and visual landscape design, however, the campus is physically open to people coming on campus. While known trespassers are escorted off campus and/or arrested, it is virtually impossible to limit access only to individuals who have a right to be on campus. All persons entering campus are expected to abide by current College policies and procedures.

### **Maintenance to Campus Facilities**

The Department of Safety staff work with the Facilities Department to periodically check the lighting as well as trims shrubs, hedges, and trees. In addition to the Department of Safety, resident students may contact their Residential Director regarding a facilities issue. Facilities Staff, working with college administrative leaders, manage and prioritizes both short and long-term projects with community safety in mind. Safety related problems are given a high priority in the system. Requests are regularly monitored so problems are addressed in a timely and efficient manner.

### **Education Programs**

Routinely, through e-mails, handbooks, in-house publications, speaker series, presentations, and orientations, members of the community receive crime prevention information. The majority of the programs occur during the start of the traditional academic year in August. These programs focus on security procedures, practices, and awareness information. Throughout the year programs and services are planned to raise awareness of potential problems and encourage the campus community to look out for themselves and others.

All new students (first year and transfer) are required to complete EverFi's mandatory program addressing important safety issues including sexual assault, relationship violence, stalking, and sexual harassment, drugs, and alcohol. Beacon College is on our 3<sup>rd</sup> year of EverFi implementation for new students. In addition a First Year Seminar is required of all first year students. It meets for 50 minutes a week for 15 weeks.

First year resident students receive additional information regarding residence hall and campus security practices as well as other general crime prevention awareness information during orientation and First Year Seminar.

## **Alcohol and Drug Policies**

Beacon College expects all students to adhere to all federal, state, or local laws regarding the unlawful possession, use, or distribution of alcohol, drugs, and illegal substances. The College is required by law to inform students of the sanctions which may be imposed on them for violations of those laws. In addition, Beacon College is required to inform students of the standards of conduct, College penalties, health risks, and counseling options as they pertain to substance abuse. All members of the Beacon College community are hereby notified of the primary components of the Substance Abuse Prevention Policy in compliance with Drug-Free Schools and Community Act of 1989 and subsequent amendments.

### *Alcohol Policy*

The possession, use, and sale of alcoholic beverages is prohibited by those under the age of 21 years old. Violations of Florida law will be referred to the Director of Safety, the Student Judicial Process, or Human Resources.

### *Drug Policy*

The possession, use, and sale of illegal drugs on the campus of Beacon College is prohibited. Beacon College will enforce Federal and State drug laws.

When College officials confiscate illegal drugs, the College will work with the Leesburg Police Department as required by law. Charges for violation of the law will be made at the discretion of the Police Department. Campus community violators will also be referred to the Director of Safety, Student Judicial Process, or Human Resources.

### *Drug and Alcohol Programs*

Many programs and orientation activities for both students and staff are conducted by college departments including, but not limited to, Office of Student Engagement and Success, Housing and Residential Life, Department of Safety, and Human Resources. Some of these activities are related to policy notification and programs specific to drug and alcohol issues such as the EverFi assessment tool and some are more general programs with a drug and alcohol component.

## **Annual Fire Safety Report**

If a fire occurs in a Beacon College building, community members should immediately notify Beacon College Department of Safety at 352-638-9799. Beacon College Safety will initiate a response with the Leesburg Fire Department. If any member of the community finds evidence of a fire, no matter how small, the Department of Safety should be notified to investigate and

document the incident for the purpose of including the fire in the statistics in the annual fire safety report.

Fire alarms alert community members of potential hazards. Community members are required to heed their warning and evacuate the building immediately upon hearing a fire alarm in any facility including student housing. Use the nearest stairwell and/or exit to leave the building immediately. Community members should familiarize themselves with the exits in each building. Elevators should not be used for an exit of fire alarms. Fire drills are conducted in residence halls at least 2 times per year.

Fire safety and education is provided to all first-year students as part of their orientation on campus. Building specific information on fire safety and evacuation is provided for students in residence halls. Faculty and Staff receive basic fire safety information and evacuation instructions during orientation programs. Additional fire safety education and training is offered based on activities, responsibility, and assignments of students, faculty and staff on campus.

Candles, incense, and other flammable items including but not limited to hot plates, fireworks, flammable liquids, open flames, smoking, and flammable decorations are not permitted in student housing facilities unless officially sanctioned and supervised by College officials. Health and safety inspections are conducted every 3 weeks in the residence halls. Tampering with alarm-pull stations and/or fire extinguishers without just cause and/or failing to evacuate from a building during a fire alarm is strictly prohibited.

Beacon College Residence Halls have an aggregated mailing address of 105 E. Main Street Leesburg Florida. The specific building location are listed below:

Arbours At Silver Lakes (Active 2018 & 2019)– 8508 Arbour Lake Drive Leesburg Florida 34748, Beacon Commons – 600 West Oak Terrace Drive Leesburg Florida 34748, Resnick Alpern Plung (RAP) 306 N. 3<sup>rd</sup> Street Leesburg Florida 34748, R-2 (Residence Hall 2 opened August 2020) 319 N. Palmetto Street Leesburg Florida 34748, Village Apartments 412 – 420 N. 3<sup>rd</sup>. Leesburg Florida 34748 and Woodward Apartments 100 Woodward Street Leesburg Florida 34748.



FIRE TABLE 4 – ANNUAL FIRE SAFETY REPORTING IN STUDENT HOUSING 2020

BUILDING	TOTAL FIRES IN EACH BUILDING	FIRE NUMBER	DATE	TIME	CAUSE OF FIRE	INJURIES THAT REQUIRED TRANSPORT TO MEDICAL FACILITY	NUMBER OF DEATHS RELATED TO FIRE	VALUE OF PROPERTY DAMAGES CAUSED BY FIRE	REPORT NUMBER
Beacon Commons	0	0	0	0	0	0	0	0	0
RAP	0	0	0	0	0	0	0	0	0
R2	0	0	0	0	0	0	0	0	0
Village Apartments	0	0	0	0	0	0	0	0	0
Woodward Apartments	0	0	0	0	0	0	0	0	0

**Weapons Policy**

Beacon College faculty, staff, students whether working or not, visitors, and members of the College community, may not possess or use weapons on campus including, but not limited to, firearms of any kind, ammunition and explosives (or explosive chemicals), among other dangerous weapons or substances. Anyone found to be in possession of such weapons or substances are subject to sanctions ranging up to termination and expulsion from the College as well as any applicable criminal charges.

**Missing Students**

If a member of the Beacon community has reason to believe that a student is missing they should contact the Department of Safety immediately at 352-638-9799.

Residential students can identify a missing person’s confidential contact with the department of safety or the Department of Housing and Residential Life. This includes students who request to move on campus mid-year. The contact information will be confidentially and only be used by the Department of Safety, Student Engagement and Success staff and/or Police involved in the investigation of a missing student.

If the missing student is under age 18, and is not an emancipated minor, Beacon College must notify the student’s parent or legal guardian within 24 hours of the determination that the student is missing.

Once the student is determined missing, the Department of Safety will notify Leesburg Police within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student was missing. The Department

of Safety and/or the Associate Dean of Students will notify the student confidential contact person within 24 hours of the determination that the student is missing.

The Department of Safety or the Office of Student Engagement and Success will notify police and students emergency contact information regardless of whether the student has identified a confidential contact person, is above the age of 18, or is an emancipated minor with 24 hours that a student is determined missing.

### **Policy and Procedures Related to Dating Violence, Domestic Violence, Sexual Assault and Stalking**

Beacon College prohibits the offenses of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the college community. Toward that end, Beacon College issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on- or off-campus when it is reported to a College official.

### **Federal Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking**

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

- **Domestic Violence:**
  - i. A felony or misdemeanor crime of violence committed—
    - A) By a current or former spouse or intimate partner of the victim;
    - B) By a person with whom the victim shares a child in common;
    - C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
    - D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
    - E) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

- ii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
  - i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
  - ii. For the purposes of this definition—
    - A) Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
    - B) Dating violence does not include acts covered under the definition of domestic violence.
  - iii. For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- **Sexual Assault** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System (NIBRS) User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."
  - **Rape** is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
  - **Fondling** is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
  - **Incest** is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
  - **Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent.

- **Stalking:**
  - i. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
    - A) Fear for the person’s safety or the safety of others; or
    - B) Suffer substantial emotional distress.
  - ii. For the purposes of this definition—
    - A) *Course of conduct* means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person’s property.
    - B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.
    - C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
  - iii. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

**Jurisdictional Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking**

- **Domestic Violence:**  
The state of Florida defines domestic violence as follows:  
Any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense resulting in physical injury or death of one family or household member by another family or household member.
- **Dating Violence:**  
Dating violence means violence between individuals who have or have had a continuing and significant relationship of a romantic or intimate nature. The existence of such a relationship shall be determined based on the consideration of the following factors:
  - A dating relationship must have existed within the past 6 months
  - The nature of the relationship must have been characterized by the expectation of affection or sexual involvement between the parties; and
  - The frequency and type of interaction between the persons involved in the relationship must have included that the persons have been involved over time and on a continuous basis during the course of the relationship.

The term does not include violence in a casual acquaintanceship or violence between individuals who only have engaged in ordinary fraternization in a business or social context.

- **Sexual Assault:**

The state of Florida defines sexual assault as follows:

Sexual battery means oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object; however, sexual battery does not include an act done for bona fide medical purpose.

Additionally, the state of Florida defines incest as follows:

Whoever knowingly marries or has sexual intercourse with a person to who he or she is related by lineal consanguinity, or a brother, sister, uncle, aunt, nephew, or niece, commits incest, which constitutes a felony of the third degree, punishable as provided in s. 775.082, s. 775.083, or s.775.084. “Sexual intercourse” is the penetration of the female sex organ by the male sex organ, however slight; emission of semen is not required.

- **Stalking:**

The state of Florida defines stalking as follows:

A person who willfully, maliciously, and repeatedly follows, harasses, or cyberstalks another commits the offense of stalking, a misdemeanor of the first degree, punishable as provided in s. 775.082 or s. 775.083.

- **Consent:**

Under Florida law, consent must be intelligent, knowing, and voluntary. Failing to physically resist does not mean someone consents to sexual activity.

A person cannot consent to sex if that person is:

- forced or threatened
- incapacitated by drugs or alcohol involuntarily
- unconscious or asleep
- physically unable to resist or flee
- incapable of understanding the nature of the conduct because of a mental disease or defect
- underage (generally, the age of consent is 18 years old)

## **How to Be an Active Bystander**

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. If you or

someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive toward another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on- or off-campus resources listed in this document for support in health, counseling, or with legal assistance.

### **Risk Reduction**

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, [www.rainn.org](http://www.rainn.org))

1. **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
3. **Walk with purpose**. Even if you don't know where you are going, act like you do.
4. **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
6. **Make sure your cell phone is with you** and charged and that you have cash money.
7. **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
8. **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.
9. **When you go to a social gathering, go with a group of friends**. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. **Trust your instincts**. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).

11. **Don't leave your drink unattended** while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
12. **Don't accept drinks from people you don't know or trust.** If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
13. **Watch out for your friends, and vice versa.** If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. **If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).** Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
  - a. **Remember that being in this situation is not your fault.** You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
  - b. **Be true to yourself.** Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
  - c. **Have a code word with your friends or family** so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
  - d. **Lie.** If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
16. **Try to think of an escape route.** How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
17. **If you and/or the other person have been drinking,** you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

**Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking**

The College engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and that:

- A. A statement that the institution prohibits the crimes of domestic violence, dating violence, sexual assault and stalking (as defined by the Clery Act);
- B. The definitions of domestic violence, dating violence, sexual assault and stalking according to any applicable jurisdictional definitions of these terms;
- C. What behavior and actions constitute consent, in reference to sexual activity, in the State of Florida
- D. A description of safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;
- E. Information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.
- F. Information regarding:
  - a. Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs” elsewhere in this document)
  - b. How the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);

- c. Existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document); and
- d. Options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
- e. Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document).

### ***Primary Prevention and Awareness Programs***

Beacon College’s primary prevention and awareness programs for students on campus begin with orientation. Programs include Bystander Intervention, Decision Making, Distribution of Title IX policy, and notice of the availability of the Annual Security and Fire Safety Report. All first year students complete EverFi’s Program. EverFi is an online program addressing the critical issues of sexual assault, relationship violence, stalking, and sexual harassment. Beacon College is in its 3<sup>rd</sup> year of EverFi implementation for new students. All new students (first year and transfer) are required to complete the EverFi program during their first semester on campus. In 2019-2020 Beacon College had 121 first year and transfer students interact with the program.

### ***Ongoing Prevention and Awareness Campaigns***

The College is developing an annual educational campaign open to all students, faculty, and staff consisting of the following events throughout the year:

Rape Aggression Defense (RAD) for women and men are a central component of self defense classes held weekly in the Fitness Center. RAD not only identifies and discusses risk reeducation, prevention, and bystander intervention regarding dating violence, domestic violence, sexual assault and stalking it also provides physical training to avoid potential attacks. Other programs will raise awareness of Dating Violence, Domestic Violence, Sexual Assault, and Stalking. LGBQ and gender identity issues, healthy relationships, consent and bystander intervention. Drug and Alcohol awareness programs and surveys often delve into what is consent as it relates to sexual assault.

## **Beacon College Sexual Misconduct Response Policy**

### **I. Introduction and Scope of Policy**

Beacon College (the “College”) complies with Title IX of the Education Amendments of 1972 (“Title IX”), which prohibits Sex Discrimination in education programs and activities receiving federal financial assistance. The purpose of this Sexual Misconduct Response Policy (“Policy”) is to define certain conduct prohibited by Title IX, as well as other types of sexual misconduct prohibited by the College, describe the process for reporting violations of the Policy and for filing Formal Complaints, outline the process used to investigate and decide alleged violations of this Policy, and identify the resources available to Complainants and Respondents.

The College prohibits Sex Discrimination, and other types of sexual misconduct defined in this Policy. The College also prohibits Sexual Harassment that occurs within any education program or activity of the College, against a person in the United States. The College’s “education program or activity” includes locations, events, or circumstances over which the College exercises substantial control over both the Respondent and the context in which the Sexual Harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the College. Anyone may experience Sex Discrimination, Sexual Harassment or other sexual misconduct, irrespective of gender identity or sexual orientation. The College also prohibits Retaliation against any person for exercising any right or privilege under this Policy, or because the individual has made a report or complaint, testified, assisted or participated in an investigation, proceeding or hearing under this Policy.

As described further below, the College has designated a Title IX Coordinator to coordinate compliance with this Policy, and respond to inquiries, reports and Formal Complaints under this Policy.

Allegations of Sexual Harassment that do not meet the definition of Sexual Harassment under this Policy shall be addressed under other applicable College policies, such as the Student Code of Conduct or policies applicable to employees or faculty, as appropriate and within the Colleges’ discretion.

## **II. Definitions**

### **A. Prohibited Conduct**

Prohibited Conduct under this Policy is necessarily Prohibited Conduct under other applicable College policies, such as the Student Code of Conduct or policies applicable to employees or faculty. The following conduct is prohibited:

**“Child Abuse”** means abuse, abandonment or neglect of a person who is under the lawful age of consent in the state in which the conduct occurs. The age of consent in Florida is 18. If other age requirements apply, individuals are expected to be aware of and comply with the laws applicable to them.

**“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 Complainant and where the existence of such a relationship shall be determined based on a consideration of the following factors: the length of the relationship, the type of relationship, 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 applicable jurisdiction.

**“Retaliation”** means intimidation, threats, coercion, or discrimination, including charges against an individual for policy or 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 Prohibited Conduct, or a Formal Complaint, for the purpose of interfering with any right or privilege under this Policy. Retaliation may be directed against a Party, or against anyone who participates or who refuses to participate in any process under this Policy. However, charging an individual with a policy or code of conduct violation for making a materially false statement in bad faith in a report, complaint or Formal Complaint, or in the course of a Grievance Process, does not constitute Retaliation under this Policy. A determination regarding responsibility, alone, will not be sufficient to conclude that any Party made a materially false statement in bad faith.

Notwithstanding this definition of Retaliation, the exercise of rights protected under the First Amendment of the U.S. Constitution does not constitute Retaliation under this Policy. A person engaged in retaliatory conduct is subject to disciplinary sanctions under this Policy. For students, this may include but is not limited to denial of certain privileges, disciplinary probation, suspension, or expulsion. For employees, this may include but is not limited to warnings, suspensions, or termination. The College will consider interim measures in response to Retaliation-related concerns in order to stop Prohibited Conduct and its recurrence. In some instances, this may lead to the removal of the person accused of Retaliation from campus pending resolution of the matter, in accordance with Section III.F.

“**Sex Discrimination**” means discrimination (other than Sexual Harassment) based on sex, which includes gender identity and sexual orientation.

“**Sexual Assault**” means any sexual act directed against a Complainant without the Affirmative Consent of the Complainant, including instances in which the Complainant is incapable of giving Affirmative Consent, including because of incapacitation. The sexual acts covered by this definition include:

- **Rape**—(Except Statutory Rape) Penetration, no matter how slight, of the vagina or anus with another body part or object, or oral penetration by a sex organ of another person, without the Affirmative Consent of the Complainant.
- **Sodomy**—Oral or anal sexual intercourse with another person: forcibly or against that person’s will, meaning without the Affirmative Consent of the Complainant; or not forcibly or against the person’s will in instances where the Complainant is incapable of giving Affirmative Consent because of the person’s age or temporary or permanent mental or physical Incapacity.
- **Sexual Assault With An Object**—To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person: forcibly or against that person’s will, meaning without the Affirmative Consent of the Complainant; or not forcibly or against the person’s will in instances there the Complainant incapable of giving Affirmative Consent because of the person’s age or temporary or permanent mental or physical Incapacity.
- **Fondling**—The touching of the private body parts (buttocks, groin, breasts) of another person for the purpose of sexual gratification: forcibly or against that person’s will, meaning without the Affirmative Consent of the Complainant; or not forcibly or against the person’s will in instances where the Complainant is incapable of giving Affirmative Consent because of the person’s age or temporary or permanent mental or physical Incapacity.
- **Incest**—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape**—Nonforcible sexual intercourse with a person who is under the statutory age of consent in the jurisdiction where the conduct occurs. The age of consent in Florida is 18. If other age requirements apply, individuals are expected to comply with the laws applicable to them.

**“Sexual Battery”** means oral, anal, or vaginal penetration by, or union with, the sexual organ of another or the anal or vaginal penetration of another by any other object.

**“Sexual Exploitation”** means taking nonconsensual or abusive sexual advantage of another for one’s own advantage or benefit, or to benefit a person other than the one being exploited. Some examples of sexual exploitation may include:

- Prostituting oneself or another person;
- Non-consensual photographing or video or audio recording of nude or sexually-explicit images or sexual activity or non-consensual transmitting, sending, disclosing or publicizing such images, videos, audio recordings, photographs or likeness, in whole or in part, by any means or medium, including but not limited to texting, email, live-streaming or social media;
- Exceeding the boundaries of explicit consent, such as allowing friends to hide in a closet to witness one’s consensual sexual activity; or
- Engaging in non-consensual voyeurism.

**“Sexual Harassment”** means conduct on the basis of sex, including gender, that also satisfies one or more of the following:

- (1) employee conditioning the provision of an aid, benefit or service of the College on an individual’s participation in unwelcome sexual conduct;
- (2) unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the College’s education program or activity; or
- (3) Sexual Assault, Dating Violence, Domestic Violence, or Stalking (as defined in this Policy).

**“Stalking”** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.

In addition to the offenses described above, any sexual misconduct that violates the law of the jurisdiction where it takes place shall also be considered Prohibited Conduct under this Policy.

## **B. Other Definitions**

**“Actual Knowledge”** means notice of Prohibited Conduct or allegations of Prohibited Conduct under this Policy by the Title IX Coordinator or any Official With Authority as defined herein. However, the College is not deemed to have Actual Knowledge when the only Official With Authority with Actual Knowledge is the Respondent.

**“Affirmative Consent”** means mutually understandable words or actions that clearly indicate a willingness to engage in a specific sexual activity. Affirmative Consent to engage in sexual activity must exist from beginning to end of each instance of sexual activity and may be withdrawn at any time. Silence or lack of protest, without actions evidencing permission, does not constitute Affirmative Consent. While Affirmative Consent may be expressed by words or by actions, it is highly recommended that Affirmative Consent be expressed and obtained verbally. Non-verbal Affirmative Consent expressed through actions may lead to confusion and potential for misunderstandings, which may lead to a violation of this Policy. Affirmative Consent must be given by both parties. Each party is responsible for obtaining Affirmative Consent to engage in the sexual activity. An individual’s use of alcohol or drugs does not diminish that individual’s responsibility to obtain Affirmative Consent if that individual is the one who initiates sexual activity. Affirmative Consent must be intelligent, knowing and voluntary. To give Affirmative Consent, a person must be of age in the state where the activity takes place. The age of consent in Florida is 18. Assent does not constitute Affirmative Consent if obtained through “coercion” or from an individual whom the Respondent knows or reasonably should know is “incapacitated”.

Affirmative Consent to engage in sexual activity may be withdrawn by any person at any time. Once withdrawal of Affirmative Consent has been expressed, the sexual activity must cease immediately. Affirmative Consent is automatically withdrawn by a person who is no longer capable of giving Affirmative Consent due to incapacitation. A current or previous marital or consensual dating or sexual relationship between the Parties should never by itself be assumed an indicator of Affirmative Consent.

It is not a valid excuse that the accused believed there was Affirmative Consent if the accused knew, or reasonably should have known, that the Complainant was unable to give Affirmative Consent to sexual activity because he or she was: (1) asleep or unconscious; (2) incapacitated due to the influence of drugs, alcohol or medication so that he or she could not understand the fact, nature or extent of sexual activity; or (3) unable to communicate due to a mental or physical condition.

**“Coercion”** means the use of express or implied threats, intimidation, or physical force which places an individual in reasonable fear of immediate harm or physical injury.

**“Complainant”** means an individual who is alleged to be the victim of conduct that could constitute Prohibited Conduct.

**“Formal Complaint”** means a document filed by a Complainant or signed by the Title IX Coordinator alleging Sexual Harassment against a Respondent and requesting that the College investigate the allegation of Sexual Harassment. At the time of filing a formal complaint, a

Complainant must be participating in or attempting to participate in the education program or activity of the College. Participating or attempting to participate includes someone who has taken a leave of absence from their education or employment, but who intends to return. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by email, by using the contact information contained in Section III.B. of this Policy. As used in this definition, the phrase “document filed by a Complainant” means a document or electronic submission that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint.

**“Grievance Process”** means the process used by the College to investigate and decide Formal Complaints. The Grievance Process shall provide a prompt, fair and impartial investigation and resolution, and shall be conducted by persons who receive annual training on issues related to Domestic Violence, Dating Violence, Sexual Assault and Stalking, and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

**“Incapacity”** means, by reason of mental or physical condition, an individual lacks the ability to make a knowing and deliberate choice (that is, to give Affirmative Consent) to engage in sexual activity. Someone who is drunk, legally intoxicated or under the influence of a narcotic, anesthetic or other substance may be incapacitated, but is not necessarily incapacitated. Individuals who are asleep, unresponsive, or unconscious are incapacitated. Factors the College will use to assess whether someone is incapacitated for purposes of this Policy include, but are not limited to: inability to communicate coherently, inability to dress or undress without assistance, inability to walk without assistance, slurred speech, loss of coordination, vomiting, or inability to perform other physical or cognitive tasks without assistance. The existence of any one of these factors may support a finding of incapacitation for purposes of this Policy.

**“Official With Authority”** means the Title IX Coordinator and the following individuals who have the authority to institute corrective measures under this Policy: President, Provost, Associate Dean of Students and Director of Human Resources. An Official With Authority who has Actual Knowledge must immediately report incidents or allegations of Prohibited Conduct to the Title IX Coordinator.

**“Party”** or **“Parties”** means any Complainant or Respondent, individually or collectively.

**“Prohibited Conduct”** means any of the defined terms under this Section II.A. Misconduct that is not defined as Prohibited Conduct under this Section may be prohibited by other College policies such as the Student Code of Conduct or the policies applicable to employees and faculty.

**“Remedies”** means any measure designed to restore or preserve equal access to the College’s education program or activity. Remedies may include disciplinary sanctions or Supportive

Measures, and may be punitive in nature. The College will not impose Remedies that are not Supportive Measures against a Respondent unless and until a determination of responsibility for Sexual Harassment has been made against the Respondent pursuant to the Grievance Procedure. The Title IX Coordinator is responsible for coordinating the effective implementation of Remedies.

**“Respondent”** means an individual who has been reported to be the perpetrator of conduct that could constitute Prohibited Conduct.

**“Supportive Measures”** means non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a Formal Complaint or where no Formal Complaint has been filed, regardless of whether the Complainant chooses to report the incident to campus security or local law enforcement. These measures are designed to restore or preserve equal access to the College’s education program or activity without unreasonably burdening the other Party, including measures designed to protect the safety of all Parties or the College’s educational environment, or deter Prohibited Conduct. Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, transportation options, mutual restrictions on contact between the Parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The College will maintain as confidential any Supportive Measures provided to either Party, to the extent it can do so without impairing its ability to provide the Supportive Measures, and unless otherwise required by law. The Title IX Coordinator is responsible for coordinating the effective implementation of Supportive Measures.

### **III. Reporting and Complaint Procedures**

#### **A. General Principles**

The College strongly encourages individuals to report incidents involving conduct prohibited under this Policy and to obtain support services. Although the College does not limit the time frame for reporting allegations or for filing a Formal Complaint under this Policy, the College can most effectively respond to allegations of Prohibited Conduct if a report is made as promptly as possible after the incident occurs.

#### **B. Reporting Prohibited Conduct; Supportive Measures**

Any person may report Prohibited Conduct under this Policy (whether or not the person reporting is the person alleged to be the victim of the conduct), in person, by mail, by telephone,

or by electronic mail, using the contact information listed for the Title IX Coordinator below, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. A report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed below for the Title IX Coordinator.

Contact Information:

Sheryl Nichols, Title IX Coordinator and

Associate Vice President of Student Engagement and Success

Beacon College

Rogers Student Center

118 East Main Street

Leesburg, FL, 34748

352-638-9724 or [snichols@beaconcollege.edu](mailto:snichols@beaconcollege.edu)

Alternatively, any person may report Prohibited Conduct (whether or not the person reporting is the person alleged to be the victim of such conduct), to an Official With Authority, as defined in this Policy. Officials With Authority who obtain Actual Knowledge of Prohibited Conduct must promptly advise the Title IX Coordinator of any report, allegations or observations of Prohibited Conduct, including the identities of the individuals involved. This is required even if the person reporting the Policy violation is unsure about pursuing a Formal Complaint. Failure of an Official With Authority to comply with this reporting requirement may result in disciplinary action, up to and including termination.

Similarly, all College employees who receive a report, make observations or learn of allegation of Prohibited Conduct must promptly advise the Title IX Coordinator of any report, allegations or observations of Prohibited Conduct, including the identities of the individuals involved. This is required even if the person reporting the Policy violation is unsure about pursuing a Formal Complaint. Failure of an employee to comply with this reporting requirement may result in disciplinary action, up to and including termination.

Any person subject to this Policy is required to report suspected or known Child Abuse in accordance with applicable state law. In Florida, reports of suspected or known Child Abuse must be made to Florida Department of Children and Families (DCF). To report possible child

abuse using the DCF Abuse Hotline please go to: <https://www.myflfamilies.com/service-programs/abuse-hotline/report-online.shtml> or call 1-800-962-2873, use 1-800-955-8771 for telecommunications device for the deaf, or report by fax at 1-800-914-0004. Any uncertainty about reporting Child Abuse should always be resolved in favor of making a report.

Upon receiving a report of Prohibited Conduct, the Title IX Coordinator shall:

- promptly contact the Complainant to discuss the availability of Supportive Measures and provide written information on Rights and Supportive Measures;
- consider the Complainant's wishes with respect to Supportive Measures;
- inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint;
- explain to the Complainant the process for filing a Formal Complaint;
- explain and provide written information on the following to persons alleging Domestic Violence, Dating Violence, Sexual Assault or Stalking regardless of whether the incident occurred on or off campus:
  1. the importance of preserving evidence as may be necessary to the proof of criminal Domestic Violence, Dating Violence, Sexual Assault or Stalking, or in obtaining an order of protection;
  2. options regarding law enforcement and campus authorities, including notification of the survivor's option to--
    - (a) notify on-campus security, local police or both;
    - (b) be assisted by the Title IX Coordinator in notifying law enforcement authorities if the survivor so chooses; or
    - (c) decline to notify such authorities;
  3. where applicable, the rights of survivors and the institution's responsibilities regarding orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

All reports of Prohibited Conduct under this Policy will be promptly investigated by the College. The Grievance Procedure set forth in this Policy will typically apply only to Formal Complaints made in accordance with Section III.C. that are not otherwise dismissed pursuant to Section IV.A. As addressed in Section IV.E., in some circumstances and within the discretion of the College, Formal Complaints may be consolidated (investigated and decided together under the Grievance Process) with reports of Prohibited Conduct, or alleged violations of other College policies. Within the discretion of the College, all other reports of Prohibited Conduct will typically be investigated in accordance with the Student Code of Conduct or the policies applicable to employees and faculty.

The College will keep the Complainant's identity confidential (including from the Respondent), unless disclosing the Complainant's identity is necessary to provide Supportive Measures for the Complainant (e.g., where a no-contact order is appropriate and the Respondent would need to know the identity of the Complainant in order to comply with the no-contact order, or campus security is informed about the no-contact order in order to help enforce its terms), and except as may be necessary in order to carry out the provisions of this Policy or a related College policy or to comply with applicable law.

Any person may choose to make a report anonymously. Where a person makes an anonymous report, the College will comply with this Section to the fullest extent possible, but may be limited in its ability to do so if the identity of any Complainant is unknown or to the extent the Complainant chooses not to proceed with a Formal Complaint or participate in an investigation.

All individuals are encouraged to report sexual misconduct that may also violate criminal law to both the College and to local law enforcement. These processes are not mutually exclusive. The College encourages immediate involvement of the local rape crisis center or domestic violence victim service organization for allegations involving Dating Violence, Domestic Violence or Sexual Assault. A Complainant who chooses not to report to such organizations or to local law enforcement will still receive support and services from the College. The College will assist a Complainant who wishes to make a report to local or campus security, if desired.

### **C. Formal Complaints of Sexual Harassment; Supportive Measures**

A Complainant may file a Formal Complaint of Sexual Harassment against a Respondent by submitting it to the Title IX Coordinator in person, by mail, or by email, by using the contact information listed below. A Formal Complaint must be a document or electronic submission 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 must allege Sexual Harassment against a Respondent and request that the College investigate the allegations of Sexual Harassment. Complainants who seek to file a Formal Complaint may choose to use the Formal Complaint form attached to this Policy as Addendum A, but are not required to do so.

Contact Information:

Sheryl Nichols, Title IX Coordinator and

Associate Vice President of Student Engagement and Success

Beacon College

Rogers Student Center

118 East Main Street

Leesburg, FL, 34748

352-638-9724 or snichols@beaconcollege.edu

**Reporting Sexual Harassment, whether verbally or in writing, to an Official With Authority (other than the Title IX Coordinator), or anyone other than the Title IX Coordinator, does not constitute a Formal Complaint.**

Where a Complainant desires to initiate the Grievance Process, the Complainant cannot remain anonymous. The Complainant's identity will need to be disclosed to each Respondent. However, the Title IX Coordinator may file a Formal Complaint based on an anonymous report or complaint, which the College will investigate. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a Party under this Policy.

Upon receiving a Formal Complaint, the Title IX Coordinator shall:

- promptly contact the Complainant to discuss the availability of Supportive Measures and provide written information on Rights and Supportive Measures;
- consider the Complainant's wishes with respect to Supportive Measures;
- explain and provide written information on the following to persons alleging Domestic Violence, Dating Violence, Sexual Assault or Stalking regardless of whether the incident occurred on or off campus:
  1. the importance of preserving evidence as may be necessary to the proof of criminal Domestic Violence, Dating Violence, Sexual Assault or Stalking, or in obtaining an order of protection;
  2. options regarding law enforcement and campus authorities, including notification of the survivor's option to--
    - (a) notify on-campus security, local police or both;
    - (b) be assisted by the Title IX Coordinator in notifying law enforcement authorities if the survivor so chooses; or
    - (c) decline to notify such authorities;
  3. where applicable, the rights of survivors and the institution's responsibilities regarding orders of protection, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

**D. Counseling Resources**

The College offers counseling services on campus. While information shared with the College's counselors will be kept private, counselors may be required to disclose certain information to other College employees, or to third parties in certain circumstances, such as in a court or administrative proceeding. Other exceptions may include:

- i. Students exhibiting thoughts or behaviors that are potentially life threatening towards self or others.
- ii. Threats or behaviors of physical aggression/abuse towards self or others.
  - (a) Specifically, these refer to suicidal thoughts/gestures, and thoughts/behaviors involving violence towards others. Acts of campus endangerment are also included in this category.
- iii. Suspected or known instances of child abuse.

For this reason, the College encourages individuals affected by Sexual Assault to seek the immediate involvement of a local rape crisis center or domestic violence victim service organization.

#### **E. Amnesty**

A person who makes a report or files a Formal Complaint in good faith under this Policy will not be disciplined by the College for a violation of the College's drug and alcohol possession or consumption policies that may have occurred in connection with as reported incident.

#### **F. Emergency Removal**

Prior to removing a Respondent from its education program or activity on an emergency basis, the College shall: (1) undertake an individualized safety and risk analysis; (2) determine that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Prohibited Conduct justifies removal; and (3) provide the Respondent and Complainant(s) with notice of the emergency removal and provide the Respondent with an opportunity to challenge the decision immediately following the removal.

A Respondent seeking to challenge a decision ordering emergency removal must submit a written request specifying the reason(s) the emergency removal should be overturned to the Provost or his or her designee within 5 days of receiving notice. A written notification of the Provost's or designee's decision as to whether the emergency removal is sustained or overturned will be provided to the Respondent and Complainant(s) within 3 days of receipt of Respondent's written request.

#### **G. Administrative Leave**

The Director of Human Resources or his or her designee may determine to place a non-student employee Respondent on administrative leave during the pendency of the Grievance Process. The College, in its sole discretion, shall determine whether such leave will be paid or unpaid.

#### **IV. Disposition of Formal Complaints and Pre-Investigation Process**

##### **A. Initial Review of Formal Complaint; Dismissal**

Promptly upon receipt of a Formal Complaint, the Title IX Coordinator shall assess whether the Formal Complaint is to be dismissed on a required or permissive basis.

The Title IX Coordinator must dismiss a Formal Complaint, if any time during the investigation or hearing, it does not meet the following jurisdictional requirements:

- (i) The conduct alleged in the Formal Complaint would not constitute Sexual Harassment as defined under this Policy, even if proven;
- (ii) The conduct alleged in the Formal Complaint did not occur in the College's education program or activity; or
- (iii) The conduct alleged in the Formal Complaint did not occur against a person in the United States.

A Formal Complaint that is dismissed for failure to meet the above jurisdictional requirements may nevertheless violate the College's Student Code of Conduct or employee and faculty policies. Unless the dismissal of the Formal Complaint is overturned in accordance with Section IV.B., the matter shall be referred to the appropriate College personnel for investigation and potential adjudication under the College's Student Code of Conduct or employee and faculty policies.

The Title IX Coordinator may dismiss a Formal Complaint, if at any time during the investigation or hearing:

- (i) A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
- (ii) The Respondent is no longer enrolled at or employed by the College;
- (iii) Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

If the Title IX Coordinator decides to dismiss the Formal Complaint, the Title IX Coordinator shall provide a "Notice of Dismissal" to the Parties simultaneously indicating the reasons for the dismissal, and referring the matter to the appropriate personnel for processing under the Student Code of Conduct or policies applicable to employees and faculty. The Parties may appeal the

dismissal as described below. Unless the Formal Complaint is dismissed, the Title IX Coordinator shall provide notice of the allegations to the Parties as prescribed by Section IV.F., within 7 days after receiving the Formal Complaint, and shall keep a written record of the reasons for the decision.

The Title IX Coordinator shall assess whether the allegations meet the definition of Sexual Harassment under this Policy before signing a Formal Complaint and shall not sign a Formal Complaint that would require dismissal.

### **B. Appeal of Dismissal of Formal Complaint**

Any Party may appeal a dismissal of a Formal Complaint by submitting a written notice of appeal of dismissal (“Appeal of Dismissal”), explaining the reasons for the appeal, to the Title IX Coordinator within 3 days of receiving the Notice of Dismissal. A Party may appeal dismissal on the following grounds:

- Procedural irregularity that affected the outcome of the determination;
- New allegations or evidence that was not reasonably available at the time the determination regarding dismissal was made, that could affect the outcome of the determination; or
- The Title IX Coordinator 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 determination.

Promptly upon receiving an Appeal of Dismissal, the Title IX Coordinator shall notify all other Parties in writing and provide them with 3 days to submit a written statement in support of, or challenging, the dismissal. The Title IX Coordinator will submit any Appeal of Dismissal to the Provost or his or her designee for consideration. The Provost or his or her designee shall consider any Appeal of Dismissal and simultaneously provide the Parties with a written decision, including the reason for the decision, within 10 days after receiving the Appeal of Dismissal or additional written statements in support of, or challenging, the dismissal, whichever is later. This decision is final and not subject to further review.

### **C. Continuing Review**

If at any time the Title IX Coordinator receives information or evidence that may indicate that the Formal Complaint is required to be dismissed or may be dismissed under this Section, he or she shall assess whether the Formal Complaint is to be dismissed on a required or permissive basis in light of the new information or evidence. If at any time the investigator or Hearing Officer receives information or evidence that may indicate that the Formal Complaint is required

to be dismissed or may be dismissed under this Section, they shall immediately notify the Title IX Coordinator and provide the Title IX Coordinator with the new information or evidence, in writing; the Title IX Coordinator shall then assess whether the Formal Complaint is to be dismissed on a required or permissive basis in light of the new information or evidence. If the Title IX Coordinator determines to dismiss the Formal Complaint, the Title IX Coordinator shall follow the procedure relating to dismissals in Section IV.A. If the Title IX Coordinator determines not to dismiss the Formal Complaint, the Title IX Coordinator shall keep a written record of the reasons for the decision.

#### **D. Surviving Allegations after Dismissal of Formal Complaint**

If the Title IX Coordinator determines to dismiss a Formal Complaint, but the Formal Complaint alleges sexual or other misconduct that may violate other College policies, the Title IX Coordinator shall communicate in the Notice of Dismissal that the allegations may violate other College policies and will be addressed in accordance with such policies. Generally speaking, the Respondent's identity will determine whether the allegations will be addressed pursuant to the Student Code of Conduct, or the policies applicable to faculty or employees, which the College shall determine at its discretion.

#### **E. Consolidation; Related Allegations**

The Title IX Coordinator may consolidate Formal Complaints against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one Party against the other Party (multiple complaints or counter-complaints), where the allegations arise out of the same facts or circumstances. The decision of whether and how to consolidate Formal Complaints is within the Title IX Coordinator's discretion.

The Title IX Coordinator may also consolidate a Formal Complaint with a report or complaint of Prohibited Conduct that may violate this Policy, or a report or complaint of conduct that may violate another College policy, where the allegations arise out of the same facts or circumstances. The Title IX Coordinator may consolidate allegations of retaliation that arise during a Grievance Process with a pending case. The decision of whether and how to consolidate a Formal Complaint with a report or complaint of other Prohibited Conduct or conduct that may violate another College policy is within the Title IX Coordinator's discretion.

The Title IX Coordinator shall endeavor to make decisions regarding consolidation as early in the Grievance Process as possible. When the Title IX Coordinator determines to consolidate Formal Complaints or allegations under this Section, he or she shall advise the Parties of the consolidation in the Notice of Allegations under Section IV.F, or in a writing as soon thereafter as practicable.

## **F. Notice of Allegations**

Within 7 days after a Formal Complaint is filed (or in the event a Party appeals a dismissal, within 3 days of the issuance of a decision reversing the dismissal), the Title IX Coordinator shall provide written notice of the allegations (“Notice of Allegations”) to the Parties who are known, which shall include the following:

- (i) Notice of the allegations potentially constituting Sexual Harassment as defined in this Policy;
- (ii) Notice of the College’s Grievance Process, including its informal resolution process, under this Policy;
- (iii) Sufficient details surrounding the allegations including the identities of the Parties involved in the incident, if known, the conduct allegedly constituting Sexual Harassment, and the date and location of the alleged incident, if known;
- (iv) A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the Grievance Process;
- (v) A statement informing the Parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, who may accompany them to any meeting or hearing during the Grievance Process. The statement shall explain that the College shall not limit the choice or presence of advisor for either the Complainant or Respondent in any meeting or hearing during the Grievance Process;
- (vi) A list of the names and titles of available advisors from which to choose, and a statement that the Parties must notify the Title IX Coordinator of their choice of advisor within 3 days of the Notice of Allegations;
- (vii) A statement informing the Parties that they may inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence upon which the College does not intend to rely in reaching a determination regarding responsibility, and including inculpatory or exculpatory evidence whether obtained from a Party or other source; and
- (viii) A statement informing the Parties that the College’s Student Code of Conduct and employee and faculty policies prohibit knowingly making false statements or knowingly submitting false information during the Grievance Process.

If the Title IX Coordinator consolidated two or more Formal Complaints, the Notice of Allegations must advise the Parties of the consolidation. Similarly, if the Title IX Coordinator consolidated a Formal Complaint with allegations of Prohibited Conduct under this Policy or other misconduct under another College Policies, the Notice of Allegations include a statement

of all the charges, specify all provisions and policies alleged to have been violated, and advise the Parties of such consolidation.

### **G. Amended Notice of Allegations**

If, during the Grievance Process, the Title IX Coordinator receives additional Formal Complaints or learns of additional information or allegations of sexual or other misconduct that arise out of or relate to the same or related facts or circumstances, the Title IX Coordinator may consolidate those matters and provide an Amended Notice of Allegations to the Parties as soon as practicable. If necessary, the Title IX Coordinator may temporarily pause the proceedings to provide an Amended Notice of Allegations.

### **H. Admission to Charges**

If, during the Grievance Process, the Respondent accepts responsibility for the charges by submitting a written notice to the Title IX Coordinator, the investigator will continue and conclude the investigation. In such case, an abbreviated hearing will be held in order to consider sanctions only. In consolidated cases involving multiple Respondents where only one or some Respondents accept the charges, or in cases the Respondent only accepts some charges but not others, the Grievance Process shall proceed in the ordinary course with regard to the remaining Respondents or charges.

### **I. Choice of Advisor**

The Parties are entitled to an advisor of their choice, who may be, but is not required to be an attorney. The College maintains a list of advisors that are available to the Parties at no cost. Should a Party choose to engage an advisor that the College does not provide, the Party is responsible for any costs and fees for the advisor.

If a Party elects to use an advisor provided by the College, the Party shall notify the Title IX Coordinator within 3 days following receipt of the Notice of Allegations and shall indicate the name of the Party's preferred advisor. A party may list alternate advisors in the event the Party's first choice for advisor is unavailable or otherwise unable to serve as advisor for the Party. If more than one Party requests the same College-provided advisor, the Title IX coordinator shall use a neutral method (such as flipping a coin or placing names in a hat) to determine which Party will be assigned that advisor. If necessary, the Title IX Coordinator will communicate with the Parties to identify alternative advisors.

A Party who chooses to use an outside advisor or attorney may seek to use a different outside advisor or attorney at any time, or may instead seek to request an College-provided advisor, upon

written notice to the Title IX Coordinator. A Party who chooses to use an College-provided advisor may seek to instead use an outside advisor or attorney at any time, upon written notice to the Title IX Coordinator. A Party who chooses to use an College-provided advisor may request a different College-provided advisor at any time by submitting a written request to the Title IX Coordinator, including the reasons therefore.

## **V. Investigation**

### **A. Timeframe**

Upon providing the Notice of Allegations to the Parties, the Title IX Coordinator shall assign an investigator to gather information and prepare an investigative report. The assigned investigator shall promptly commence an investigation. In ordinary circumstances, the investigator shall complete the investigation within 30 days. The investigative report should be completed within 45 days after the referral. For good cause, these timeframes may be extended by the Title IX Coordinator with notice provided to all Parties.

### **B. Evidence and Witnesses**

The burden of gathering evidence that is directly related to the allegations rests on the investigator and not on the Parties. However, the investigator cannot access, consider, disclose, or otherwise use a Party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the Party, unless the investigator obtains that Party's voluntary, written consent.

The investigator shall ordinarily provide at least 2 days written notice to a Party or witness whose participation is invited or expected, including the date, time, location, participants, and purpose of all investigative interviews or other meetings or proceedings.

The Parties shall have an equal opportunity to identify witnesses, including fact and expert witnesses, and to present other inculpatory and exculpatory evidence. The Parties shall not be restricted in their ability to discuss the allegations under investigation or to gather and present relevant evidence.

Questions and evidence about the Complainant's sexual predisposition are not relevant. Questions and evidence about the Complainant's prior sexual behavior are not relevant except: (i) when offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant; or (ii) when specific incidents of the Complainant's prior sexual behavior

with respect to the Respondent and are offered to prove Affirmative Consent. Information protected by a legally-recognized privilege, such as the attorney-client privilege, the physician-patient privilege or any other legally-recognized privilege, is also not relevant.

No individual shall attempt to alter or prevent a witness's statement or participation.

### **C. Investigative Interviews**

The Parties shall have an equal opportunity to be accompanied by their advisor in any investigative interview or other meeting or proceeding, including the hearing, under this Policy; however, advisors may not speak or participate during an investigative interview. A Party may take brief breaks in order to consult with their advisor. No Party shall have the right to attend, or have their advisor attend, an investigative interview of another Party or witness.

### **D. Right to Inspect and Review Evidence**

Before completing the investigative report, the investigator shall provide the Parties and their advisors a copy of the evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence the investigator does not intend to include in the investigative report, and inculpatory or exculpatory evidence whether obtained from a Party or other source, so that each Party can meaningfully respond to the evidence prior to conclusion of the investigation. Neither the Parties nor their advisors shall be permitted to disclose or disseminate the evidence to any person who is not a Party or witness or other participant in the Grievance Process. The investigator shall redact from such evidence any information that is not directly related to the allegations (or that is otherwise barred from use by any provision of this Policy, such as information protected by a legally-recognized privilege, or a Party's treatment records if the Party has not given written consent). The Parties shall have 10 days to submit a written response, which the investigator will consider prior to completing of the investigative report.

### **E. Investigative Report**

The investigator shall complete the investigation and prepare an investigative report that fairly and objectively summarizes relevant evidence. The report may include credibility assessments, but shall not make a determination regarding responsibility. The investigator shall redact from the investigative report any information that is not relevant, which is contained in evidence that is relevant. At least 10 days prior to the hearing, the Title IX Coordinator shall send each Party and their advisor a copy of the investigative report, including all relevant evidence. After receiving the investigative report, the Parties will have 10 days to submit an optional written response to the Title IX Coordinator.

## **F. No Bias or Conflict of Interest**

Neither the Title IX Coordinator nor any individuals designated to serve as an investigator, Hearing Officer, or informal resolution facilitator shall have a bias or conflict of interest for or against Complainants or Respondents generally or an individual Complainant or Respondent. A Party or person appointed to serve in a role in the Grievance Process may submit a written letter of concern relating to bias or conflict of interest at any time to the Title IX Coordinator; however, if the letter of concern relates to the alleged bias or conflict of interest by the Title IX Coordinator, the Party or individual shall submit the letter to the Associate Dean of Students or his or her designee. The Title IX Coordinator or the Associate Dean of Students or designee shall promptly speak with the individual alleged to have a bias or conflict of interest and conduct any other appropriate inquiry into the matter. The Title IX Coordinator or the Associate Dean of Students or designee shall make a determination as to whether the individual alleged to have a bias or conflict of shall be removed from their role. If the individual alleged to have a bias or conflict is removed from their role, the Title IX Coordinator or the Associate Dean of Students or designee shall appoint an alternate individual to serve in their place.

## **VI. Hearing**

### **A. Timing and Notice**

A live hearing will be scheduled to take place no less than 10 days and no more than 30 days after the investigator sends the investigative report to each Party. The Title IX Coordinator shall give all Parties and witnesses at least 5 days' notice of the hearing specifying the date, time, and place of the hearing, or if the hearing is virtual, the access instructions. The Investigator shall be available during the hearing in the event the Hearing Officer or any Party requests to call them as a witness. Any Party or witness who is unable to attend the hearing must immediately notify the Title IX Coordinator of the reasons for the inability to attend. The Title IX Coordinator may attend any hearing to observe the process.

The Title IX Coordinator shall send to the Hearing Officer the investigative report along with the relevant evidence and any timely received written responses to the investigative report at least 5 days prior to the hearing.

### **B. Questions About Process**

All pre-hearing questions regarding hearing procedures shall be directed to the Title IX Coordinator. The Title IX Coordinator will share the questions and response with all Parties. During the hearing, procedural questions may be directed to the Hearing Officer.

### **C. Hearing Before Hearing Officer**

The hearing will be conducted by a Hearing Officer. Neither the Title IX Coordinator, the investigator, nor a Party's advisor shall serve as a Hearing Officer.

### **D. Live Virtual and In- Person Hearings Permitted; Accommodations**

Live hearings may be conducted with all Parties physically present in the same geographic location. At the request of either Party, or as may be necessary or appropriate, the College may at its discretion provide for the live hearing to occur virtually with any or all of the Parties, witnesses and other participants located in separate rooms or geographical locations with technology enabling the Hearing Officer and participants to simultaneously see and hear each other. Should any Party or participant require any accommodations for the hearing, they should notify the Title IX Coordinator within 2 days of receiving the Notice of the Hearing.

### **E. Record of the Hearing**

The College shall create an audio or audiovisual recording of all hearings and make it available to the Parties for inspection and review. It is the Hearing Officer's responsibility to ensure that the entire hearing is recorded, including cross-examination, opening and closing remarks, questions for the Hearing Officer, procedural discussions, objections and relevancy determinations and scheduling discussions. The Parties shall have an equal opportunity to inspect and review the recording of the hearing, however the College is not obligated to send the Parties a copy of the recording or transcript. Copies or transcripts of the recording may be made at the expense of the requesting Party.

### **F. Advisors**

If a Party does not have an Advisor present at the live hearing, the College shall provide without fee or charge to that Party an advisor, who may be, but is not required to be, an attorney, to conduct cross-examination on behalf of that Party. Advisors' participation in hearings is generally limited to cross-examination of the other Party and witnesses, including questions challenging credibility. At the conclusion of each Party's or witnesses' testimony, the Hearing Officer will ask each Party if their advisor has any additional questions for the Party or witness. At that time, advisors may request permission to ask any additional questions and the Hearing Officer may also ask additional questions.

### **G. Cross-Examination and Relevance**

Only relevant cross-examination and other questions may be asked of a Party or witness. The Hearing Officer must permit each Party's advisor to ask the other Party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination must be conducted directly, orally, and in real time by the Party's advisor of choice and never by a Party personally. The Hearing Officer will make real-time relevancy determinations related to each question asked prior to a witness or Party answering the question.

Where questioning or evidence is duplicative, the Hearing Officer may deem the questioning or evidence not relevant. Information protected by a legally-recognized privilege, such as the attorney-client privilege, the physician-patient privilege or any other legally-recognized privilege, is not relevant.

Questions and evidence about the Complainant's sexual predisposition are not relevant. Questions and evidence about the Complainant's prior sexual behavior are not relevant except: (i) when offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant; or (ii) when specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove Affirmative Consent.

The Hearing Officer retains the discretion to determine what additional measures, if any, are reasonably appropriate to allow the Parties to respond to and use the evidence at a hearing, while preventing the evidence from being used in an impermissible manner as long as such measures apply equally to both Parties and do not restrict the ability of a Party to discuss the allegations under investigation or to gather and present relevant evidence. For example, such measures may be used to address sensitive materials such as photographs with nudity.

## **H. Party or Witness Not Subject to Cross-Examination**

The Hearing Officer may rely upon on any statement of a Party or witness in reaching a determination regarding responsibility, regardless of whether such Party or witness submits to cross-examination at the hearing. The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a Party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

## **I. Rules of Decorum**

The Hearing Officer is charged with the authority and discretion, consistent with what is required by this Policy, to impose rules of decorum and ensure that the live hearing proceed in an orderly, non-disruptive manner. All questioning must be relevant, respectful and non-abusive. Yelling or raised voices are not permitted and questions must be asked in a non-abusive and non-

intimidating manner. Badgering of a Party or witness is prohibited; repetition of the same question will be deemed irrelevant and, therefore, is not permitted.

If a Party's advisor of choice refuses to comply with a recipient's rules of decorum, the Hearing Officer may require the Party to use a different advisor. Similarly, if an advisor that the College provides refuses to comply with the rules of decorum, the Hearing Officer may provide that Party with a different advisor to conduct cross-examination on behalf of that Party.

## **J. Rules of Procedure**

### **J.1. Opening and Closing Statements**

The Parties shall have the option of offering opening and closing statements of 5 minutes each.

### **J.2. Cross-Examination**

The Hearing Officer has the right and responsibility to ask questions and elicit information from the Parties and witnesses on their own initiative to aid in obtaining relevant evidence, both inculpatory and exculpatory. After each advisor completes their questioning of a Party or witness, any Hearing Officer may ask any relevant questions of the Party or witness.

### **J.3. Relevancy Determinations – Questions and Evidence**

Before a Complainant, Respondent, or witness answers a cross-examination or other question posed by an advisor, the Hearing Officer shall determine whether the question is relevant and explain any decision to exclude a question as not relevant. In order to determine relevancy, the Hearing Officer may ask the advisor to explain the relevance or any other preliminary matters or questions. The Hearing Officer's decision is not subject to further challenge at that time and the hearing shall proceed in an orderly fashion.

## **K. Standard of Evidence; Written Determination**

The Hearing Officer must objectively evaluate all relevant evidence, both inculpatory and exculpatory, and must not give deference to the investigative report. The Hearing Officer must apply the preponderance of evidence standard to reach a determination regarding responsibility. If the Hearing Officer determines there is insufficient evidence to find the respondent responsible for violating one or more policies, the Hearing Officer shall issue a written determination in accordance with this policy. If the Hearing Officer determines that the respondent is responsible for violating one or more policies, the Hearing Officer will then decide what disciplinary sanctions are appropriate, if any. In reaching a decision with respect to disciplinary sanctions,

the Hearing Officer may take into consideration the respondent's prior disciplinary record. The Hearing Officer will also decide if any supportive measures or remedies are appropriate at that time.

The Hearing Officer's determination will not be announced during the hearing, instead the Hearing Officer will prepare a written determination letter ("Written Determination"), which the Hearing Officer will transmit to the Title IX Coordinator within 10 days after the conclusion of the hearing. The Written Determination will include:

- (i) Identification of the allegations potentially constituting Sexual Harassment as defined in this Policy;
- (ii) A description of the procedural steps taken from the receipt of the Formal Complaint through the Hearing Officer's determination, including any notifications to the Parties, interviews with Parties and witnesses, site visits, methods used to gather other evidence, and hearing dates held;
- (iii) Findings of fact supporting the Hearing Officer's determination;
- (iv) Conclusions regarding the application of this Policy to the facts;
- (v) A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the Hearing Officer determines to impose on the Respondent, and whether Supportive Measures will be provided;
- (vi) A statement of, and rationale for, only those Remedies that directly affect the Respondent;
- (vii) The procedures and permissible bases for any Party to appeal.

After receiving the Hearing Officer's Written Determination, the Title IX Coordinator will provide copies of the Written Determination to the Parties simultaneously.

If the charges in the Notice of Allegations or Amended Notice of Allegations included other charges of Prohibited Conduct under this Policy or of other misconduct under another College Policy that were consolidated in the same proceeding, the Written Determination shall also provide a statement of and rationale for the result as to each additional allegation and what sanctions, if any, are being imposed.

If an appeal is not timely filed, the determination regarding responsibility automatically becomes final on the date on which the appeal would no longer be considered timely. If an appeal is timely filed, the determination regarding responsibility becomes final on the date that the Title IX Coordinator provides the Parties (simultaneously) with the Appeal Decision.

#### **L. Disciplinary Sanctions, Remedies and Supportive Measures**

Remedies must be designed to restore or preserve equal access to the College's education program or activity. Remedies may include disciplinary sanctions or Supportive Measures, and may be punitive in nature. The College will not impose Remedies that are not Supportive Measures against a Respondent unless and until a determination of responsibility for Sexual Harassment has been made against the Respondent pursuant to the Grievance Procedure set forth in this Section. Remedies that do not directly affect the Respondent must not be disclosed to the Respondent.

Supportive Measures may include 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, increased security and monitoring of certain areas of the campus, and other similar measures. Unless otherwise required by law, the College will maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the College's ability to provide the Supportive Measures, and unless otherwise required by law.

The Hearing Officer may consult with the investigator and appropriate College offices on ranges or types of sanctions, but the ultimate decision with regard to sanctions must be made by the Hearing Officer. The Hearing Officer may consider the number and nature of the previous offenses, if any, and any mitigating circumstances which might exist may be in determining sanctions. The Hearing Officer may, within his or her discretion, permit the Parties to submit sanction statements.

The range of disciplinary sanctions that may be imposed upon a student responsible for a violation of this Policy, either singly or in combination, are:

- i. Warning: A written statement advising the student that a violation of the Student Code of Conduct has been committed and that further misconduct may result in more severe disciplinary action.
- ii. Disciplinary Probation: Removal of the student from good standing. Additional restrictions or conditions may also be imposed. Appropriate College officials shall be notified of the imposition of such sanctions. Probation shall last for a stated period of time and until specific conditions, if imposed, have been met. Any violations of these rules or College policies committed during the probationary period will subject the student to further discipline, including suspension or expulsion.

- iii. Community Service: Completion of a determined number of hours in a designated setting. Community Service assignments may include campus and/or off-campus sites. Community Service may be imposed alone or in conjunction with other sanctions.
- iv. Educational Programs: Completion of an educational module based on a topic appropriate to the violation, reflective paper, apology letter, and other forms of education may be imposed that provide an opportunity for the student to learn from, rectify, and prevent future occurrences of the violation.
- v. Fines: Fines, specifically for violations of the Drug and Alcohol Policies may serve as a deterrent for future violations. Fines may also include restitution, or the reimbursement for damage to or misappropriation of College property or the property of others whether exclusively or in combination with other disciplinary action. Such reimbursement may take the form of monetary payment or appropriate service to repair or otherwise compensate for damages. Restitution may be imposed on any student who alone, or through group or concerted activities, participates in causing the damages or costs.
- vi. Suspension from Housing: Temporary separation of the student from College housing for a specified period of time and/or until specific conditions, if imposed, have been met. Students who are on “housing suspension” will lose Residence Life support during the period of suspension. The student is responsible for securing and paying for lodging during the period of housing suspension.
- vii. Expulsion from Housing: Permanent separation of the student from College housing. The dismissed student is responsible for securing and paying for alternative housing.
- viii. Suspension: Temporary separation of the student from the College for a specified period of time and/or until specific conditions, if imposed, have been met. A temporary indication of suspension will appear on the student’s transcript until they return to good standing. Except where prior approval has been granted by the Associate Dean of Students or designee, a suspended student shall not participate in any college-sponsored activity and shall be barred from the college campus.
- ix. Expulsion: Permanent separation of the student from the College. An indication of dismissal will appear on the student’s transcript. The expelled student is prohibited from participating in college-

sponsored activities, attending classes, taking meals in the dining hall, or otherwise visiting the campus in any way.

The disciplinary sanctions that may be imposed upon an employee found to be responsible for a violation of this Policy, either singly or in combination, include but are not limited to written warning, disciplinary probation, reassignment or transfer, remedial measures such as trainings and educational programs, or termination.

## **VII. Appeals**

Any Party may appeal a Written Determination by submitting a written appeal of determination (“Appeal of Determination”), explaining the reasons for the appeal, to the Title IX Coordinator within 5 days of receiving the Written Determination. A Party may appeal on the following grounds:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility was made, that could affect the outcome of the matter;
- A conflict of interest or bias for or against Complainants or Respondents generally or an individual Party involving the Title IX Coordinator, investigator, or Hearing Officer that affected the outcome of the matter; or
- The sanctions assessed are substantially disproportionate to the findings.

The Director of Human Resources may also appeal a sanction imposed against an employee on the grounds that the sanction is not proportionate to the conduct. The disciplinary sanction will remain in place during the appeal process.

Within 3 days of receiving any Appeal of Determination, the Title IX Coordinator will conduct an initial review to determine if it is timely. If the appeal is not timely, the original Written Determination will stand and the decision is final, and the Title IX Coordinator shall notify the Parties in writing.

If the Appeal of Determination is timely, the Title IX Coordinator shall notify all other Parties in writing and provide them with 5 days to submit a written statement in support of, or challenging, the Written Determination. The Title IX Coordinator shall promptly provide copies of all Appeal of Determinations and additional written statements to all other Parties. After the 5-day period, the Title IX Coordinator will submit the Appeal of Determination, and any additional, timely written statements to the Chief Financial Officer or designee for consideration. The Chief Financial Officer or designee shall be trained to serve as a Hearing Officer, who did not serve as a Hearing Officer in the same case.

An appeal is not a hearing. The Chief Financial Officer or designee will not hear testimony. The Chief Financial Officer or designee shall consider any Appeal of Determination, along with any additional written statements in support of, or challenging, the determination, and make a decision. The Chief Financial Officer or designee will make a decision either upholding, overturning, or modifying the Written Determination, and simultaneously provide the Parties and the Title IX Coordinator with a written decision (“Appeal Decision”), including the reason for the decision, within 10 days. The Appeal Decision is final and not subject to further review.

### **VIII. Informal Resolution**

Where the facts alleged in the Formal Complaint are not contested, or where the Respondent has admitted, or wishes to admit responsibility, or where the Parties want to resolve a case without a completed investigation or Grievance Process, informal resolution may be an appropriate solution. Informal resolution may include, but is not limited to, mediation and conciliation, and various forms of restorative justice, to be determined within the discretion of the Title IX coordinator.

An informal resolution process may be available at any time: (1) after a Formal Complaint has been filed and is not dismissed pursuant to Section IV.A. of this Policy; and (2) prior to the Hearing Officer reaching a determination regarding responsibility. The Title IX Coordinator may choose to offer the Parties an informal resolution process. Alternatively, any Party may submit a written request to the Title IX Coordinator for an informal resolution process. The decision as to whether to offer or grant a request to engage an informal resolution process resides within the sole discretion of the Title IX Coordinator. In consolidated cases or in cases involving multiple Parties, an informal resolution process may take place, if deemed appropriate by the Title IX Coordinator, where all Parties agree to participate; if only some Parties agree to participate, the Title IX Coordinator may sever matters that were previously consolidated or that involve multiple Parties. Notwithstanding, an informal resolution process is never available to resolve: (i) allegations that an employee engaged in Sexual Harassment against a student; (ii) allegations of Sexual Assault.

When the Parties have indicated to the Title IX Coordinator their assent to engage in an informal resolution process, the Title IX Coordinator shall provide the Parties with a written notice of informal resolution (“Notice of Informal Resolution”) which shall include:

- (i) a statement of the allegations;
- (ii) a statement that no Party is required to participate in an informal resolution process;

- (iii) a statement that any Party may withdraw from the informal resolution process and resume the Grievance Process with regard to a Formal Complaint arising from the same allegations at any time prior to signing a resolution agreement;
- (iv) a statement that the Parties are required to keep all information and communications relating to the informal resolution process confidential both during and after the informal resolution process;
- (v) a statement that any statements or admissions disclosed during the informal resolution process shall remain confidential and shall not be used in a subsequent investigation or proceeding arising out of the same or any other Formal Complaint;
- (vi) a statement that records relating to the informal resolution process will be maintained by the Title IX Coordinator and may only be shared or disclosed in accordance with this Policy, FERPA and other applicable federal or state laws;
- (vii) a statement that notwithstanding the confidentiality requirements of the informational resolution process, should the informal resolution process fail to satisfactorily resolve the matter, or if any Party withdraws from the informal resolution process, no Party shall be restricted in their ability to discuss the allegations under investigation or to gather and present relevant evidence after the matter is referred back to the Title IX Coordinator to resume the Grievance Process under this Policy;
- (viii) a statement that all Parties must provide their voluntary, written consent to engage in the informal resolution process to the Title IX Coordinator;
- (ix) a statement that a record of the outcome, including a resolution agreement, if any, will be maintained by the Title IX Coordinator; and
- (x) a statement that should the informal resolution process fail to satisfactorily resolve the matter, or if any Party withdraws from the informal resolution process, the matter shall be promptly referred back to the Title IX Coordinator to resume the Grievance Process under this Policy.

Upon receipt of each Party's voluntary written consent to participate in an informal resolution process, the Title IX Coordinator shall refer the matter to an informal resolution facilitator. The informal resolution facilitator shall promptly contact the Parties in writing to commence the informal resolution process, which may occur in person or virtually.

The College is not required to provide the Parties with advisors prior to entering into an informal resolution process, nor must it ensure that the Parties confer with advisors prior to entering into an informal resolution process. Advisors are not permitted to participate in an informal resolution process.

In the event a Formal Complaint is not resolved by way of an informal resolution process, the informal resolution facilitator shall not serve as a witness in a related investigation or hearing.

Outcomes of an informal resolution process may include, but are not limited to, any of the following (or any combination thereof):

- Make the Respondent aware that the Respondent's behavior is being perceived as Sexual Harassment, and make clear that the behavior is prohibited by this Policy;
- Make the Respondent aware that the purpose of the discussion is to achieve a change in behavior;
- Make clear the College prohibits Retaliation against the Complainant, or against anyone who participates in any process under this Policy.
- Suggest possible resolutions of the problem, including but not limited to: a change in the offensive behavior, counseling, an apology to the Complainant, a reevaluation of a grade, extension of deadlines or other course-related adjustments, modifications of work or class schedules, leaves of absence, campus escort services, increased security and monitoring of certain areas on campus, mutual restrictions on contact between the Parties or a change in the relationship between the Parties (i.e., changed advisor, class enrollment, athletic travel or hotel accommodations, or work or housing assignments);
- Provide or continue Supportive Measures;
- Disciplinary measures designed to educate or deter further inappropriate conduct by the Respondent.

A resolution reached by way of an informal resolution process shall become final and binding upon all Parties signing a resolution agreement. Any resolution agreement shall be reduced to a writing signed by the Parties and the informal resolution facilitator as witness, with a copy provided to the Title IX Coordinator, and shall continue the requirement that the Parties keep all information and communications relating to the informal resolution process confidential. A resolution agreement may contain additional confidentiality requirements as agreed by the Parties.

The informal resolution process should be completed within 10 days of the time a Notice of Informal Resolution is sent to the Parties. Should the informal resolution process fail to satisfactorily resolve the matter, or if any Party withdraws from the informal resolution process, the matter shall be promptly referred back to the Title IX Coordinator to resume the Grievance Process under this Policy.

The informal resolution process may be utilized in connection with reports or complaints under other College Policies, such as the Code of Student Conduct or the policies applicable to employees and faculty.

## **IX. Law Enforcement and Community Resources**

### **A. National Resources**

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

The National Sexual Assault Hotline is a free 24/7 telephone hotline operated by the Rape, Abuse & Incest National Network (RAINN). The hotline automatically redirects callers to local rape crisis centers based on the area code and first three digits of the caller's phone number. RAINN does not keep a record of the caller's phone number.

Hotline: 1-800-656-HOPE (1-800-656-4673)

<https://www.rainn.org/about-national-sexual-assault-telephone-hotline>

#### **National Domestic Violence Hotline**

For anyone affected by abuse and needing support, call 1-800-799-7233, or if you are unable to speak safely, you can log onto thehotline.org or text LOVEIS to 1-866-331-9474. These resources are available 24 hours a day/7 days a week.

#### **National Gender-Based Street Harassment Hotline**

The Online National Street Harassment Hotline is a free, confidential, secure service that provides live help through the Stop Street Harassment website.

Hotline: 855-897-5910 or use secure IM chat via <http://tinyurl.com/TheSHhotline>

#### **National Suicide Prevention Lifeline**

If you are in immediate danger of seriously harming yourself or being harmed by someone else, call 911 or go to the nearest emergency room.

If you are struggling with thoughts of suicide, the National Suicide Prevention Lifeline can help at 1-800-273-TALK (8255) and for the Spanish line call 888.628.9454 or TTY: 800.799.4TTY (4889)

## **B. Law Enforcement and Community Resources**

Campus security is available on campus, and emergency medical assistance and law enforcement assistance are available off campus. Individuals are encouraged (but not required) to contact law enforcement and seek medical treatment as soon as possible following an incident that poses a threat to safety or physical well-being or following a potential criminal offense. For more information about filing a criminal complaint with law enforcement, please contact:

### **Leesburg Police Department**

115 E Magnolia St  
Leesburg, FL 34748  
Phone: (352) 787-2121 or for emergencies dial 911

### **Campus Safety**

118 W. Meadow Street  
Leesburg, FL 34748  
Phone: 352-638-9799

## **LOCAL HOSPITALS/EMERGENCY ROOMS:**

### **UF Health Leesburg Hospital**

600 E Dixie Ave  
Leesburg, FL 34748  
Phone: (352) 323-5762

### **AdventHealth Waterman**

1000 Waterman Way  
Tavares, FL 32778  
Phone: (352) 343-3333

### **South Lake Hospital**

1900 Don Wickham Dr.  
Clermont, FL 34711  
Phone: (352) 394- 4071

## **MENTAL HEALTH SERVICES AND OTHER LOCAL SERVICES:**

### **Haven of Lake and Sumter Counties, Inc.**

2600 South St.  
Leesburg, FL 34748

Phone: (352) 787-1379

**Life and Hope Counseling**

4400 N Highway 19A Ste 5

Mount Dora, FL 32757

Phone: (352) 357-1955

**Family Life Counseling Center**

1230 Oakley Seaver Dr.

Clermont, FL 34711

Phone: (352) 988-6673

**Lifestream Behavioral Center**

2020 Tally Rd

Leesburg, FL 34748

Phone: (352) 315-7500

**Lake County Outreach Counseling Office**

2600 South Street

Leesburg, FL 34748

Phone: (352) 787-5889

**DOMESTIC AND SEXUAL VIOLENCE VICTIMS/SURVIVORS AND ANY COUNTY OR CITY SEXUAL ASSAULT REPSONSE ORGANIZATIONS:**

**Community Health Centers**

25 N 1st St

Leesburg, FL 34748

Phone: (877) 552-4235 or (352) 314-7400

**Women's Care Center**

309 High St # 102

Leesburg, FL 34748

Phone: (352) 787-8929

**Community Health Centers**

212 E. Main St.

Tavares, FL 32778

Phone: (352) 314-7400

**Community Health Centers**

2140 Don Wickham Dr. Ste C  
Clermont, FL 34711  
Phone: (352)314-7400

**Christian Care Center**

115 N 13<sup>th</sup> ST.  
Leesburg, FL 34748  
Phone: (352) 314-8733

**Lake County Health Department- Leesburg Health Services**

2113 W. Griffin Rd.  
Leesburg, FL 34748  
Phone: (352) 360-6548

**Clermont Health Center-Lake County Health Department**

875 Oakley Seaver Dr.  
Clermont, FL 34711  
Phone: (352) 989-9001

**Community Primary Health Clinic**

2300 Kurt St.  
Eustis, FL 32726  
Phone: (352) 589- 2501

**X. Additional Considerations**

**A. Confidentiality.**

The College must keep confidential the identity of Complainants, Respondents and witnesses, except as may be permitted by FERPA, as required by applicable law or as necessary to carry out the Grievance Process. To the extent disclosure of the identity of Complainants, Respondents, or witnesses is required by applicable law or is necessary to carry out the Grievance Process, the College will make such disclosure only to the extent necessary. Consistent with its legal obligations, the College may report or publish statistical information without disclosing the identities of the Parties.

Parties, advisors, and witnesses are prohibited from photographing, scanning or recording by audio, video or other means the evidence, or disseminating the evidence to third Parties or to the public. Should dissemination become necessary for litigation or other legal proceedings, the

individual contemplating disclosure must advise all relevant Parties or other interested participants in writing of the pending disclosure and allow a reasonable time for such persons to contest the disclosure.

The Title IX Coordinator may, within his or her discretion, require the Parties, advisors, or witnesses to sign appropriate non-disclosure agreements.

Nothing in a non-disclosure agreement, or in this Section or any other Section of this Policy, shall restrict the ability of a Party to discuss or communicate about the allegations under investigation (e.g., with a parent, friend, or other source of emotional support), or to gather and present relevant evidence.

#### **B. Access to Records.**

Parties may request access to records under this Policy by submitting such request in writing to the Title IX Coordinator. The Title IX Coordinator shall assess the request in light of FERPA and any other applicable federal or state laws. If the request is granted, the requesting Party will have opportunity to review and inspect such records, which may be made available in redacted form. The Title IX Coordinator shall respond to requests for access to records within 25 days.

#### **C. Interpretation and Construction.**

The headings and subheadings employed in this Policy are provided for ease of reference only, and shall not be construed to limit the rights and responsibilities set forth in this Policy. In all cases, this Policy shall be interpreted consistent with the spirit and purpose of Title IX.

#### **D. Timeframes and Deadlines.**

The timeframes prescribed under this Policy may be subjected to limited extension for good cause upon written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action. Good cause may include 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. Decisions relating to extensions and delays shall be made by the Title IX Coordinator.

When any deadline or prescribed time period under this Policy falls on a Saturday, Sunday or holiday recognized by the College, the deadline or prescribed time period shall be extended to the next business day.

**Addendum A**  
**Sexual Harassment Formal Complaint Form**

Complainants who seek to file a Formal Complaint of Sexual Harassment may choose to use this form, but are not required to do so. A Formal Complaint must be a document or electronic submission that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint, and requests that the College investigate the allegations. Formal Complaints may be submitted to the Title IX Coordinator in person, by mail, or by email, by using the contact information listed below.

Contact Information:

Sheryl Nichols, Title IX Coordinator and  
Associate Vice President of Student Engagement and Success  
Beacon College  
Rogers Student Center  
118 East Main Street  
Leesburg, FL, 34748  
352-638-9724 or [snichols@beaconcollege.edu](mailto:snichols@beaconcollege.edu)

**I. Complainant Information**

Name:

Email Address:

Cell Phone:

Current Title, Status or Relationship to the College (e.g., student, employee, etc.)

Title, Status or Relationship to the College at time of incident(s) described in Section II below (if different than current):

**II. Factual Information Regarding Complaint**

Date(s) of incident:

Location(s) of incident(s):

Description of incident(s) (please provide as much detail as possible and attach any relevant documents or information; include the name(s) of all parties involved, including any witnesses or other individuals who may have information relating to the incident(s):

### **III. Request for Investigation and Signature**

I hereby request that the Title IX Coordinator commence an investigation into the allegations of Sexual Harassment made in this Formal Complaint. I hereby certify that by my signature below, I am the person filing this Formal Complaint.

---

Complainant Signature

#### **HEOA Victim Notification**

Beacon College will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the college against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, Beacon College will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

#### **Sex Offender Registry**

In accordance with the Campus Sex Crimes Prevention Act of 2000, (which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act, and the Family Educational Rights and Privacy Act of 1974), and the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921) Section 121, Beacon College provides a link to the Florida State Sex Offender Registry,

[https://offender.fdle.state.fl.us/offender/sops/home.jsf;jsessionid=fATgFAFk355AmKqOf\\_a2\\_jY50aG2OhBJRQqABL6l.MOTORHEADSecondary](https://offender.fdle.state.fl.us/offender/sops/home.jsf;jsessionid=fATgFAFk355AmKqOf_a2_jY50aG2OhBJRQqABL6l.MOTORHEADSecondary)

All sex offenders are required to register in the State of Florida and to provide notice of each institution of higher education in Florida at which the person is employed, carries a vocation or is a student. Or, you may contact the Florida Department of Law Enforcement directly at 407-245-0888.

#### **Crime Statistics**

## **Definitions of Crimes Reportable Under The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Higher Education Opportunity Act and the Violence Against Women Act**

### **Criminal homicide**

**Murder:** The willful (non-negligent) killing of one human being by another.

### **Manslaughter**

**Non-negligent Manslaughter [Murder]:** the willful (non-negligent) killing of one human being by another.

**Manslaughter by Negligence [Criminal Homicide]:** the killing of another person through gross negligence.

### **Sex offenses**

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

**Fondling:** is the touching of the private body parts of another for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity.

**Incest:** is 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 from the care, custody, or control of a person or persons by force, or threat of force, or violence and/or by putting the victim in fear.

**Aggravated Assault:** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of attack is usually assault accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury results from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed).

**Burglary:** The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and

entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

**Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle. (Classify as a motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding).

**Arson:** Any 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.

**Domestic Violence:** A pattern of abusive behavior in any relationship that is used by one partner to gain or maintain power and control over another intimate partner. Domestic violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This includes any behaviors that intimidate, manipulate, humiliate, isolate, frighten, terrorize, coerce, threaten, blame, hurt, injure, or wound someone.

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

**Stalking:** A pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear.

**Hate Crimes** – Includes all of the crimes listed above, where the law requires the release of statistics by category of prejudice where the victim was intentionally selected because of the perpetrator's bias against the victim based on one of the Categories of Prejudice listed below, plus the following crimes.

**A. Larceny Theft:** The unlawful taking, carrying, leading, or riding away of property from the possession, or constructive possession, of another.

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

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

**D. 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

aggrieved bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

**Categories of Prejudice under Hate Crimes are as follows:**

- A. Race** – A preformed negative attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind.
- B. Gender** – A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
- C. 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.
- D. 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.
- E. 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.
- F. 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.
- G. Gender Identity** – A preformed negative opinion or attitude toward a group of persons because the perceived gender of those persons may be different from the gender traditionally associated with their gender at birth.

**Weapon Law Violations:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

**Drug Abuse Violations:** Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

**Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transportation, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all

attempts to commit any of the aforementioned. (Public Drunkenness and Driving Under the Influence are not included in this definition).

CLERY CRIME STATISTICS TABLE – BEACON COLLEGE												
	CAMPUS						NON-CAMPUS			PUBLIC		
	ALL			RESIDENCE FACILITIES			2018	2019	2020	2018	2019	2020
2018	2019	2020	2018	2019	2020							
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	1	0
Rape	0	0	3	0	0	3	0	0	0	0	0	0
Fondling	0	1	1	0	1	1	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Burglary – Total	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations (Referred for Disciplinary Action)	6	5	5	6	5	5	0	0	0	0	0	0
Drug Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations (Referred for Disciplinary Action)	2	4	1	2	4	1	0	0	0	0	0	0
Weapons Possession Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possession Violations (Referred for Disciplinary Action)	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	1*	0	0	1*	0	0	0	0	0	0	0
Dating Violence	0	2	0	0	2	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	2	2	0	1	0	0	0	0	0	0	0
Unfounded Crimes	0	0	0	0	0	0	0	0	0	0	0	0

\*2019: Hate Crime. There was one on-campus (Residence Hall) Intimidation characterized by both racial bias and by sexual orientation bias.

*Residence Facilities is a Subsection of Campus not additional offenses.*