

# Campus Safety & Fire Report for 2021

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October 2022



The annual Security and Fire Safety Report is published by October 1 of each year. The full text of this report can be located on our website at:

<http://www.oak.edu/student-life/campus-safety>

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## OVERVIEW

The U. S. Department of Education is committed to assisting schools in providing students with a safe environment in which to learn, and to keep students and parents well informed about campus security. The Department continues to be committed to the enforcement of the Campus Security Act of 1990, which requires a school to compile an annual campus security report.

The Oakland City University annual Campus Security & Fire Safety Report is released by October 1st of each year. The report is reviewed and updated annually to ensure compliance with state and federal crime awareness and campus security legislation.

On July 22, 2015, the Department of Education issued notification of final regulations to the Clery Act, released in October 2014. The Violence Against Women Reauthorization Act (VAWA) amended the Jeanne Clery Act to afford additional rights to campus victims of sexual assault, domestic violence, dating violence, and stalking. Beginning in 2016, schools were required to provide additional information pertaining to VAWA regulations in their annual report.

The safety of the students at Oakland City University is monitored jointly by the Offices of Student Life, Residence Life, and OCU Police/Campus Safety & Security. The OCU Chief of Police oversees the safety of all Oakland City University students, particularly while students are on the university main campus and ensures that security policies are enforced. The Associate VP for Student Life, Director of Residential Life, Residence Hall Directors, and Resident Assistants are responsible for maintaining a secure living environment for students living on campus and reporting any criminal activity to the appropriate university officials/authorities. The OCU Chief of Police works closely with local law enforcement personnel, and places security personnel on duty every day from 5:00 p.m. – 1:00 a.m.

In addition, the Chief of Police or a Security staff member is on call 24 hours a day. Student Life professionals are also on duty during scheduled business days and on call 24 hours a day. Crime statistics for the previous year are available by contacting the Police Department during university business hours.

## **TIMELY WARNINGS**

A campus wide "timely warning" will be issued when a situation arises, either on or off campus that, in the judgment of the Executive Council, constitutes a continuous or serious threat to the OCU community. The warning will be issued through the university email system and/or through the OCU Emergency Notification System to students, faculty, and staff.

If an emergency notification is warranted due to an immediate threat to the community, an Oakland City University Campus Police Officer or a member of the Executive Council will send an emergency alert via the OCU Rave Emergency Notification System. This is a free service to all OCU faculty, staff, and students. Emergency alerts automatically populate on the OCU Campus Safety web page at: <http://www.oak.edu/student-life/campus-safety/emergency-notification-system>

Anyone with information they believe warrants a timely warning should report the circumstances to the Office of Student Life personnel by phone at 812-749-1421. To report in person, go to the Office for Student Life, main level of the Student Life Center (Bower-Suhrheinrich Building), Suite 204. If the timely warning affects Oakland City University locations other than the main campus, report the circumstances by phone at (812) 749-1421 or in person to site personnel. Timely warnings may also be reported to OCU Clergy Campus Security Authorities (CSA).

## **EMERGENCY PROCEDURES**

The following procedures have been established to allow Oakland City University to provide its constituents with appropriate responses when presented with conditions threatening the safety of the individual or community. Oakland City University has an excellent working relationship with the Oakland City Police Department. If the Oakland City PD are dealing with an incident off-campus (within the city) and they believe there to be a possible threat to our campus, they will notify OCU Police or university administration so necessary action can be taken to protect the OCU community.

## **Bomb Threats**

### Telephone Threat

- Remain calm.
- Do not hang up. Keep the caller on the line as long as possible and listen carefully.
- Note the time of the call and the telephone instrument it came in on.
- Note the caller's number if your phone is equipped with caller ID.
- Note the exact words of the caller.
  
- Ask the caller the following questions or listen for the following information:
  - ✓ Where is it located?
  - ✓ When will it go off?
  - ✓ What does it look like?
  - ✓ What kind is it?
  - ✓ What is the caller's name and motive for placing the bomb?
  - ✓ Are you an employee?
  - ✓ Are you a student?
  - ✓ Write down any information noticed, e.g. background noises, gender of caller, voice pitch and speech patterns, accent, etc.
  - ✓ Call 911 and report the incident.
  - ✓ Notify the Office for Student Life.

### Written Threat

- Remain calm.
- Call 911 and report the threat.
- Notify the Office for Student Life immediately.
- Follow procedures for SUSPICIOUS PACKAGES AND ENVELOPES.

## **Civil Disturbance**

### Outdoors

- Implement appropriate emergency procedures by moving students, visitors, and employees to a safe location (as conditions permit) inside buildings to protect against trauma or danger.
- Call 911 and report the emergency.
- Notify the Office for Student Life of the type of disturbance, its location, and the number of people causing it.
- Maintain a calming influence over your group. Reassure students, visitors, and employees that everything possible is being done to return the situation to a normal condition.

Should a gunshot be heard, get everyone on the ground immediately.

## Indoors

- Call 911 and report the emergency.
- Notify the Office for Student Life of the type of disturbance, its location, the number of people causing it, who is involved, any weapon presence, and your name. Provide as much information as possible.
- Keep students, visitors, and employees quiet and away from doors and windows.
- Lock all room doors.
- Account for all persons. Report any missing persons to emergency personnel or the Office for Student Life immediately.
- Close window shades, curtains, or blinds.
- Maintain a calming influence over your group. Reassure students, visitors, and employees that everything possible is being done to return the situation to a normal condition.
- Should a gunshot be heard, get everyone on the floor immediately.
- Always contact the Office for Student Life when you have an emergency in your room.
- Remain in the classroom or other safe area until notified by emergency personnel, the Office for Student Life, or designated university personnel to move or return to normal conditions.

## ***Earthquake/Structural Collapse***

### If you are inside:

- Watch for falling objects.
- Crawl under a table, counter, etc.
- Get into a protective position by tucking your head into your knees and cover your head with your arms.
- Stay away from windows, glass partitions, and mirrors.
- Stay away from overhead fixtures.
- Stay away from filing cabinets.
- Stay away from bookcases.
- Stay away from electrical appliances.
- Stay away from hanging objects.
- Evacuate the building only after debris has stopped falling.

### If you are outside:

- Move to an open area away from building structures.
- Watch for fallen power lines.
- Watch for fallen streetlights.
- Watch for fallen trees.
- Watch for broken glass.



If you are in a vehicle:

- Stop your vehicle in the nearest open area.
- Stay in your vehicle until the tremors have subsided.

After the incident:

- Remain calm.
- Be prepared for after-shocks.
- If evacuation is ordered, use the nearest and safest exit.
- DO NOT USE ELEVATORS.
- Proceed to your designated evacuation assembly area.
- Do not move seriously injured persons unless they are in danger.
- Open doors carefully.
- Watch for falling objects.
- Do not use matches/lighters or other sources of ignition.
- Avoid using telephones, as emergency response personnel will need these.

## **Evacuation**

### Building Evacuation

- Any Oakland City University staff or faculty member may issue an evacuation notification of a classroom or office area. The purpose is to move people away from any potentially threatening situation.
- Develop your plan now: Before a classroom or office can properly evacuate, a safe designated location must be determined and communicated.
- Direct persons to go immediately in a calm and orderly manner to the agreed-upon designated location.
- Consider persons with disabilities that may need assistance evacuating.
- Individuals with disabilities should exit to the next building or outside by horizontal exit (when available) or otherwise to stairway landing (considered an area of rescue). Inform emergency personnel of any missing persons and/or the number of people at the area of rescue.
- Do not take personal items.
- Close and lock doors behind you while exiting.
- You may walk briskly but do not run.
- Do not go to restrooms.
- Do not return to your area for personal belongings.
- If smoke is present, stay low. The best quality air is near the floor.
- Use stairway or horizontal exit to evacuate.
- DO NOT USE THE ELEVATORS.

### Situations that require full building evacuation:

- An evacuation of a building is used to move persons out of a building by a pre-designated route (if usable) to avoid a potentially threatening situation.
- Exit the building and go to your pre-determined designated area at least 300 feet away from the building.
- Do not return to the building from your designated area until told to do so by emergency personnel, the Office for Student Life or designated university personnel.

### **Fire or Explosion**

#### If you discover fire or smoke...

Call 911 and report the emergency.

#### **Remember R.A.C.E**

- Rescue: Remove anyone from immediate danger.
- Alarm: Activate the nearest fire alarm pull station.
- Contain: Close all doors to confine smoke and fire.
- Extinguish/Evacuate: If the fire is small and you have been trained in fire extinguisher use, you can attempt to extinguish a fire. Otherwise, follow your Evacuation Plan and proceed to the nearest exit and designated area outside the building.

#### If you catch on fire...

- **DO NOT RUN!** **Stop** where you are, **Drop** to the ground and **Roll** over and over to smother flames.

#### Response to Fire Alarms or Explosions...

- Remain calm.
- Evacuate and stay with your class or office group.
- Remember to take your class roster with you to the designated area.
- Once you have reached the designated area, report any missing person(s) to emergency personnel and the Office for Student Life.
- Only return to the building when directed by emergency personnel, the Office for Student Life, or the designated university personnel.

#### Evacuation Reminders...

- If leaving a room, feel the door with the back of your hand before opening it. Do not open any door that feels hot.
- Do not return to your area for personal belongings.
- If smoke is present, stay low. Best quality air is near the floor.
- Use stairway or horizontal exit to evacuate.
- Do not use the elevators.

- Consider individuals with disabilities that may need assistance evacuating.
- Notify the Office for Student Life and emergency personnel of missing persons and where they were seen last.
- Never allow the fire to come between you and the exit.
- The university Maintenance Department monitors all fire alarm signals on the main campus and will respond to these signals on main campus only.

If you are trapped in a room...

*Wedge wet towels or cloth materials along the bottom of the door to keep smoke out.*

- Try to close as many doors between you and the fire as possible.
- Call 911 and the Office for Student Life of your situation and location.
- If you are trapped in an area and need fresh air, only break the window as a last resort. Use caution when breaking a window to avoid injury to yourself.

### **Hazard Material Spills**

- If a corrosive or toxic chemical comes in contact with your skin, immediately flush the affected area with water for at least 15 minutes. If possible, have someone call for assistance immediately. Have them notify 911 or the Office of Student Life depending on the severity of the spill and/or the chemical involved. Always notify Student Life of any incidents.
- Do not attempt to clean up a chemical spill unless you are trained and have the proper protective equipment to perform the clean-up.
- Evacuate the area when there is possible danger of harmful or flammable vapors. Notify others in your immediate area to evacuate. Initiate the fire alarm when necessary.
- Always evacuate in a calm and orderly manner to a safe predetermined location. Notify emergency personnel and Student Life of any missing persons and where they were last seen.
- To increase ventilation to the affected area, call the university Maintenance Department for assistance.
- If possible, control access to the affected area by closing doors.
- Check those involved for adverse medical symptoms (shortness of breath, fainting, etc.) and request immediate medical attention as appropriate.
- Evacuees should remain in the designated safe area until emergency personnel or the Office for Student Life indicates it is safe to return to the affected area.

## **Human Body Fluids (Bloodborne Pathogens)**

If a Human Body Fluid Spill should occur, including Blood, Vomit, Feces, Saliva, or Urine:

- Always notify the Office for Student Life when exposed to human bodily fluids and seek professional medical treatment.
- Human body fluids are also known as bloodborne pathogens.
- Do not clean up a human bodily fluid spill unless you are trained in blood borne pathogens cleanup procedures.
- Always treat human body fluids as an infectious waste.
- Always wear rubber latex gloves when handling human bodily fluids.
- To remove gloves, avoid touching contaminated area of the gloves and wash hands thoroughly with soap and water.
- When danger of splashing exists, wear a face shield to prevent human body fluids from getting in your eyes, nose, and mouth.
- Avoid getting human bodily fluids in open sores or wounds.
- If human bodily fluids come in contact with your skin, wash the area immediately with soap and water and rinse.

## **Lockdown – Room, Building, or Campus**

### Room Lockdown Response

- A room lockdown response is used when it may be more dangerous to evacuate the building than to stay in the assigned rooms. Examples: Violent or potentially violent incident by an angry or deranged person, uncontrollable acts of aggression, a person or persons threatening with a gun or other deadly weapon, robbery in progress, etc.

### Room Lockdown Procedure

- Remain calm and stay with your students, visitors, and employees or associate workers.
- Lock room doors, windows, and close shades immediately.
- Notify 911 and the Office for Student Life of the situation as soon as possible without endangering yourself.
- Notify 911 and student life of the type of disturbance, its location, the number of people causing it, who is involved, any weapon presence and your name. Provide as much information as possible.
- Keep quiet and away from doors and windows.
- Instruct everyone to silence cell phones.
- If a gunshot is heard, keep people down near the floor and shielded under/behind room furniture as much as possible.
- Maintain a calming influence over your group. Reassure students, visitors, and employees that everything possible is being done to return the situation to a normal condition.

- Contact emergency personnel and the Office for Student Life as soon as possible of any medical emergencies.
- Conduct a count of all persons and report any missing person to the Office for Student Life or emergency personnel.
- Remain in the secured room until released by emergency personnel, the Office for Student Life, or designated university personnel.
- If gun shots are fired, and fleeing is necessary, run away in a zig zag manner, not in a straight line.

#### Building or Campus Lockdown Response

- The decision to initiate a building or campus wide lockdown rests with the Office for Student Life, the Academic Affairs Office, or the Executive Offices.
- A Lockdown consists of moving all students, visitors, and employees, and others off the grounds (outside) and into the buildings, securing all entrances, and denying access to any unauthorized persons.
- Always begin the Lockdown procedure immediately following notification to do so.
- Cancel all outdoor activities until approved otherwise by the Office for Student Life or designated university personnel.
- No person should leave a building under a lockdown order until the order has been cancelled by emergency personnel, the Office for Student Life or designated university personnel.
- Ensure all instructions issued by the Office for Student Life or designated university personnel are followed immediately.

#### Hostage/Weapons Situations

- Contact emergency personnel. Notify the Office for Student Life if possible. Make sure they understand that there is an armed person at the school and his/her last known location. Inform them of any known injuries. If possible, stay on the line with 911 until help arrives or you are instructed to disconnect by the dispatcher.
- The person in charge will notify all professors and students to initiate Lock Down procedures. Notify students outside the building to report to the nearest safe classroom.
- Avoid the use of codes. Communicate instructions clearly and directly.
- Under no circumstances should the students be evacuated without the approval and assistance of the police.
- If it can be done safely, a staff member may be sent outside the building to help direct traffic before emergency personnel arrive.
- When emergency personnel arrive, all staff should fully cooperate and assist as directed. They have been trained to deal with this kind of situation so let them do their job.

### Unauthorized Visitors and/or Hostile Intruders

- Notify the Office for Student Life or other designated university personnel if you know that someone is in the building without permission or becoming hostile.
- Contact local law enforcement, call 911, if an intruder is agitated or becomes hostile.

### Here are some tips for dealing with such persons:

- Be empathic: Try not to be judgmental of the person's feelings.
- Clarify messages: Listen to what is really being said. Respond to the person's issues by saying, for example, "I'll take you to \_\_\_\_\_ to get your issue addressed."
- Respect personal space: Stand at a minimum of six (6) feet from an aggressive person.
- Be aware of body position: Standing eye to eye with a person sends a challenge message.
- Permit verbal venting: Allow the individual to release as much energy as possible through venting.
- Set and enforce reasonable limits: If the individual becomes belligerent, defensive, or disruptive, state limits and directives clearly and concisely.
- Avoid overreacting: Remain calm, rational, and professional.
- Use physical restraint as a last resort: Employing physical techniques on an individual who is only acting verbally can escalate the situation.
- Ignore challenges: Redirect the individual's attention to issue at hand.
- Keep your non-verbal cues non-threatening: Be aware of your body language, movement, and tone of voice. The more an individual loses control, the less he or she listens to your actual words.

## **Medical Emergency**

### On Main Campus

- Report all medical emergencies occurring on campus to the Office for Student Life after calling 911.
- Always determine and report if the person is conscious or unconscious.
- In a life or death situation, call 911.
- All student life staff are trained in emergency first aid and CPR.
- The Office for Student Life will call the EMS squad whenever necessary for non-emergency situations.
- The Office for Student Life staff, or other certified university personnel, will provide first aid until the EMS squad arrives.
- The EMS squad crew will take over treatments of injured or sick person and transport them to a local hospital, whenever necessary.

- Students, visitors, and employees needing treatment beyond first aid will be sent to a local medical establishment or hospital for treatment.

#### Off Campus Sites

- Call 911 and request an EMS unit
- Report accident or illness to the Office for Student Life immediately after situation is under control. Accident forms (Incident Reports) must be filled out by the supervisor or instructor and filed with the Student Life Director or Human Resource Coordinator.

### **Power Outage**

#### On Main Campus

- Notify the Office for Student Life immediately of a power outage.
- Oakland City University buildings are equipped with automatic standby electrical generators that will provide minimal lighting. Remain where you are unless directed by the Office for Student Life or designated university personnel to relocate or evacuate.
- If the situation could expose students or employees to danger, implement the appropriate emergency procedures, i.e., move outside to a safe location.
- During power outages, turn off electrical equipment or appliances that may be damaged or cause damage once power is restored, i.e., computers, monitors, cooking equipment, etc.
- If instructed to evacuate, proceed cautiously to the nearest outside exit. Report any missing persons to the Office for Student Life or emergency personnel and where they were last seen.

#### Off Campus Sites

- Notify designated university personnel immediately of a power outage.
- Remain where you are unless directed by the designated university personnel to relocate or evacuate.
- If the situation could expose students or employees to danger, implement the appropriate emergency procedures, i.e., evacuate horizontally to another building or move outside to a safe location.
- During power outages, turn off electrical equipment or appliances that may be damaged or cause damage once power is restored, i.e., computers, monitors, cooking equipment, etc.
- If instructed to evacuate, proceed cautiously to the nearest outside exit. Report any missing persons to the Office for Student Life or emergency personnel and where they were last seen.

## ***Suspicious Packages and Envelopes***

### Examples:

- Package or envelope discovered with a suspicious powdery substance on the outside.
- Received unexpectedly or sent by someone unfamiliar to you.
- Excessive postage, handwritten or poorly typed address, incorrect titles or titles with no names, or misspelling of common words.
- Addressed to someone no longer affiliated with the university or with outdated postmarks.
- No return address or one that cannot be verified as legitimate.
- Unusual weights, given package size, lopsided, or oddly shaped.
- Unusual amount of tape, string, or other wrapping material.
- Strange odor, stains, or noises (rattles, clicking, etc.)
- Appears to contain electrical wire or tin foil. Return address not consistent with postmark.

### What to do if you find a suspicious package or envelope...

- Never touch any package that is suspicious! Do not attempt to touch, move or open, as it could explode or spread!
- Isolate the suspicious package by evacuating the room and locking the door, if possible.
- If the suspicious package is discovered while handling, avoid dropping, throwing, or other abrupt shock movement since this can cause detonation of certain devices. Gently set the package down.
- Call the Oakland City Police on call, or local law enforcement immediately from a safe location! Do not use a radio or cell phone within 100 feet of the object.
- Describe what the package looks like and its location.
- Evacuate others in the area by following established evacuation procedures.
- If you have had direct skin contact with the package, wash hands, arms, etc. with soap and rinse with water for 15 minutes.
- Account for missing persons: Always notify emergency personnel, and/or the Office for Student Life, or the university designated personnel of any missing persons when evacuating an area.
- Always follow precautionary directions given by emergency personnel, the Office for Student Life, or designated university personnel.



## **Tornado/Severe Weather**

### Weather Watch

- Is issued by the National Weather Service when severe weather conditions are possible in the area.

### Weather Warning

- Is issued by the National Weather Service when severe weather has been sighted in the area.

### Snow and Ice Conditions

The university administration constantly monitors severe and changing weather conditions. Whenever snow and ice conditions become so extreme and to the point that it could affect our campus, a decision to postpone or cancel classes may be announced. When in doubt, listen to the local area radio stations and the local area TV stations. Announcements are also available for the main campus on the Oakland City University website at [www.oak.edu](http://www.oak.edu). Should weather become severe after the university opens, impending closing announcements will be made from the Academic Affairs Office, the Office for Student Life, or designated university personnel for the off campus sites.

### Tornado Warning

Whenever the National Weather Service issues a tornado sighting, the Office for Student Life or designated university personnel for off campus sites will monitor the path of the tornado and if the university is near or within the projected path, each building administrator will be contacted to initiate emergency procedures.

- Always listen and follow instructions given by the Office for Student Life or designated university personnel.
- Go to your designated safe area when instructed to do so and take others with you.
- Request students, visitors, and employees not leave campus or the designated safe area until an all clear announcement is issued by the Office for Student Life or designated university personnel.
- Employees should plan ahead and determine their best choice of a designated safe area.
- Do not return to your office or classroom until the all clear announcement is issued by the Office for Student Life or designated university personnel.

## **Tornado Shelter Areas**

In the event of a tornado warning, there are a number of specific safe areas that have been designated as the Tornado Safe Zones. When notified by Student Life or designated university officials, all individuals are to go immediately to their zone for their particular building, staying away from windows.

Barger-Richardson Library-Lowest Level Hallway  
Bower-Suhrheinrich Student Center-Lowest Level Hallway  
Brokaw Hall-Lowest Level Hallway  
Chapman Seminary-Chapel  
Cockrum Hall-Lowest Level Hallway  
Cornwell-Reed Fine Arts Center-Lowest Level Hallway  
Cox Hall-Lowest Level Hallway  
Dearing Hall-Lowest Level Hallway  
Johnson Health and Physical Education Center-Locker Rooms  
Kennedy Center-Lowest Level Hallway  
Murray Administration Center-Lowest Level Hallway  
New Hall-Lowest Level Hallway  
Provance Memorial Chapel-Hallway and Offices  
Tichenor Center – Locker Rooms and Office Hallway

For additional sites, check with the Director of the Facility and/or APC.

## **OCU Clery Geography**

For purposes of Clery reporting, OCU utilizes the following definitions:

Campuses – Any building or property owned or controlled by OCU within the same reasonable contiguous geographic area and used by the institution in direct support of or in a manner related to the institutions educational purpose and any building or property that is within or reasonably contiguous to the area identified in this definition that is owned by OCU but controlled by external parties and supports institutional purposed. Additional locations, such as learning centers located outside of Oakland City are considered separate campuses for Clery reporting.

### Addresses for current locations outside of Oakland City, IN

Bedford Center  
931 15<sup>th</sup> Street  
Bedford, IN 47421

Evansville Center  
Welborn Plaza  
401 S. E. 6<sup>th</sup> Street, Suite 109  
Evansville, IN 47713

Rockport Center  
2827 West State Road 66, Suite B  
Rockport, IN 47635

Jasper Center  
LIVEwireCW  
402 E. 13<sup>th</sup> St., Suite 209  
Jasper, IN 47546

Plainfield Center  
905 Southfield Drive  
Plainfield, IN 46168

Public property – For Clery reporting purposes, OCU includes all public property, within or adjacent to campus, that is accessible from campus. Private property is excluded.

Noncampus building or property – OCU does not currently have any locations that meet the Clery definition for noncampus.

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

A variety of facilities make up the Oakland City University Main Campus. The 911 addresses are provided below. Open access to academic and administrative buildings is available during daytime hours throughout the academic year when the campus is open for business or classes. Access to the offices in academic buildings when classes are not scheduled may be limited to one entrance. When offices are closed, buildings remain locked. Buildings may be accessed using a key should there be a legitimate reason to enter a building. Emergencies may necessitate changes or alterations to any posted schedules. Housing facilities may be accessed with a key.

The Student Life building is open 7 days a week to permit access to the dining hall and student activities. An exception to this access occurs when housing facilities are closed during scheduled breaks.

**University 911 Addresses** (updated September 2021)

<b><u>Building Name</u></b>	<b><u>Address</u></b>	<b><u>City, State, Zip Code</u></b>
<b><u>Campus Buildings/Parking Lots</u></b>		
University Maintenance	230 W. College Street	Oakland City, IN 47660
Criminal Justice Crime Scene House	1016 W. College Street	Oakland City, IN 47660
Barger Richardson Library	610 W. Columbia Street	Oakland City, IN 47660
Chapman Seminary	715 W. Columbia Street	Oakland City, IN 47660
Kennedy Center	115 N. Franklin Street	Oakland City, IN 47660
Kennedy Center Parking Lots	530 W. Washington 119 N. Clay Street 425 W. Columbia Street	Oakland City, IN 47660
Provance Memorial Chapel	620 N. Franklin Street	Oakland City, IN 47660
Murray Administration Center	138 N. Lucretia Street	Oakland City, IN 47660
OCU Foundation Building	410 W. Morton Street	Oakland City, IN 47660
Wilder Center	903 W. Morton Street	Oakland City, IN 47660
Cockrum Hall	615 W. Oak Street	Oakland City, IN 47660
Bower-Suhrheinrich Student Life Center	720 W. Sherman Street	Oakland City, IN 47660
Cornwell-Reed Music & Arts	710 W. Williams Street	Oakland City, IN 47660
Retail Space (SE Corner)	811 W. Williams Street	Oakland City, IN 47660
Retail Space (NE Corner)	819 W. Williams Street	Oakland City, IN 47660
<b><u>Athletic Buildings &amp; Facilities</u></b>		
Tichenor Athletic Center	1064 S. State Road 57	Oakland City, IN 47660
Basketball Courts	1009 W. Williams Street	Oakland City, IN 47660
Tennis Courts	1015 W. Williams Street	Oakland City, IN 47660

Pinnick Baseball Field	1205 W. Williams Street	Oakland City, IN 47660
Aigner Soccer Field	1222 W. Williams Street	Oakland City, IN 47660
East Gibson Softball Field	12604 E. 100 S.	Oakland City, IN 47660
Johnson Center, Gymnasium	205 N. Franklin Street	Oakland City, IN 47660
<b><u>Residence Life - Housing/Parking Lots</u></b>		
Brokaw Residence Hall	125 N. Franklin Street	Oakland City, IN 47660
Jordan Residence Hall (razed October 2019)	215 N. Clay Street	Oakland City, IN 47660
Parking Lot	223 N. Clay Street	Oakland City, IN 47660
Cox Residence Hall (James E. Cox Hall)	611 W. College Street	Oakland City, IN 47660
Apartments (razed in August 2020)	625 W. College Street	Oakland City, IN 47660
Dearing Residence Hall	715 W. Sherman Street	Oakland City, IN 47660
Williams Hall	831 W. Williams Street	Oakland City, IN 47660
Williams Hall Parking Lot	218-221 N. First St.	Oakland City, IN 47660
<b><u>University Houses/Lots</u></b>		
Parking Lots	College & Sherman Streets	Oakland City, IN 47660
Presidents House	110 N. Lucretia Street	Oakland City, IN 47660
Holderbaugh House	122 S. Lucretia Street	Oakland City, IN 47660
Amsler House	124 First Avenue	Oakland City, IN 47660
Willis House	214 N. Madison Street	Oakland City, IN 47660
Vacant Lot (August 2020)	234 N. Second Avenue	Oakland City, IN 47660
Storage Building (residence razed)	130 N. Fourth Avenue	Oakland City, IN 47660

Church Building	115 N. Fifth Avenue	Oakland City, IN 47660
House w/ Church Building	1111 W. Columbia Street	Oakland City, IN 47660
Vacant Lot	117 N. Fifth Avenue	Oakland City, IN 47660
Vacant Lots / Parking	118 & 132 N. First Avenue	Oakland City, IN 47660
Riddle House	515 Washington Street	Oakland City, IN 47660
Parking Lots / Garage	530 - 526 W. Columbia Street	Oakland City, IN 47660
Parking Lot	604 W. Columbia Street	Oakland City, IN 47660
Parking Lot	523 College Street	Oakland City, IN 47660
Parking Lot	720 W. College Street	Oakland City, IN 47660
Carr House	725 W. College Street	Oakland City, IN 47660
Howe's House	910 Williams Street	Oakland City, IN 47660
Broshears' House	911 W. Williams Street	Oakland City, IN 47660
Williams House	913 W. Williams Street	Oakland City, IN 47660
Vacant Lot	1122 W. Williams Street	Oakland City, IN 47660

## REPORTING A CRIME

### **Responsibility of the University Community**

All levels of the university community have a special responsibility for safety and security. A brief summary of reporting procedures is available here. For full reporting procedures and university policies regarding safety, please see the section entitled, "Safe Environment" included in the "Additional Oakland City University Policies" section of this manual.

If behaviors that violate university safety and security policies are observed, the person(s) observing such behavior(s) should promptly bring the matter(s) to the attention of a Student Life Staff member and/or local law enforcement authorities with jurisdiction for appropriate action.

If you are the victim of a crime, such as, but not limited to, a crime of sexual assault, domestic violence, dating violence or stalking, and you wish to pursue action with the university or the criminal justice system (Oakland City Police Department or local law enforcement at your location), you can contact any of the individuals listed on the following pages to begin the process.

Students have the option to report any form of harassment to university officials or by calling the university hotline phone number at (800) 576-5262. After listening to the first message, the student should enter code 30084 when prompted to do so. This also allows a student to remain anonymous if they choose.

Crimes			
Title	Jurisdiction	Name	Contact Information
Oakland City University Campus Police and Security Department	Campus	Michael R. McGregor, Chief of Police	911 (Emergencies) or 812-749-1498 or 812-385-3496
Oakland City Police Department	Oakland City	Timothy A. Gaines Chief of Police	911 (Emergencies) or 812-385-3496
Gibson County Sheriff	Gibson County	Timothy Bottoms Sheriff	911 (Emergencies) or 812-385-3496

Harassment and Other Non-criminal Misconduct			
Title	Name	Contact Information	Email
Title IX Coordinator	Dr. JC Campbell	812-749-1435	<a href="mailto:jccampbell@oak.edu">jccampbell@oak.edu</a>
Vice President for Administration	Mr. Clint Woolsey	812-749-1441	<a href="mailto:cwoolsey@oak.edu">cwoolsey@oak.edu</a>
Associate VP for Student Life	Mr. Bradley Knotts	812-749-1215	<a href="mailto:bknotts@oak.edu">bknotts@oak.edu</a>
Director of Human Resources	Ms. Stephanie Kirby	812-749-1432	<a href="mailto:skirby@oak.edu">skirby@oak.edu</a>

Oakland City University will offer resources to support the accuser (complainant) and the alleged offender (respondent). The university's fact-finding and conduct procedures will be utilized and the proceedings will be prompt, fair and impartial. In addition, the university will, as appropriate, inform members of the Oakland City community when an incident has been reported. The procedures to implement this policy will take into account the need to investigate charges that may be filed and the privacy rights of all involved. When appropriate, Counseling Services and the Director of Student Life will provide outreach and support to faculty, staff, and students affected by a particular incident. Additional support or protective measures offered to students may include changes to academic and/or housing situations if the change is reasonably available. *(The University's Safe Environment Policy addresses Sexual Violence Prevention in more detail later in this document.)*

**Relationship with Local Law Enforcement, Gibson County Sherriff's Department, and the Indiana State Police**

The university's Chief of Police collaborates with the Oakland City Police, Gibson County Sherriff's Department, and the Indiana State Police. Additional resources (County & State) are available, if needed. Members of the university community may receive emergency alerts from the university with RAVE or may opt out. Additional emergency notifications are available from local law enforcement by signing up for the appropriate service provided at your location.

**Main Campus Security**

Campus Security includes the university Police Department and several student employees. Student employees monitor security procedures throughout the facilities and are available to assist the university community when on duty. If a crime or other incident occurs, Campus Security will file a report with the



university and may assist in contacting local law enforcement to report a crime. Campus Security student employees do not have arrest authority.

### **Daily Security Logs & Incident Reports**

Statistical information is compiled from the contents of the daily security log which contains summaries of each day's security events. In addition to the daily security logs, university police reports and CSA reports are made for each campus incident. Incident reports include individuals involved, location, type of incident, date and time of incident, incident summary and the name of the individual completing the report. Daily security logs and incident reports are also used to alert the university regarding lighting and other issues which require monitoring to maintain campus safety. Daily logs are maintained digitally and are available upon request from the OCU Police Department. Requests will be honored according to university policy, allowing time to ensure that personally identifiable information (PII) has been redacted from the reports.

### **Obtaining Information about Registered Sex Offenders**

Adult criminal sex offenders who must register with law enforcement officials must also notify those officials of their enrollment or employment at institutions of higher education within the state. The Indiana Sheriff's Association maintains the Indiana Sex and Violent Offender Registry.

Questions about a particular offender in the vicinity of Oakland City University or reports of potentially incorrect information provided on the registry website for offenders should be directed to the Gibson County Sheriff's Department.

General questions about sex offender registration or the registry website, [http://www.sheriffalerts.com/cap\\_main.php?office=54663](http://www.sheriffalerts.com/cap_main.php?office=54663), may be directed to the Indiana Sheriff's Association with the following contact information:

#### **Indiana Sheriffs' Association**

Phone: (800) 622-4779  
(317) 356-3633  
Fax: (317) 356-3996  
Mailing: P.O. Box 19127  
7215 E. 21<sup>st</sup> Street Suite E  
Indianapolis, IN 46219

## FIRE SAFETY

### **Fire Alarm Systems in Housing Facilities**

Smoke detectors are provided for each room in the Residence Halls.

**Dearing Residence Hall:** Smoke detectors and a fire alarm system which triggers horns and lights throughout the public areas of the building.

**Brokaw Residence Hall:** Smoke detectors and a fire alarm system which triggers horns throughout the public areas of the building.

**James E. Cox Residence Hall:** Smoke detectors and a fire alarm system which triggers horns and lights throughout the public areas of the building.

**New Resident Hall:** Smoke detectors and a fire alarm system which triggers horns and lights throughout the building.

**University Owned Houses:** Minimum of one smoke detector in each house.

## Policies and Practices Pertaining to Fire Safety

### **Appliances**

Open cooking is not allowed in a residence hall room. Any appliances that could pose a fire hazard such as a hot plate with a skillet, a deep fat fryer, a wok, an electric skillet, etc. are **not** allowed.

No open flames are permitted (i.e. burning of candles) in any residence hall.

Hair dryers, irons, radios, stereos, televisions, etc. are acceptable appliances. Refrigerators that are 5 cubic feet or less are allowed in residence hall rooms. Any acceptable appliances could be deemed not acceptable if its use is determined to be a fire risk as stated by the university's insurance carrier. If there is any question concerning an appliance, the Residence Hall Director must be consulted.

### **Fireworks**

The possession, use, or sale of fireworks or other explosive devices in any form is strictly forbidden on the OCU campus.

### **Fire Drills and Rules**

The purpose of fire drills is to prepare housing occupants for an organized evacuation in case of fire or other emergency. There will be periodic fire drills in the university residence halls, in accordance with fire regulations, to educate and train occupants on fire safety issues specific to their building. All fire drills are unannounced. Fire drills also allow the university an opportunity to test the operation of fire alarm system. If deficiencies are noted during a drill, they will be immediately reported to the appropriate department for corrective measures.

Anyone who misuses fire or fire equipment will be subject to disciplinary action and a fine. Also, pulling a fire alarm when there is no fire is a federal offense and carries a stiff penalty.

### **Fire Extinguishers**

Fire extinguishers are available throughout the public areas of the residence halls: Brokaw Hall; Cox Hall; Dearing Hall; and New Hall. These extinguishers are inspected on an annual basis.

### **Storm Drills**

There will be periodic storm drills involving those students living in the residence halls. The Residence Life staff will instruct the residents concerning where they are to go in the case of severe weather.

### **Tobacco/Vaping Use**

Smoking, tobacco chewing, and all forms of vaping are prohibited in **ALL** Oakland City University properties, locations, Oakland City University transportation vehicles, or at any sponsored events. Oakland City University food service facilities, and residence halls are included. In addition, Indiana law states that no smoking is allowed within eight (8) feet of the entrance to any building.

### **Fire Extinguishers**

Fire extinguishers are available throughout the public areas of the residence halls: Brokaw; Cox; Dearing; Jordan; and New Hall. These extinguishers are inspected on an annual basis.

### **Safety Leadership Team**

The OCU Safety Leadership Team meets on a regular basis. Throughout the year, safety regulations, including fire safety, are reviewed and recommendations for future improvements are developed for consideration by university administration for all OCU locations. *Please note: OCU does not currently have any officially recognized student organizations with non-campus locations.*

This team also monitors and recommends programming to enhance a safe community at OCU.

### **Alcohol & Drug-Free Campus Act of 1989**

Definition of the act and how it relates to OCU.

Examples of the types of programming offered include, but are not limited to:

- A drug and alcohol prevention convocation presented to students and employees during the academic year. This program focuses on the impact of drug and alcohol abuse on individuals, families, and the community as well as legal ramifications;
- Alcohol Awareness Programs during the month of October;
- An annual health fair available to students, faculty and staff which includes booths promoting prevention and awareness campaigns;
- Residence hall meetings for all students residing in university housing that reviews safety and security policies and procedures;
- Bystander intervention training and other important training topics are offered to the OCU community through the SAFE COLLEGES ON-LINE TRAINING.
- OCU Drug Free Program and Biennial Review and the various programs reported within it, and
- Additional programs described throughout this report

## **Educational Programming and Services**

### ***Alcohol and Other Drug Prevention Education and Services***

All main campus students and employees are expected to attend any Alcohol and other Drug Prevention Convocations held during the academic year. Due to schedules and distance, it is not often feasible for graduate students, students attending at other locations and employees working at the other locations to participate. These students are encouraged to take advantage of other resources and educational programs available to students and employees. For additional information on these resources and programs, contact the Office for Student Life.

Student Activities sponsors an annual “Safe Spring Break” program by encouraging students to make positive and safe choices during their spring break, instead of choosing to consume or abuse alcohol.

The Health & Wellness Coordinator works together with the Campus Counselor and local Social Service Agencies to present workshop opportunities related to wellness topics. These workshops are available to all students and employees, and are free of charge.

Oakland City University (in collaboration with the Health & Wellness Coordinator and the Human Resources Office) sponsors an annual Health Fair during the spring semester and brings in a variety of health and wellness vendors to campus, to encourage healthy choices and healthy life styles. All students, faculty, and staff are strongly encouraged to attend.

The campus pastor and the campus counselor are available to all students and employees to provide support, guidance, and information.

### ***Sexual Harassment/Sexual Misconduct or Sexual Violence Educational Programs and Campaigns***

During the first weeks of each academic semester, a program is presented to first-year students entitled, "Creating a Safe Community at OCU." Elements of this program include: making healthy choices, reviewing important policies in the student handbook, what is Title IX?, ways to be safe (prevention information), what is effective consent?, what is bystander intervention?, and where to turn for assistance. Students are informed that the university prohibits crimes of dating violence, domestic violence, sexual assault, and stalking and any such acts against another person will not be tolerated at Oakland City University. This material is covered in multiple sessions in an effort to reach all first-year and new transfer students.

A victim advocate is available 24/7 to provide support and information to victims of sexual assault and/or harassment. This is an off-campus service with no affiliation to the university. To receive assistance, call (812) 424-RAPE or 1-800-339-7752.

Confidential services are also offered by the university's counseling services. Information regarding medical and counseling services and student conduct complaint procedures are presented to anyone who seeks assistance following an incident of alleged sexual assault, sexual violence, or harassment.

Harassment (in all forms), sexual misconduct, non-consensual sexual intercourse, nonconsensual sexual contact, and sexual exploitation are tied closely to learned roles. It is necessary for men and women to learn more about this issue and the means for addressing problems as they arise. The university encourages education on the subjects of sexual harassment and sexual misconduct. These efforts focus on prevention and education efforts for all students, faculty, and staff.

Anyone interested in learning more or obtaining information on these issues can contact Oakland City University's Compliance Officer, Patricia Endicott, who also serves as the University's Title IX Coordinator; the Vice President for Administration; the Associate Vice President for Student Life, the OCU Counseling Services; Oakland City University Police Department; or the Oakland City Police Department or Gibson County Sheriff. In addition, the Human Resources Department can give students, faculty, and staff complete information on policies related to sexual harassment and sexual misconduct.

Crimes			
Title	Jurisdiction	Name	Contact Information
Oakland City University Police Department	Campus	Michael R. McGregor, Chief of Police	911 (Emergencies) or 812-749-1498 or 812-385-3496
Oakland City Police Department	Oakland City	Timothy A. Gaines Chief of Police	911 (Emergencies) or 812-385-3496
Gibson County Sheriff	Gibson County	Timothy Bottoms Sheriff	911 (Emergencies) or 812-385-3496

Sexual Harassment/Misconduct Education and Services			
Title	Name	Contact Information	Email
Title IX Coordinator	Dr. JC Campbell	812-749-1435	<a href="mailto:jccampbell@oak.edu">jccampbell@oak.edu</a>
Vice President for Administration	Mr. Clint Woolsey	812-749-1441	<a href="mailto:cwoolsey@oak.edu">cwoolsey@oak.edu</a>
Associate Vice President for Student Life	Mr. Bradley Knotts	812-749-1215	<a href="mailto:bknotts@oak.edu">bknotts@oak.edu</a>
Director of Human Resources	Ms. Stephanie Kirby	812-749-1432	<a href="mailto:skirby@oak.edu">skirby@oak.edu</a>

### Crime Definitions

The following definitions are used to collect annual crime statistics for the Annual Campus Safety and Fire Report and for the Campus Safety and Security Web-Based Data Collection Survey.

### Glossary of Terms:

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

**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 or another, etc.

**Burglary:** The unlawful entry of a structure to commit a felony or a theft.

**Dating Violence:** Indiana does not have a law that defines Dating Violence. The definition used at Oakland City University and provided below is based on the VAWA definition 42 U.S.C.13925(a).

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

For the purposes of this definition,

- Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

**Domestic Violence:** (Indiana Code: 5-26.5-1-3)

<https://iga.in.gov/legislative/laws/2016/ic/titles/005/articles/26.5/chapters/001/>

A felony or misdemeanor crime of violence committed:

- by a current or former spouse or intimate partner of the victim
- by a person with whom the victim shares a child in common
- by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner
- by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred
- 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

**Drug Abuse Violations:** The violation of laws prohibiting the production, and/or use of certain controlled substances and the equipment or devices utilized in the preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those 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 – manufactured narcotics which can cause true addiction (Demerol, Methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine).

**Fondling:** The touching of the private body 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.

**Hate Crime:** A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of Clery, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

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

**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.

**Liquor Law Violations:** The violation of state and local laws or ordinances prohibiting the manufacture, sale, purchase, transporting, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness. Included in this classification: the manufacture, sale, transportation, furnishing, possessing, etc., of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operation of a still; furnishing liquor to a minor, or intemperate person; underage possession; using a vehicle for illegal transporting of liquor; drinking on a train or public conveyance; and all attempts to commit any of the above.

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

**Motor Vehicle Theft:** The theft or attempted theft of a motor vehicle.

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

**Non-campus Buildings or Property:** (1) Any building or property owned or controlled by a student organization that is officially recognized by the



institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

**On-Campus:** Any building or property owned or controlled by an institution within the same reasonable contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residential halls; and (2) Any building or property that is within or reasonably contiguous to paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

**Public Property:** All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

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

**Referred for disciplinary action:** The referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction.

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

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

**Stalking:** (Indiana Code 35-45-10-1)

<https://iga.in.gov/legislative/laws/2016/ic/titles/035/articles/045/chapters/010/>

Engaging in a *course of conduct* directed at a specific person that would cause a *reasonable person* to:

- fear for the person's safety or the safety of others; or
- suffer *substantial emotional distress*

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

**Weapons – carrying, possessing, etc.:** The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. Include in this classification: manufacture, sale or possession of deadly weapons; carrying deadly weapons; concealed or openly; using, manufacturing, etc., of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit any of the above.

## CRIME STATISTICS

The following is a compilation of statistics obtained by OCU, in working directly with the Chiefs of Police in the following cities where OCU classes are offered: Bedford, IN; Evansville, IN; Oakland City, IN; Plainfield, IN; Rockport, IN; and Princeton, IN (Toyota Motor Manufacturing Indiana). Confidentiality of Personally Identifiable Information (PII) of those involved is maintained by securing any documents containing personal information. All public disclosure redacts/hides the personal information. Personal information will only be released as permitted to law enforcement or other individuals with a need to know in order to provide accommodations or protective measures.

### MAIN CAMPUS CRIME STATISTICS

#### MAIN CAMPUS: Criminal Offenses

<b>MAIN CAMPUS: Criminal Offenses – On Campus</b>	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0

<b>MAIN CAMPUS: Criminal Offenses – On Campus Student Housing Facilities</b>	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	1	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0

Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0
<b>MAIN CAMPUS: Criminal Offenses – Public Property</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0

**MAIN CAMPUS: Hate Crimes**

Categories of Bias from crimes include: Race, Religion, Sexual Orientation, Gender, Gender Identity, Disability, Ethnicity, and National Origin. (Beginning in 2014, Gender Identity was added and Ethnicity and National Origin became two separate categories.)

- In 2020, No Hate Crimes were reported.
- In 2019, No Hate Crimes were reported.
- In 2018, No Hate Crimes were reported.
- In 2017, No Hate Crimes were reported.
- In 2016, No Hate Crimes were reported.

**MAIN CAMPUS: VAWA Offenses**

<b>MAIN CAMPUS: VAWA Offenses – On Campus</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
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Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

<b>MAIN CAMPUS: VAWA Offenses – On Campus Student Housing Facilities</b>	2019	2020	2021
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

<b>MAIN CAMPUS: VAWA Offenses – Public Property</b>	2019	2020	2021
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### MAIN CAMPUS: Arrests

<b>MAIN CAMPUS: Arrests – On Campus</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>MAIN CAMPUS: Arrests – On Campus Student Housing Facilities</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>MAIN CAMPUS: Arrests – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

### MAIN CAMPUS: Disciplinary Actions

<b>MAIN CAMPUS: Disciplinary Actions – On Campus</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	1	1	2
Liquor Law Violations	3	18	17

<b>MAIN CAMPUS: Disciplinary Actions – Student Housing Facilities</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	1	1	2

Liquor Law Violations	3	18	17
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<b>MAIN CAMPUS: Disciplinary Actions – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

**MAIN CAMPUS: Unfounded Crimes**

<b>MAIN CAMPUS: Unfounded Crimes</b>	2019	2020	2021
Total Unfounded Crimes	0	0	0

## SUMMARY OF FIRES IN RESIDENCE FACILITIES

<b>2021</b>				
<b>Facility</b>	<b>Fires</b>	<b>Cause</b>	<b>Injuries</b>	<b>Deaths</b>
Brokaw Residence Hall	0	N/A	0	0
James E. Cox Residence Hall	0	N/A	0	0
Dearing Residence Hall	0	N/A	0	0
Jordan Residence Hall	0	N/A	0	0
Williams Hall	0	N/A	0	0

<b>2020</b>				
<b>Facility</b>	<b>Fires</b>	<b>Cause</b>	<b>Injuries</b>	<b>Deaths</b>
Brokaw Residence Hall	0	N/A	0	0
James E. Cox Residence Hall	0	N/A	0	0
Dearing Residence Hall	0	N/A	0	0
Jordan Residence Hall	0	N/A	0	0
Williams Hall	0	N/A	0	0

<b>2019</b>				
<b>Facility</b>	<b>Fires</b>	<b>Cause</b>	<b>Injuries</b>	<b>Deaths</b>
Brokaw Residence Hall	0	N/A	0	0
James E. Cox Residence Hall	0	N/A	0	0
Dearing Residence Hall	0	N/A	0	0
Jordan Residence Hall	0	N/A	0	0

<b>2018</b>				
<b>Facility</b>	<b>Fires</b>	<b>Cause</b>	<b>Injuries</b>	<b>Deaths</b>
Brokaw Residence Hall	0	N/A	0	0
Carriage House Apartments	0	N/A	0	0
James E. Cox Residence Hall	0	N/A	0	0
Dearing Residence Hall	0	N/A	0	0
Jordan Residence Hall	0	N/A	0	0

## 2021 SUMMARY OF FIRE DRILLS IN RESIDENCE FACILITIES

<b>Brokaw Residence Hall</b>	<b>James E. Cox Residence Hall</b>	<b>Dearing Residence Hall</b>	<b>Jordan Residence Hall</b>	<b>New Residence Hall</b>
1	1	1	1	1

## EVANSVILLE CENTER CRIME STATISTICS

### EVANSVILLE CENTER: Criminal Offenses

<b>EVANSVILLE CENTER: Criminal Offenses – On Campus</b>	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0

<b>EVANSVILLE CENTER: Criminal Offenses – Public Property</b>	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0



### EVANSVILLE CENTER: Hate Crimes

Categories of Bias from crimes include: Race, Religion, Sexual Orientation, Gender, Gender Identity, Disability, Ethnicity, and National Origin. (Beginning in 2014, Gender Identity was added and Ethnicity and National Origin became two separate categories.)

In 2021, No Hate Crimes were reported.

In 2020, No Hate Crimes were reported.

In 2019, No Hate Crimes were reported.

In 2018, No Hate Crimes were reported.

In 2017 No Hate Crimes were reported.

<b>EVANSVILLE CENTER: VAWA Offenses – Public Property</b>	2019	2020	2021
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### EVANSVILLE CENTER: Arrests

<b>EVANSVILLE CENTER: Arrests – On Campus</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>EVANSVILLE CENTER: Arrests – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

### EVANSVILLE CENTER: Disciplinary Actions

<b>EVANSVILLE CENTER: Disciplinary Actions – On Campus</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>EVANSVILLE CENTER: Disciplinary Actions – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

## EVANSVILLE CENTER: Unfounded Crimes

EVANSVILLE CENTER: Unfounded Crimes	2019	2020	2021
Total Unfounded Crimes	0	0	0

## BEDFORD CENTER CRIME STATISTICS

### BEDFORD CENTER: Criminal Offenses

BEDFORD CENTER: Criminal Offenses – On Campus	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0

BEDFORD CENTER: Criminal Offenses – Public Property	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0

Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0

### **BEDFORD CENTER: Hate Crimes**

Categories of Bias from crimes include: Race, Religion, Sexual Orientation, Gender, Gender Identity, Disability, Ethnicity, and National Origin. (Beginning in 2014, Gender Identity was added and Ethnicity and National Origin became two separate categories.)

In 2020, No Hate Crimes were reported.

In 2019, No Hate Crimes were reported.

In 2018, No Hate Crimes were reported.

In 2017 No Hate Crimes were reported.

In 2016, No Hate Crimes were reported.

### **BEDFORD CENTER: VAWA Offenses**

<b>BEDFORD CENTER: VAWA Offenses – On Campus</b>	2019	2020	2021
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

<b>BEDFORD CENTER: VAWA Offenses – Public Property</b>	2019	2020	2021
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### **BEDFORD CENTER: Arrests**

<b>BEDFORD CENTER: Arrests – On Campus</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>BEDFORD CENTER: Arrests – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

**BEDFORD CENTER: Disciplinary Actions**

<b>BEDFORD CENTER: Disciplinary Actions – On Campus</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>BEDFORD CENTER: Disciplinary Actions – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

**BEDFORD CENTER: Unfounded Crimes**

<b>BEDFORD CENTER: Unfounded Crimes</b>	2019	2020	2021
Total Unfounded Crimes	0	0	0

**PLAINFIELD CENTER CRIME STATISTICS****PLAINFIELD CENTER: Criminal Offenses**

<b>PLAINFIELD CENTER: Criminal Offenses – On Campus</b>	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0

<b>PLAINFIELD CENTER: Criminal Offenses – Public Property</b>	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0

Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0

**PLAINFIELD CENTER: Hate Crimes**

Categories of Bias from crimes include: Race, Religion, Sexual Orientation, Gender, Gender Identity, Disability, Ethnicity, and National Origin. (Beginning in 2014, Gender Identity was added and Ethnicity and National Origin became two separate categories.)

In 2020, No Hate Crimes were reported.  
 In 2019, No Hate Crimes were reported.  
 In 2018, No Hate Crimes were reported.  
 In 2017 No Hate Crimes were reported.  
 In 2016, No Hate Crimes were reported.

**PLAINFIELD CENTER: VAWA Offenses**

<b>PLAINFIELD CENTER: VAWA Offenses – On Campus</b>	2019	2020	2021
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

<b>PLAINFIELD CENTER: VAWA Offenses – Public Property</b>	2019	2020	2021
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### PLAINFIELD CENTER: Arrests

<b>PLAINFIELD CENTER: Arrests – On Campus</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>PLAINFIELD CENTER: Arrests – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

### PLAINFIELD CENTER: Disciplinary Actions

<b>PLAINFIELD CENTER: Disciplinary Actions – On Campus</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>PLAINFIELD CENTER: Disciplinary Actions – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

### PLAINFIELD CENTER: Unfounded Crimes

<b>BEDFORD CENTER: Unfounded Crimes</b>	2019	2020	2021
Total Unfounded Crimes	0	0	0

## **ROCKPORT CENTER CRIME STATISTICS**

### ROCKPORT CENTER: Criminal Offenses

<b>ROCKPORT CENTER: Criminal Offenses – On Campus</b>	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0

Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0

<b>ROCKPORT CENTER: Criminal Offenses – Public Property</b>	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0

### ROCKPORT CENTER: Hate Crimes

Categories of Bias from crimes include: Race, Religion, Sexual Orientation, Gender, Gender Identity, Disability, Ethnicity, and National Origin. (Beginning in 2014, Gender Identity was added and Ethnicity and National Origin became two separate categories.)

In 2020, No Hate Crimes were reported.  
 In 2019, No Hate Crimes were reported.  
 In 2018, No Hate Crimes were reported.  
 In 2017, No Hate Crimes were reported.  
 In 2016, No Hate Crimes were reported.

### ROCKPORT CENTER: VAWA Offenses

<b>ROCKPORT CENTER: VAWA Offenses – On Campus</b>	2019	2020	2021

Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

<b>ROCKPORT CENTER: VAWA Offenses – Public Property</b>	2019	2020	2021
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### ROCKPORT CENTER: Arrests

<b>ROCKPORT CENTER: Arrests – On Campus</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>ROCKPORT CENTER: Arrests – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

### ROCKPORT CENTER: Disciplinary Actions

<b>ROCKPORT CENTER: Disciplinary Actions – On Campus</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>ROCKPORT CENTER: Disciplinary Actions – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

### ROCKPORT CENTER: Unfounded Crimes

<b>ROCKPORT CENTER: Unfounded Crimes</b>	2019	2020	2021
Total Unfounded Crimes	0	0	0



**LIVEWIRE JASPER CRIME STATISTICS**

**LIVEWIRE JASPER: Criminal Offenses**

<b>LIVEWIRE JASPER: Criminal Offenses – On Campus</b>	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0
Any other Crime Involving Bodily Injury	0	0	0

<b>LIVEWIRE JASPER: Criminal Offenses – Public Property</b>	2019	2020	2021
Murder/Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny/Theft	0	0	0
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0

Any other Crime Involving Bodily Injury	0	0	0
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### LIVEWIRE JASPER: Hate Crimes

Categories of Bias from crimes include: Race, Religion, Sexual Orientation, Gender, Gender Identity, Disability, Ethnicity, and National Origin. (Beginning in 2014, Gender Identity was added and Ethnicity and National Origin became two separate categories.)

In 2020, No Hate Crimes were reported.

In 2019, No Hate Crimes were reported.

In 2018, No Hate Crimes were reported.

In 2017 No Hate Crimes were reported.

In 2016, No Hate Crimes were reported.

### LIVEWIRE JASPER: VAWA Offenses

LIVEWIRE JASPER: VAWA Offenses – On Campus	2019	2020	2021
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

LIVEWIRE JASPER: VAWA Offenses – Public Property	2019	2020	2021
Domestic Violence	0	0	0
Dating Violence	0	0	0
Stalking	0	0	0

### LIVEWIRE JASPER: Arrests

LIVEWIRE JASPER: Arrests – On Campus	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

LIVEWIRE JASPER: Arrests – Public Property	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

### LIVEWIRE JASPER: Disciplinary Actions

LIVEWIRE JASPER: Disciplinary Actions – On Campus	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0

Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

<b>LIVEWIRE JASPER: Disciplinary Actions – Public Property</b>	2019	2020	2021
Weapons: carrying possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0

**LIVEWIRE JASPER: Unfounded Crimes**

<b>ROCKPORT CENTER: Unfounded Crimes</b>	2019	2020	2021
Total Unfounded Crimes	0	0	0

## Additional Oakland City University Policies

### **Alcohol and Drug-Free Act**

Oakland City University is in complete support of the Alcohol and Drug-Free School and Communities Act of 1986 as well as the Drug-Free Schools and Communities Act Amendments of 1989, enacted by Congress as Public Law 101-226. These acts require an institution of higher education to adopt and implement a program designed to prevent the unlawful possession, use or distribution of illicit drugs and alcohol by students and employees or be ineligible to receive federal funds or any other form of federal financial assistance. The university agrees that there is a national need for comprehensive, institution-wide drug and alcohol abuse prevention programs; therefore, all employees are required to comply with the Federal Alcohol and Drug-Free Workplace Act. The university expresses a concern and makes a firm commitment to keep Oakland City University both alcohol-free and drug-free.

Oakland City University supports the following statements from the Alcohol and Drug-Free Schools and Communities Act:

1. The use of drugs and the abuse of alcohol by students constitute a grave threat to their physical and mental well-being and significantly impede the learning process.
2. The tragic consequences of drug use and alcohol abuse by students are felt not only by students and their families, but also by their communities and the nation, which cannot afford to lose their skills, talents, and vitality.
3. Drug abuse education and prevention programs are essential components of a comprehensive strategy to reduce the demand for the use of drugs throughout the nation.
4. Prompt action by our nation's schools, families, and communities can bring significantly closer the goal of a drug-free generation and a drug-free society.
5. Schools and organizations in communities throughout the nation have special responsibilities to work together to combat the scourge of drug use and alcohol abuse.

**NOTE:** Students should be advised that under Indiana Law, it is illegal for a "person less than twenty-one years of age" to possess, consume, or sell an alcoholic beverage. Further, it is illegal for an underage student to transport an

alcoholic beverage (even if unopened) unless "accompanied by at least one parent or guardian."

### **Applicable Legal Sanctions**

The following information concerns the criminal penalties that can be imposed by State or Federal statute for violations related to alcohol or illegal drug possession, use or distribution.

All students are reminded that conviction under state and federal laws that prohibit alcohol-related and drug-related conduct can result in fines, confiscation of automobiles and other property, and imprisonment. In addition, licenses to practice in certain professions may be revoked, and many employment opportunities may be barred.

It is impractical to list all the alcohol and drug-related state and federal crimes and penalties but all persons should be aware that in Indiana any person under 21 who possesses an alcoholic beverage, and any person who provides alcohol to such person, is at risk of arrest. A person convicted of driving while intoxicated may be punished by fine, be jailed and lose the license to drive an automobile. Any selling of alcoholic beverages without a license is illegal.

Possession, use, distribution, or manufacture of controlled substances (drugs) illegally can result in arrest and conviction of a drug law violation and:

- Fines up to \$10,000 (Indiana);
- Fines up to \$10 million for a first offense (federal);
- Imprisonment up to 50 years (Indiana);
- Imprisonment up to life (federal); and
- Confiscation of property.

### **Health Risks Associated with Alcohol and Controlled Substances (Drugs)**

All persons should be aware of the health risks caused by the use of alcohol, and by the illegal use of controlled substances (drugs).

- Consumption of more than two average servings of alcohol in several hours can impair coordination and reasoning to make driving unsafe.
- Consumption of alcohol by a pregnant woman can damage the unborn child. A pregnant woman should consult her physician about this risk.
- Regular and heavy alcohol consumption can cause serious damage to liver, nervous and circulatory system, mental disorders and other health problems.
- Drinking large amounts of alcohol in a short time may quickly produce unconsciousness, coma, and even death.

Use of controlled substances (drugs) can result in damage to health and impairment of physical condition, including:

- impaired short term memory or comprehension
- anxiety, delusions, hallucinations
- loss of appetite resulting in a general damage to the user's health, over a long term
- a drug-dependent newborn if the mother is a drug user during pregnancy. Pregnant women who use alcohol, drugs, or who smoke should consult their physicians
- AIDS, as a result of "needle-sharing" among drug users; or
- death from overdose

The health risks associated with drugs or excessive use of alcohol are many, and are different for different drugs but all nonprescription use of drugs, and excessive use of alcohol, endangers your health. **There are no good reasons for using a drug that is not prescribed by your doctor or for drinking to excess.**

For more detail concerning the effects of alcohol and other drugs consult the following website: [www.alcoholism.about.com](http://www.alcoholism.about.com).

### Alcoholic Beverages

University policy forbids the possession, storage, use, or evidence of alcoholic beverages on Oakland City University property, whether in residence halls, a building, a parking lot, an underdeveloped part of the campus, or any off-campus housing facilities used to house college activities. Off-campus, college-sponsored events are also under this guideline.

Students refusing to consent to an alcohol breathalyzer test will be considered to be under the influence of alcohol.

### Drugs

Oakland City University policy forbids the possession, storage, use, or evidence of illegal drugs on campus property, whether in residence halls, a building, a parking lot, an underdeveloped part of the campus, or any off-campus housing facilities used to house university activities. Off-campus, university-sponsored events are also under this guideline.

### Campus Housing

In order to receive institutional aid (as distinguished from federal or state aid), a student must comply with the university's housing policy. Unless otherwise approved by OCU in writing, a student who meets all the following criteria is required to live in university residence facilities as long as space permits in such facilities:

- full-time,
- traditional undergraduate student,
- attending the Oakland City main campus,

- receiving any university funding, and
- does not qualify for the housing policy exemption

A housing policy exemption is granted by the Office for Student Life to those living with their parent(s), court-appointed guardian, or who are married. Students wishing to live off-campus must complete a Commuter Application form. Commuter Application forms are available in the Office for Student Life and housing exemptions must be granted prior to a student living off-campus. Students who are granted an exemption to live off-campus are responsible for securing their own living accommodations.

The university has the authority to charge a student room and board rates during a given academic year if 1) the student chooses to live outside the university housing and does not meet the specified criteria of being a commuter student; or 2) the student fails to apply to be a commuter student.

New students attending Oakland City University for the first time will participate in the New Student Orientation. Resident students will be permitted to move into the residence halls early in order to participate in orientation events. For returning students who are not associated with the orientation or an in-season sport, residence halls will open on the day preceding the first day of fall/spring classes beginning. The first meal served in the cafeteria will be dinner on the evening prior to the first day of classes. The residence halls are closed during various holidays and breaks.

Oakland City University will not knowingly admit to its residence halls or other student housing any persons who have been convicted of a felony, a sex offense, a theft, or other crimes against persons or property.

Refund policies on residence hall rooms are subject to the Business Office regulations.

### ***Demonstrations***

On February 21, 1969, the Oakland City University Board of Trustees issued a statement concerning disruptive demonstrations. Any student engaging in a violent demonstration on the campus of Oakland City University or which obstructs or disrupts university activity will be expelled.

### ***Destruction of University Property***

Intentional destruction of university property will not be tolerated in any form. Any destruction of university property, whether intentional or accidental, must be repaired / restored at the complete expense of those involved.

## **Due Process**

Each student of Oakland City University has the right to appeal any action taken against him/her that he/she feels is unfair, unjust, or discriminatory in nature.

Any retaliation against a person who files a complaint, participates in an investigation, or proposes a discriminatory education practice is prohibited by the university, state, and federal law. University policy does not inhibit the complainant's right to file an unresolved complaint with any appropriate state or federal agency.

Upon enrollment at the university, each student receives access to the Student Handbook which contains the university's policies and procedures. These policies and procedures include due process. A student feeling falsely accused of violating a policy or guideline may request procedural due process, as defined under the Student Rights section of the Student Handbook.

## **Family Educational Rights and Privacy Act**

The Family Educational Rights and Privacy Act of 1974 concerns access to records maintained by educational institutions and agencies and the release of such records. Educational records at Oakland City University are broadly defined as records, files, documents, and other student-related materials, which are maintained by the university.

### **Access to Records**

The Family Educational Rights and Privacy Act (FERPA) affords eligible students certain rights with respect to their education records. (An "eligible student" under FERPA is a student who is 18 years of age or older who attends a postsecondary institution.) These rights include:

1. The right to inspect and review the student's education records within 45 days of the day Oakland City University receives a request for access. A student should submit to the registrar or Provost a written request that identifies the record(s) the student wishes to inspect. The university official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the university official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.



2. The right to request the amendment of the student's education records that the student believes is inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.

A student who wishes to ask Oakland City University to amend a record should write Oakland City University official responsible for the record, clearly identify the part of the record the student wants changed, and specify why it should be changed.

If Oakland City University decides not to amend the record as requested, Oakland City University will notify the student in writing of the decision and the student's right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.

3. The right to provide written consent before Oakland City University discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent.

Oakland City University discloses education records without a student's prior written consent under the FERPA exception for disclosure to school officials with legitimate educational interests. A school official is a person employed by Oakland City University in an administrative, supervisory, academic, research, or support staff position (including law enforcement unit personnel and health staff); a person serving on the board of trustees; or a student serving on an official committee, such as a disciplinary or grievance committee. A school official may also include a volunteer or contractor outside of Oakland City University who performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the university with respect to the use and maintenance of PII from educational records, such as an attorney, auditor, or collection agent or a student volunteering to assist another university official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibilities for Oakland City University.

4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by Oakland City University to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202

See the list below of the disclosures that postsecondary institutions may make without consent.

FERPA permits the disclosure of PII from students' education records, without consent of the student, if the disclosure meets certain conditions found in §99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the student, §99.32 of FERPA regulations requires the institution to record the disclosure. Eligible students have a right to inspect and review the record of disclosures. FERPA permits and OCU may disclose PII from the education records without obtaining prior written consent of the student –

- To other school officials, including teachers/professors, within Oakland City University whom the school has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the school has outsourced institutional services or functions, provided that the conditions listed in §99.31(a)(1)(i)(B)(1) - (a)(1)(i)(B)(2) are met. (§99.31(a)(1))
- To officials of another school where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of §99.34. (§99.31(a)(2))
- To authorized representatives of the U. S. Comptroller General, the U. S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as a State postsecondary authority that is responsible for supervising the university's State-supported education programs. Disclosures under this provision may be made, subject to the requirements of §99.35, in connection with an audit or evaluation of Federal- or State-supported education programs, or for the

- enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf. (§§99.31(a)(3) and 99.35)
- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (§99.31(a)(4))
  - To organizations conducting studies for, or on behalf of, the school, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction. (§99.31(a)(6))
  - To accrediting organizations to carry out their accrediting functions. (§99.31(a)(7))
  - To parents of an eligible student if the student is a dependent for IRS tax purposes. (§99.31(a)(8))
  - To comply with a judicial order or lawfully issued subpoena. (§99.31(a)(9))
  - To appropriate officials in connection with a health or safety emergency, subject to §99.36. (§99.31(a)(10))
  - Information the school has designated as “directory information” under §99.37. (§99.31(a)(11))
  - To a victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense, subject to the requirements of §99.39. The disclosure may only include the final results of the disciplinary proceeding with respect to that alleged crime or offense, regardless of the finding. (§99.31(a)(13))
  - To the general public, the final results of a disciplinary proceeding, subject to the requirements of §99.39, if the school determines the student is an alleged perpetrator of a crime of violence or non-forcible sex offense and the student has committed a violation of the school's rules or policies with respect to the allegation made against him or her. (§99.31(a)(14))

- To parents of a student regarding the student's violation of any federal, state, or local law, or of any rule or policy of the school, governing the use or possession of alcohol or a controlled substance if the school determines the student committed a disciplinary violation and the student is under the age of 21. (§99.31(a)(15))

### Directory Information Disclosure

The Family Educational Rights and Privacy Act (FERPA), a federal law, requires that Oakland City University, with certain exceptions, obtain your written consent prior to the disclosure of personally identifiable information from your education records. However, Oakland City University may disclose appropriately designated "directory information" without written consent, unless you have advised Oakland City University to the contrary in accordance with the Oakland City University procedures. The primary purpose of directory information is to allow Oakland City University to include this type of information from your education records in certain publications. Examples include:

- A playbill, showing your student's role in a drama production
- A yearbook
- Honor Roll or other recognition lists
- Graduation Programs
- Sports/Athletics activity sheets, such as for sport, showing weight and height of team members, year in school, hometown, etc.

Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks.

If you do not want Oakland City University to disclose directory information from your education records without your prior written consent, you must notify Oakland City University in writing. Oakland City University has designated the following information as directory information.

- Student's name
- Address
- Telephone listing
- Electronic mail address

- Photograph
- Date and place of birth
- Major field of study
- Dates of attendance
- Grade level
- Participation in officially recognized activities and sports
- Weight and height of members of athletic teams
- Degrees, honors, and awards
- The most recent educational agency or institution attended
- Student Identification Number

### ***Firearms / Weapons***

For safety reasons, possession of any kind of firearm or lethal weapon (including hunting equipment) is prohibited on the Oakland City University campus, including vehicles parked on campus property.

### ***Missing Student: Policy and Procedure***

Oakland City University takes student safety very seriously. To this end, the following policy and procedure has been developed in order to assist in locating any Oakland City University student living in university-owned, on-campus housing, who, based on the facts and circumstances known to the university, are determined to be missing. This policy is in compliance with Section 488 of the Higher Education Act of 2008.

Most missing person reports in the university environment result from students changing their routine without informing their roommates and/or friends of the change. To assist the process of verifying a student is missing, at the beginning of each academic year, residential students will be asked to provide, on a voluntary basis, emergency contact information in the event they are reported missing while enrolled at Oakland City University. This emergency information will be kept in the Office of Student Life and will be updated annually.

Anyone who believes a student to be missing should report their concern to Campus Safety & Security or the Office of Student Life or Residence Life. Every report made to the campus will be followed up with an immediate investigation once a student has been missing for 24 hours. Depending on the circumstances presented to university officials, the missing students' emergency contacts may be notified. In this event, the Director of Student Life will place the calls.

The investigation procedures include:

1. The Oakland City University official receiving the report will collect and document the following information at the time of the report.

- a. The name and relationship of the person making the report.
  - b. The date, time and location the missing student was last seen.
  - c. The general routine or habits of the suspected missing student (e.g. – visiting friends who live off-campus, working a job away from campus) including any recent changes in behavior or demeanor.
  - d. The missing student's cell phone number (if known by the reporter).
2. The Oakland City University official receiving the report will contact the Director of University Housing and the Director of Student Life in order to update them on the situation and to receive additional consultation. The Director of Student Life will ascertain if/when other members of the University Administration need to be contacted.
3. Upon notification from any entity that a student may be missing, Oakland City University may use any or all of the following resources to assist in locating the student.
    - a. Go to the student's residence hall room.
    - b. Talk to the student's RA, roommate, and floor mates to see if anyone can confirm the missing student's whereabouts and/or confirm the date, time and location the student was last seen.
    - c. Secure a current student ID or other photo of the student from a friend.
    - d. Call and text the student's cell phone and call any other numbers on record.
    - e. Send the student an email.
    - f. Review Academic Attendance Reports, Beacon Alerts, and ascertain from the missing student's instructors if they have seen any recent changes in behavior or demeanor of the student.
    - g. Check all possible locations mentioned by the parties above including, but not limited to, library, residence hall lounges, student lounges, fitness center, etc. The Office of Campus Safety & Security and the Office of Residence Life may be asked to assist in order to expedite the search process.
    - h. Contact or call any other on-campus or off-campus friends or contacts that are made known. This could include checking a student's social media sites.
    - i. Ascertain the student's car make, model and license plate number. A member of the Office of Campus Safety & Security will also check university parking lots for the presence of the student's vehicle.
    - j. The Oakland City University Informational Technology Staff may be asked to obtain email logs in order to determine the last log in and/or access of the Oakland City University network.

4. Once all information is collected and documented and the Director of Student Life (or designee) is consulted; Oakland City University staff may contact the local police to report the information.
5. If the student is under the age of 18 and is not emancipated, notify a custodial parent or guardian within 24 hours of the determination that the student is missing.

Note: If in the course of gathering information as described above, if foul play is evident or strongly indicated; the police should be contacted immediately. If it is necessary to contact the local or state authorities, police procedure and protocol will be followed by the university.

### ***Pornography***

All forms of pornography (magazines, videos, computer games, etc.) are prohibited on the Oakland City University campus. Pornography degrades individuals and undermines the Biblical view of sexual expression. Anyone who is in possession of or distributing any pornographic materials will have all materials confiscated and may be subject to other forms of disciplinary action, up to, and including suspension from the university.

### ***Safe Environment & Sexual Violence Prevention Policies***

The university continues to update its Safe Environment and Sexual Violence Prevention Policies in order to remain in compliance with Title IX, VAWA, and other mandated regulations.

Oakland City University must adopt policies and procedures to assist all students with feeling safe on campus and have the opportunity to fully benefit from all programs and activities. Title IX protects students in connection with all the academic, educational, extracurricular, athletic, and other programs of Oakland City University, whether those programs take place on or off-campus.

### **Harassment**

Oakland City University is committed to maintaining a respectful educational environment, free from all forms of unlawful harassment. Harassment of any kind is not acceptable behavior at the university; it is inconsistent with the commitment to excellence that characterizes Oakland City University's activities. Alleged violations of this policy may result in referral to the university student disciplinary procedure. In addition, those who engage in harassing behavior may be subject to criminal prosecution under appropriate state or

federal law. Action taken by the university through the university's student disciplinary process does not preclude the pursuit of criminal or civil action.

1. The university may discipline any student if he or she is found to have committed the following misconduct on university-owned or related property or at university-sponsored and/or supervised functions.
  - (a) Any verbal or physical behavior, such as disparaging comments, epithets, slurs, or expressive behavior, that is directed at a particular person or group of persons, and which creates an offensive or hostile environment or one which creates an environment wherein the verbal or physical behavior is inherently likely to provoke a violent reaction whether or not it actually does so. Harassment may take the form of name calling, notes, invasion of a reasonable expectation of privacy, obscene messages on voice mail or other electronic communications, signs, slurs, or jokes that demean an individual or group. Harassment also occurs when an individual is threatened with bodily injury, or when the security of an individual's possessions or place of residence is threatened. The above verbal behavior, often referred to as "fighting words," is considered to be of such slight social value that any benefit that may be derived from these words is clearly outweighed by their costs to order and morality. Such words include, but are not limited to, those terms widely recognized to be derogatory references to race, ethnicity, religion, gender, gender identify, sexual orientation, disability, national origin and other personal characteristics or legally-protected categories.
  - (b) Behavior by any student that materially disrupts another's educational pursuits or educational process, invades the rights of others, or otherwise disrupts the regular and essential operation of the university. In enforcing the above rule, the university may subject a student's speech or conduct to reasonable and nondiscriminatory time, place, and manner restrictions which are narrowly tailored and which leave open ample alternative means of communication.
  - (c) Participation in a campus demonstration which:



- i. Disrupts the normal operations of the university and infringes on the rights of other members of the university community
    - ii. Leads or incites others to imminent unlawful action or which is likely to incite such action
    - iii. Disrupts the scheduled and/or normal activities within any campus building or area
    - iv. Unreasonably interferes with freedom of movement, either pedestrian or vehicular, on campus
  - (d) Behavior of any kind that:
    - i. Involves an express or implied threat to interfere with an individual's personal safety, academic efforts, employment or participation in university-sponsored functions and causes that person to have a reasonable apprehension that such harm is about to occur.
    - ii. Interferes with an individual's personal safety, academic efforts, employment, reasonable expectation of privacy, or participation in university-sponsored functions and causes that person to have a reasonable apprehension that such harm is about to occur.
2. The sanction or sanctions imposed by Oakland City University upon a student may be enhanced when it is found that the student has:
- (a) Violated the rules in the university's Code of Conduct and Major Policies and Guidelines found in the Student Handbook, and
  - (b) Intentionally selected the person or persons against whom the underlying violation was committed, or selected the property which was damaged, or violated other provisions of the Code of Conduct, because of the personal characteristics or status of that person or group of persons. Intent shall be determined by consideration of all relevant circumstances.
3. This policy is not intended to limit academic freedom or the free and open expression of ideas.

## Sexual Misconduct

### Title IX Sexual Harassment

*APPLIES TO: Faculty, staff, students, student employees, graduate associates, appointees, volunteers, suppliers/contractors, and visitors*

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#### **INTRODUCTION**

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As a recipient of federal funding, the University is required to comply with Title IX of the Higher Education Amendments of 1972, 10 U.S.C. § 1681 et seq. (Title IX). Title IX is a federal civil rights law that prohibits discrimination on the basis of sex — including pregnancy discrimination and Sexual Harassment — in educational programs and activities. The University does not discriminate on the basis of sex and is committed to providing an educational environment free from sex discrimination. Members of the University Community have the right to be free from Sexual Harassment, and members of the University Community are expected to conduct themselves in a manner that maintains an environment free from Sexual Harassment. Sexual Harassment is defined broadly under this Sexual Harassment Policy (Policy). Sexual Harassment includes Sexual Assault, Sexual Harassment, Non-Consensual Sexual Contact, Non-Consensual Sexual Intercourse, Sexual Exploitation, Sexual Misconduct with a Minor, Child Molesting, and sex discrimination, as defined below. Sexual Harassment is a violation of University policy, state and federal civil rights laws, and may violate state and federal criminal laws. When an allegation of Sexual Harassment is brought to an appropriate individual's attention, and a Respondent is found to have violated this policy, the University will issue appropriate sanctions to prevent future misconduct.

As an educational institution which is controlled by a religious organization, the University reserves the right to utilize an exemption to the extent such an exemption is necessary to ensure the foregoing rules and all other applicable laws and regulations are applied in a manner that is consistent with the religious tenets of such organization. The University further reserves the right to take whatever measures it deems necessary in response to an allegation of Sexual Harassment in order to protect the rights and personal safety of Students, employees, and other members of the University Community. Such measures may include, but are not limited to, modification of living arrangements, interim suspension from campus pending a hearing, and reporting the matter to local police. Not all forms of Sexual Harassment will be deemed to be equally serious offenses, and the University reserves the right to impose different sanctions, ranging from verbal warning to expulsion, depending on the severity of the offense. The University will consider the concerns and rights of both the Complainant and the Respondent. Sexual Harassment is defined broadly under this Sexual Harassment Policy (Policy). Sexual Harassment includes Sexual Assault, Sexual Harassment, Non-

Consensual Sexual Contact, Non-Consensual Sexual Intercourse, Sexual Exploitation, Sexual Misconduct with a Minor, Child Molesting, and sex discrimination, as defined below. Sexual Harassment is a violation of University policy, state and federal civil rights laws, and may violate state and federal criminal laws. When an allegation of Sexual Harassment is brought to an appropriate individual's attention, and a Respondent is found to have violated this policy, the University will issue appropriate sanctions to prevent future misconduct.

The University reserves the right to take whatever measures it deems necessary in response to an allegation of Sexual Harassment in order to protect the rights and personal safety of Students, employees, and other members of the University Community. Such measures include, but are not limited to, modification of living arrangements, interim suspension from campus pending a hearing, and reporting the matter to local police. Not all forms of Sexual Harassment will be deemed to be equally serious offenses, and the University reserves the right to impose different sanctions, ranging from verbal warning to expulsion, depending on the severity of the offense. The University will consider the concerns and rights of both the Complainant and the Respondent.

**DEFINITIONS**

The following terms and definitions apply to this Policy.

TERM	DEFINITION
<b>Actual Knowledge</b>	<p>Notice of Sexual Harassment or allegations of Sexual Harassment to a University's Title IX Coordinator or any official of the University who has authority to institute corrective measures on behalf of the University. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute Actual Knowledge. This standard is not met when the only official of the University with Actual Knowledge is the Respondent. The mere ability or obligation to report Sexual Harassment or to inform a Student about how to report Sexual Harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the University. "Notice" includes, but is not limited to, a report of Sexual Harassment to the Title IX Coordinator. Examples of an Employee with authority to institute corrective measures on behalf of the University include members of the Executive Council and other employees as outlined Section III: Employee Duty to Report.</p>

<b>Appointee</b>	An individual deemed to have an affiliation with the university in a non-compensatory capacity as designated in the applicable Human Resources Information System.
<b>Complainant</b>	Any person who is reported to have experienced conduct prohibited by this policy, regardless of whether that individual makes a report or participates in the review of that report by the university, and regardless of whether that person is a member of the University Community.
<b>Consent</b>	<p>Permission that is clear, knowing, voluntary, and expressed prior to engaging in and during an act. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as Consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity.</p> <ul style="list-style-type: none"> <li>A. Consent to any one form of sexual activity cannot automatically imply Consent to any other forms of sexual activity.</li> <li>B. Consent may be withdrawn at any time.</li> <li>C. Previous relationships or prior Consent cannot imply Consent to future sexual acts; this includes “blanket” Consent (i.e., permission in advance for any/all actions at a later time/place).</li> <li>D. Consent cannot be given by an individual who one knows to be – or based on the circumstances should reasonably have known to be – substantially impaired (e.g., by alcohol or other drug use, unconsciousness, etc.). <ul style="list-style-type: none"> <li>i. Substantial impairment is a state when an individual cannot make rational, reasonable decisions because they lack the capacity to give knowing Consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction).</li> <li>ii. This also covers individuals whose substantial impairment results from other physical or mental conditions including mental disability, sleep, involuntary physical restraint, or from the consumption of alcohol or other drugs.</li> <li>iii. Being impaired by alcohol or other drugs will never function as a defense for any behavior that</li> </ul> </li> </ul>

	<p>violates this policy.</p> <p>E. It is the obligation of the person initiating the sexual activity to obtain Consent.</p> <p>F. An individual cannot Consent who has been coerced, including being compelled by force, threat of force, or deception; who is unaware that the act is being committed; or who is coerced by a supervisory or disciplinary authority.</p> <p>i. Force: violence, compulsion, or constraint; physically exerted by any means upon or against a person.</p> <p>ii. Coercion: the application of pressure by the Respondent that unreasonably interferes with the Complainant's ability to exercise free will. Factors to be considered include, but are not limited to, the intensity and duration of the conduct.</p> <p>G. A person who does not want to Consent to sex is not required to resist or verbally object.</p> <p>H. Withdrawal of Consent can be manifested through conduct and need not be a verbal withdrawal of Consent (i.e. crying, pulling away, pushing away, not actively participating, laying there, uncomfortable or upset facial expression).</p> <p>I. Consent may not be given by an individual who has not reached the legal age of Consent under applicable law.</p>
<b>Decision Maker</b>	The administrator(s) who oversee(s) any hearing or appeal which takes place as part of the formal resolution process. The decision maker(s) will be assigned on a case-by-case basis. The decision maker(s) may be internal or external parties.
<b>Formal Complaint</b>	A complaint filed by the Complainant or the University that triggers the University's full investigation and hearing process under Title IX.
<b>Investigator</b>	An individual assigned by the Title IX Coordinator to investigate the alleged Sexual Harassment and oversee the investigative hearing.
<b>Respondent</b>	Any member of the University Community who is reported to have engaged in conduct prohibited by this policy.
<b>Retaliation</b>	<p>i. Any adverse employment or educational action taken against a person because of the person's participation in a complaint or investigation of</p>

	discrimination or Sexual Harassment.
<b>Sexual Harassment</b>	<p>A. An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct;</p> <p>B. 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 recipient's education program or activity; or</p> <p>C. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).</p> <p>All such acts constitute of Sexual Harassment under this policy.</p>
<b>Student</b>	<p>An individual to whom an offer of admission has been extended, paid an acceptance fee, registered for classes, or otherwise entered into another agreement with the university to take instruction. Student status lasts until an individual graduates, is permanently dismissed, or is not in attendance for two complete, consecutive terms, and includes those with a continuing educational relationship with the university; "Student" also includes registered Student organizations. A Student organization remains a "Student" for purposes of this policy for one calendar year following the expiration of the organization's most recent registration.</p> <p>The university reserves the right to administer this policy and proceed with any process provided by this policy even if the Student withdraws from the university, is no longer enrolled in classes, or subsequently fails to meet the definition of a Student while a disciplinary matter is pending.</p>
<b>Title IX Coordinator</b>	<p>The designated university official with primary responsibility for coordinating the university's compliance with Title IX. This individual provides leadership for Title IX activities; offers consultation, education, and training; and helps to ensure that the university responds appropriately, effectively, and equitably to all Title IX issues.</p>

<b>University Community</b>	Faculty, staff, students, student employees, graduate associates, appointees, volunteers, suppliers/contractors, and visitors.
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## **POLICY DETAILS**

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### **I. SCOPE**

#### **A. Medium**

- i. This policy applies to alleged Sexual Harassment in any medium. Sexual Harassment may manifest in many evolving forms including, but not limited to: physical, verbal, and visual, whether in person or online in any format.

#### **B. Jurisdiction**

- i. The University has a compelling obligation to address allegations and suspected instances of Sexual Harassment when it has Actual Knowledge that this policy has been violated. The University must inform the Respondent of the allegations and may take any further action it deems appropriate, including pursuing an investigation even in cases when the Complainant is reluctant to proceed. The Complainant will be notified in advance when such action is necessary.
- ii. The University's disciplinary response may be limited if the Respondent is a visitor or other third-party or is not subject to the University's jurisdiction.

#### **C. Location**

- i. This policy applies to alleged Sexual Harassment that takes place in a University's educational program or activity, against a person in the United States. This includes locations, events, or circumstances over which the University exercised significant control over both the Respondent and the context in which the Sexual Harassment occurred.
- ii. This policy also applies to alleged Sexual Harassment that occurs off-campus, including virtual spaces, in any building owned or controlled by a Student organization that is officially recognized by the University.
- iii. In situations not covered above, but where the Sexual Harassment undermines the security of the University Community or the integrity of the educational process or poses a serious threat to self or others, other applicable University procedures for general misconduct may be applied.

- D. This policy is not intended for, and will not be used to, infringe on academic freedom or to censor or punish members of the University Community who exercise their legitimate First Amendment rights.

- E. Policy Maintenance
  - i. This policy is managed by the Title IX Coordinator
  - ii. This policy and the associated procedures will be revised by the Title IX Coordinator.

## **II. RECEIVING SUPPORTIVE MEASURES**

- A. Members of the University Community impacted by Sexual Harassment are encouraged to use counseling and support services, listed in the Resources section.

## **III. EMPLOYEES WITH AUTHORITY TO INSTITUTE CORRECTIVE MEASURES**

- A. The University designates certain employees who have the authority to institute corrective measures on its behalf. Under this policy, their knowledge of Sexual Harassment conveys Actual Knowledge to the University.
- B. The following employees have been designated by the University as having the authority to initiate corrective measure on its behalf:
  - i. Title IX Coordinator(s)
  - ii. President of the University
  - iii. Vice President(s)
  - iv. CFO
  - v. Associate Vice President(s)
- C. When one of the above employees learns of alleged sexual harassment, that employee should contact the Title IX Coordinator in the Office of Compliance as soon as possible.
- D. Employees may have additional reporting obligations provided by law and/or other University policies.
- E. Corrective action may be taken against any individual who has a duty to report and who fails to respond in a manner consistent with the provisions of applicable laws, regulations, policies, and procedures

## **IV. EMPLOYEE DUTY TO REPORT**

*All University employees have reporting responsibilities to ensure the University can take appropriate action.*

- A. All University employees, except those exempted by legal privilege of confidentiality or expressly identified as a confidential reporter, have an obligation to report incidents of Sexual Assault. Any employee who receives a disclosure of Sexual Assault or becomes aware of information that would lead a reasonable person to believe that a Sexual Assault may have occurred involving anyone covered under this policy, must report all known information immediately.
- B. In addition to the requirement of reporting incidents of Sexual Assault, the following members of the University Community have an additional obligation to report all other incidents of Sexual Harassment, when they



receive a disclosure of Sexual Harassment or become aware of information that would lead a reasonable person to believe that Sexual Harassment may have occurred involving anyone covered under this policy. These individuals must report the incident within five workdays of becoming aware of such information:

- i. Executive officers;
  - ii. Deans, directors, department heads/chairs (including those serving in assistant or associate roles);
  - iii. Faculty and staff who serve as advisors to or coaches of University-recognized student groups;
  - iv. Campus Security Authorities designed by the University under the Clery Act not otherwise specified in this provision, including any individual, whether an employee or not, who serves as a coach of a club sports team; and
  - v. Individuals serving in any of the positions described above on an acting or interim basis.
- C. Employees are not required to report disclosures of information regarding Sexual Harassment pursuant to this policy in the following circumstances, unless an individual covered under this policy is implicated or the individual is explicitly seeking assistance from the University:
- i. At public survivor support events including, but not limited to: "Take Back the Night," candlelight vigils, protests, and survivor speak-outs;
  - ii. To student-employees when they are operating outside of their official work capacity; or
  - iii. During an individuals' participation as a subject in an Institutional Review Board (IRB)-approved human subjects research protocol.
- D. Employees with a duty to report should refer to the chart in Reporting Allegations of Sexual Harassment. Contacting the Title IX Coordinator in the Office of Compliance to share all known information will satisfy the employee duty to report.
- E. Employees may have additional reporting obligations provided by law and/or other University policies.
- F. The following categories of employees are exempt from the duty to report Sexual Assault and other Sexual Harassment, due to their legal or professional privilege of confidentiality or their designation by the University as a confidential reporter:
- i. Professional and pastoral counselors
    - a) A professional counselor is a person whose official responsibilities include providing mental health counseling to members of the University Community and who is functioning within the scope of that license or certification and their university employment.

1. This definition applies even to professional counselors who are not employees of the university but are under contract to provide counseling at the university.
  2. This also includes an individual who is not yet licensed or certified as a counselor but is acting in that role under the supervision of an individual who is licensed or certified (e.g., a Ph.D. counselor-trainee acting under the supervision of a professional counselor at the university).
- b) A pastoral counselor is a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition and their role at the university.
1. In this context, a pastor or priest who is functioning as an athletic director or as a student advocate would not be exempt from the reporting obligations.
- ii. Other employees with a professional license requiring confidentiality who are functioning within the scope of that license or certification and their university employment.
- a) For example, an athletic trainer (AT) with a dual appointment as AT and professor would be required to report instances of Sexual Harassment of which they become aware in the scope of their employment as a professor, but must keep such information confidential and privileged if learned in the scope of their duties as AT unless there is a mandatory reporting requirement under state law.
- G. Corrective action may be taken against any individual who has a duty to report and who fails to respond in a manner consistent with the provisions of applicable laws, regulations, policies, and procedures.

## **V. REPORTING ALLEGATIONS OF SEXUAL HARASSMENT**

- A. Any person may report sexual harassment. By way of example, this includes::
- i. Students
  - ii. Employees
  - iii. Parents
  - iv. Any University Community member or other individual who is directly involved in, observes, or reasonably believes that Sexual Harassment may have occurred.
- B. Reports can be made to the Title IX Coordinator in the following ways:
- i. In-Person: Compliance Office, Murry Center, 3<sup>rd</sup> Floor, Room 301
  - ii. Mail: 138 N Lucretia St., Oakland City, IN.47660
  - iii. Phone: 812-749-1435

- iv. Email: pendicott@oak.edu
- C. Making a report to the University and to law enforcement are mutually exclusive events. Making a report to the University does not preclude the individual from filing a report of a crime with law enforcement nor does it extend time limits that may apply in criminal processes. Filing a report with law enforcement is not a prerequisite of making a report with the University. However, individuals may request assistance from the Title IX Coordinator or designee to notify law enforcement.

Agency	Contact Information
<b>University Police</b>	812-749-1392
<b>Local Law Enforcement</b>	812-385-3496

**VI. CONFIDENTIALITY AND PRIVACY**

- A. The University recognizes the importance of confidentiality and privacy. See the Resources section for a list of confidential support, non-confidential support, and medical resources. Information received in connection with the reporting, investigation, and resolution of allegations will be treated as private and will only involve individuals whom the University determines are necessary to conduct an appropriate investigation, to provide assistance and resources to parties, to perform other appropriate University functions, or when the University is required to provide information under the law.
- B. If an incident is disclosed or reported to the University and the individual requests that no investigation be conducted or disciplinary action be taken, the Title IX Coordinator or designee will explain that the University prohibits Retaliation and explain the steps the University will take to prevent and respond to Retaliation if the individual participates in a resolution process. The Title IX Coordinator or designee will evaluate the request to determine whether the University can honor the request while still providing a safe and nondiscriminatory environment.
- C. A decision to proceed despite an individual's request will be made on a case-by-case basis after an individualized review, and the Complainant will be notified if such a decision is made. If the University proceeds with an investigation, the Complainant is under no obligation to proceed as a part of the investigation.
- D. All individuals involved in the process should observe the same standard of discretion and respect for everyone involved in the process.

**VII. RETALIATION**

- A. Retaliation is prohibited by University policy and law. The University will not tolerate retaliation in any form against any individual who makes an allegation, files a report, serves as a witness, assists a Complainant, or participates in an investigation of discrimination or harassment.

- B. Retaliation is a serious violation that can subject the offender to discipline, up to and including termination of employment and/or suspension or dismissal of a Student, independent of the merits of the underlying allegation.
- C. Allegations of retaliation should be reported to the Title IX Coordinator.

## **VIII. INVESTIGATION AND RESOLUTION OPTIONS**

### **A. Initial Assessment**

- i. The Office of Compliance reviews all reports of Sexual Harassment under this policy under the direction of the Title IX Coordinator or designee for an initial assessment of the reported information. The available resolution options will be guided by the availability of information or evidence suggesting that a policy violation may have occurred; the University's obligation to investigate and provide appropriate remedies to eliminate, prevent, and address the effects of the prohibited conduct; and the desire of the Complainant to participate in an investigation or other resolution.
- ii. Upon completion of an initial assessment, the Title IX Coordinator or designee will determine the available options for resolution and will communicate the options to the parties.

### **B. Informal Resolution**

- i. Informal resolution may be utilized in some circumstances if the University deems appropriate and both parties agree to it.

### **C. Investigative Resolution**

The Office of Compliance will determine the appropriate office that may resolve a report of Sexual Harassment through investigative resolution when the alleged Sexual Harassment, if true, would be prohibited under applicable University policy. In instances when informal resolution is inappropriate, when the party requests, or when the University requires formal investigation, the University will consider the concerns and rights of all parties and provide a prompt, fair, impartial, and equitable process.

## **IX. REMEDIES**

- A. When the University makes a finding of a policy violation, it will take steps, whether individual or systemic, to stop the alleged Sexual Harassment, prevent its recurrence, and remedy the discriminatory effects on the Complainant and others, as appropriate.
- B. Corrective Actions/Sanctions
  - i. When the Respondent is a Student, potential sanctions include formal reprimand, disciplinary probation, suspension, dismissal, and other appropriate educational sanctions.
  - ii. When the Respondent is an employee, corrective actions may be taken pursuant to applicable law and the applicable policies and

procedures as outlined in the university handbooks. Disciplinary corrective actions include coaching, development plans, reduction in supervisory duties and leadership responsibilities, changes in salary, termination, and other appropriate corrective actions.

- iii. Student employees may be subject to corrective action and sanctions under Student and/or employee policies depending on the nature of the case. For instance, a Student employee who is dismissed from the university may also be subject to termination or other corrective actions.

C. Any corrective actions or sanctions will not take effect until any appeals have been completed.

D. Interim Supportive Measures

- i. Supportive measures will be made available to both the Complainant and Respondent whether or not a Formal Complaint is filed to ensure equal access to the University's education and employment programs and activities. The Title IX Coordinator or designee will conduct an individualized assessment and will review requests from Complainant and Respondent to determine supportive measures that are appropriate and reasonably available at no cost to the Complainant or Respondent. Supportive measures may include, but are not limited to:
  - a. No contact directives;
  - b. Referral to campus and community resources for victim advocacy, counseling, health services, legal assistance, immigration assistance, disability services;
  - c. Academic support including extensions of time and other course-related adjustments;
  - d. Modification of work or class schedules;
  - e. Change in work or housing locations;
  - f. Change in reporting relationship;
  - g. Consideration of leave requests; and
  - h. Assistance with academic petitions.
- ii. During the period of any investigation a Respondent can be put on administrative leave if they are an employee of the University. If the Respondent is a Student of the University, they may be removed from educational activities following an individualized safety and risk analysis determines that the Respondent poses an imminent threat to the physical health or safety of anyone due to the allegations made. If a Student is removed from educational activities in this way, they have the right to challenge the determination of the safety and risk analysis.
- iii. The Title IX Coordinator or designee will coordinate the provision of interim supportive measures. Parties will not be required to arrange such measures by themselves but may need to participate in

communication with supervisors, faculty, and other University employees with a need to know.

- iv. The University will maintain as confidential any supportive measures provided to the Complainant or Respondent to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures.

E. Other Remedial Measures

- i. When the university is unable to proceed with investigative resolution, such as lack of information in the report or request by the Complainant that an investigation not move forward, the university may take other remedial measures as appropriate to remedy the effects of the alleged Sexual Harassment and/or prevent its recurrence. Remedial measures may also be implemented when it is determined that inappropriate behavior occurred, but that the behavior did not rise to the level of a policy violation.
- ii. Remedial measures may include and are not limited to:
  - a. Providing training on Sexual Harassment;
  - b. Increasing security in a designated space;
  - c. Changing policy or procedure; and
  - d. Conducting climate checks.

**X. FALSE ALLEGATIONS**

- A. It is a violation of this policy for anyone to make a false allegation of Sexual Harassment in bad faith. Corrective actions or sanctions may be imposed on individuals who in bad faith make false allegations of Sexual Harassment.
- B. The absence of a finding of a policy violation is not equivalent to finding that the Complainant acted in bad faith.

**XI. PROCESS ABUSE**

- A. No member of the University Community may:
  - i. Obstruct, prohibit, exert improper influence over, or interfere with any individual making a report, participating in a process, or carrying out a responsibility covered by this policy;
  - ii. Make, in bad faith, materially false statements in or related to a process covered by this policy;
  - iii. Disrupt or interfere with the orderly conduct of any proceeding conducted under this policy; or
  - iv. Fail to comply with any directive, sanction, or corrective action issued pursuant to this policy.

**XII. TRAINING**

- A. All faculty, staff, Student employees, graduate associates, and Students are required to take annual Sexual Harassment training as directed by the university.

## PROCEDURE

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### **I. INITIAL ASSESSMENT**

- A. Upon receiving a report, the Title IX Coordinator will provide information to the Complainant on the availability of supportive measures, the right to file a Formal Complaint, and how to file a Formal Complaint.
- B. The Office of Compliance reviews all reports of Sexual Harassment under this policy under the direction of the Title IX Coordinator or designee for an initial assessment of the reported information. Available resolution options will be guided by the availability of information and evidence suggesting that a policy violation may have occurred; the University's obligation to investigate and provide appropriate remedies to eliminate, prevent, and address the effects of the prohibited conduct; and the availability or desire of the Complainant to participate in an investigation or other resolution.
- C. Upon completion of an initial assessment, the Title IX Coordinator or designee will determine the available options for resolution and will communicate these options to the parties.
- D. If the Complainant or the University elects to file a Formal Complaint, the Title IX Coordinator will provide written notice to the Respondent within ten days including:
  - i. The actual allegations of facts that constitute Sexual Harassment and any evidence that supports this;
  - ii. That there is a presumption of innocence in their favor;
  - iii. That all parties are entitled to an advisor of their choice;
  - iv. That all parties can inspect and review evidence; and,
  - v. Information regarding any code of conduct provisions that prohibit false statements made in bad faith.

### **II. DISMISSAL OF A COMPLAINT**

- A. In the event that prior to, or in the course of, an investigation, the University determines that the allegations fail to meet the definition of Sexual Harassment or did not occur while in the United States and under the University's educational program or activity, the investigation and Formal Complaint will be dismissed. Formal Complaints may still be resolved through an informal resolution process as outlined above or according to procedures set forth in the Student Code of Conduct.
- B. The University reserves the right to dismiss the Formal Complaint and stop the investigation if:
  - i. The Complainant notifies the Title IX Coordinator in writing that they wish to withdraw their Formal Complaint;
  - ii. The Respondent is no longer enrolled in or employed by the University; or

- iii. Specific circumstances prevent the school from gathering sufficient evidence to reach a determination about allegations (e.g. lack of participation in the investigative process by parties or witnesses).
- C. If the University dismisses the Formal Complaint for any reason, either party may appeal the decision as outlined in this policy's appeals process.

### **III. INFORMAL RESOLUTION**

- A. Informal resolution may be utilized in some circumstances if a Formal Complaint is filed.
- B. The usage of an informal resolution process is limited in a number of ways:
  - i. Informal resolution is unavailable if the Respondent is an employee of the school.
  - ii. Informal resolution may only be used if any and all parties to an investigation agree to it.
- C. In all cases, the University will inform the parties of the right to end the informal resolution process at any time. If a party chooses to end the informal resolution process, the University will inform the Complainant of options, including the option to begin the investigative resolution process.
- D. The University will provide a facilitator, mediator, or decision-maker that is free from conflicts of interest and has received special training as outlined at [www.oak.edu/consumer-information](http://www.oak.edu/consumer-information) in order to facilitate resolution of the Formal Complaint.
- E. Informal resolution can take any form that the parties agree upon. The Title IX Coordinator or designee will work with the parties to develop a form of resolution that adequately resolves the needs of the parties. This may include:
  - i. *Facilitated Dialogue*: A structured and facilitated conversation between two or more individuals, including, but not limited to the Complainant and the Respondent, which allows for voices to be heard and perspectives to be shared. Depending on stated interests, participants may work towards the development of a shared agreement.
  - ii. *Shuttle Mediation*: An indirect version of the facilitated dialogue.
  - iii. *Circle of Accountability*: A facilitated interaction between the Respondent and University faculty and/or staff designed to provide accountability, structured support, and the creation of an educational plan.
- F. Depending on the form chosen, it may be possible for a Complainant to maintain anonymity throughout the informal resolution process.
- G. As part of the resolution process, additional measures (including, but not limited to educational programming, training, regular meetings with an appropriate university individual or resource, extensions of no contact orders, or counseling sessions) may be agreed upon.



#### **IV. FORMAL RESOLUTION & HEARINGS**

- A. The Office of Compliance may resolve a report of Sexual Harassment through its formal resolution process when the alleged Sexual Harassment, if true, would be prohibited under applicable University policy. In instances when informal resolution is inappropriate, when any party requests, or when the University requires formal investigation, the University will consider the concerns and rights of all parties and provide a prompt, fair, impartial, and equitable process.
- B. Investigation
  - i. Following the filing of a Formal Complaint, an Investigator will be assigned to the case by the Title IX Coordinator. During the investigation, the Investigator will seek to meet separately with the Complainant, Respondent, and any relevant witnesses who may have information relevant to the incident. The Investigator may also gather or request other relevant information or evidence when available and appropriate. Both the Complainant and Respondent will be asked to identify witnesses and provide other relevant information in a timely manner to facilitate prompt resolution of the case.
  - ii. Although both the Complainant and Respondent are advised to participate in the investigation process to enable a fair and equitable resolution to any case, neither the Complainant nor the Respondent are required to participate in the investigation process.
  - iii. Formal Complaints of sexual harassment may be consolidated where the allegations arise out of the same facts or circumstances.
  - iv. During the investigation process, parties have an equitable right to:
    - a. Receive notice of the allegations before participating in an interview with sufficient time to prepare for meaningful participation;
    - b. A process with reasonably prompt timeframes, with extensions for good cause, as described in the Procedure section below;
    - c. Present relevant information to the Investigator, including evidence and witnesses;
    - d. Receive timely and equal access to any relevant information, documentation, and evidence gathered during the investigation;
    - e. Have an advisor of their choosing, or through appointment by the University, including an attorney, advocate, or other support person who is not a potential witness in the investigation or could otherwise compromise the investigation, who provides support throughout the formal resolution process, including being present for any meetings or hearings; and
    - f. Investigators who are adequately trained to resolve cases of alleged Sexual Harassment, are familiar with applicable

policies and procedures, and who do not have a conflict of interest or bias for or against either party.

- v. The University must provide a written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings to all parties whose participation is invited or expected with sufficient time for the party to prepare to participate.
- vi. The University will not restrict the ability of a Complainant or Respondent to discuss the allegations under investigation or to gather and present relevant evidence.
- vii. Credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.
- viii. Following the completion of the investigation, the Investigator will complete an investigative report on the allegations contained in the Formal Complaint. Before the report is finalized, the Investigator will send to each party and their advisors an electronic or hard copy of all evidence that is directly related to the allegations. The University must include all evidence directly related to the allegations, even if the investigator does not intend to rely on that evidence in making a determination of responsibility. The parties then have at least ten days to provide a written response, which the Investigator will consider before finalizing the investigative report. The finalized report is then circulated for no less than ten days before a hearing is held.

### C. Hearings

- i. All hearings are overseen by a Decision Maker(s). All Decision Maker(s) have received special training on how to be impartial and are assigned to cases by the Title IX Coordinator to avoid any bias and present an objective analysis of the evidence. In no case is the Investigator for a given case also the Decision Maker(s).
- ii. The Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the end of the investigation and hearings.
- iii. The Decision Maker(s) will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding the privilege has waived it.
- iv. Credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.
- v. Hearings are not legal proceedings and do not follow courtroom procedure or the formal rules of evidence. During any hearings, each party must have an advisor present to ask questions to the other party. This advisor does not need to be licensed to practice law and may be a person of the party's choice or, if they do not have an advisor, the University will provide an advisor for them.

- vi. Questioning & Cross-Examinations
  - a. The Decision Maker(s) may question individual parties and witnesses.
  - b. Parties will have the opportunity to cross-examine the party or witness. Parties may never ask questions directly, and questions must be asked to the other party through the use of a party's advisor. All questions asked must be relevant. Any questions determined not to be relevant by the Decision Maker(s) are not required to be answered.
  - c. If a party or witness is absent from the live hearing or refuses to answer cross-examination or other questions, the Decision Maker(s) may not rely on any statement of that person in reaching a determination of responsibility. The Decision Maker(s) may not draw an inference about the determination regarding responsibility based solely on a party's or witness' absence from the live hearing or refusal to answer cross-examination or other questions.
- vii. If, at any point during the hearing, the Decision Maker(s) determines that unresolved issues exist that could be clarified through additional investigation time, the Decision Maker(s) may suspend the hearing and reconvene it in a timely manner that accommodates further investigation.
- viii. Hearings may be conducted virtually through the use of technology at the University's discretion. However, if either the Complainant or Respondent asks to be in separate rooms, the University must grant this request and provide appropriate technology to allow for simultaneous participation.
- ix. All hearings will be memorialized through an audio or audiovisual record or transcript of the live hearing. The recording or transcript will be made available for parties to inspect and review following their completion.

#### D. Resolution

- i. The Decision Maker(s) will communicate his or her decision to both parties, concurrently. The Decision Maker(s) will communicate the decision in writing and orally as soon as possible after the hearing. In all cases, the Decision Maker(s) will send the parties a final outcome letter within ten days of the conclusion of the hearing.
- ii. The Decision Maker(s) bases all conclusions by examining all evidence from the investigation and the hearing. Their conclusion is based on the clear and convincing standard: If it is highly and substantially more likely to be true than untrue that Respondent committed the alleged act(s)], then Respondent will be found responsible for violating this policy.

- iii. The Decision Maker(s)'s written decision must include the following information:
  - a. Identification of the allegations potentially constituting Sexual Harassment;
  - b. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
  - c. Findings of fact supporting the determination;
  - d. Conclusions regarding the application of the University's code of conduct to the fact;
  - e. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctioned imposed upon the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided; and
  - f. The procedures and permissible bases for either party to appeal.
- iv. If the Respondent is found responsible for violating this policy, the Decision Maker will consult with a member(s) of the OCU President's Executive Council in order to determine the corrective actions and/or sanctions to resolve the case. Any such corrective actions and/or sanctions will be outlined in the Decision Maker(s)'s written decision.

## **V. APPEALS PROCESS**

- A. If either party disagrees with the outcome of the Decision Maker(s)'s determination, they may file a written appeal with the Title IX Coordinator within ten days of receiving the Decision Maker(s)'s written decision.
- B. Appeals may be filed due to:
  - i. A procedural irregularity that affected the outcome.
  - ii. New evidence being discovered that was not reasonably available at the time of the determination or dismissal.
  - iii. A conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter of the Investigator or investigator(s), or decision-maker(s).
- C. An Appeal Decision Maker will be assigned by the Title IX Coordinator as needed. The University maintains a pool of internal and external trained Decision Makers to call upon as the need arises. The Title IX Coordinator and investigators who handled the investigation for the complaint, and the Hearing Decision Maker cannot be assigned as the Appeal Decision

Maker(s). The assigned Appeal Decision Maker will examine all evidence in order to determine if the appeal has merit. The Appeal Decision Maker will make an unbiased objective conclusion as to the appeal's merit and issue a written decision describing the result of the appeal and the rationale for the result; and will provide the written decision simultaneously to both parties.

**VI. RECORDKEEPING**

- A. The University shall maintain all records relating to Formal Complaints of Sexual Harassment, as well as all training materials used under this Policy, for seven years.

**RESPONSIBILITIES**

Position of Office	Responsibilities
Compliance Officer	Title IX Coordinator
VP of Administration	Deputy Title IX Coordinator
Associate VP for Student Life	Deputy Title IX Coordinator
Director of Human Resources	Deputy Title IX Coordinator
Athletic Director	Deputy Title IX Coordinator

**RESOURCES**

**SUPPORT RESOURCES**

Community Served	Scope / Purpose	Office / Agency	Contact Information	Confidentiality
Employees	Provides life assistance for an array of personal, work-related, and daily living challenges for benefits-eligible employees and family members	Employee Assistance Program	Call HR for Eligibility and Access Information 812-749-1416	Confidential

All members of the University Community	Coordinates Title IX compliance; leads Title IX activities; provides education and training	Title IX Coordinator	812-749-1435 jccampbell@oak.edu	Non-Confidential
Anyone	Responds to criminal conduct on campus	University Police	812-749-1392	Non-Confidential

### MEDICAL RESOURCES

Community Served	Scope/Purpose	Office/Agency	Contact Information	Confidentiality
Students	Outpatient facility; provides a variety of health care services	TBD		Confidential
Anyone	24/7 medical services	Emergency Room		Confidential

### CONTACTS

Subject	Office	Telephone	Email/URL
Policy Questions	Office of Compliance	812-749-1435	<a href="mailto:compliance@oak.edu">compliance@oak.edu</a>
To Make a Report	Office of Compliance <b>or</b> <a href="https://www.oak.edu/forms/reporting-concerns-and-ideas-future-success-ocu">https://www.oak.edu/forms/reporting-concerns-and-ideas-future-success-ocu</a> <b>or</b> Call (800) 576-5262 and listen to the first message. Enter Code 30084 when prompted to do so	Compliance Office: 812-749-1435	<a href="mailto:compliance@oak.edu">compliance@oak.edu</a> or <a href="mailto:cwoolsey@oak.edu">cwoolsey@oak.edu</a>
Title IX Questions	Title IX Coordinator	812-749-1435	<a href="mailto:cwoolsey@oak.edu">cwoolsey@oak.edu</a>

### ***Preparing the Annual Report***

Information for this annual report is collected from a variety of individuals. The OCU Chief of Police is responsible for preparing the annual report and seeks counsel/support from the AVP for Student Life, Title IX Coordinator, university Compliance Officer, legal counsel, the Vice President for Administration, and the University President, as needed. The OCU Chief of Police is also responsible for insuring the annual crime statistics are accurate and requests crime information from the local Police Departments where our main campus and Clery campuses (external centers) are located